

CORPORATE AND SOCIAL RESPONSIBILITY POLICY

COWI UK Ltd is a company of consulting civil and structural engineers, specialising in bridges, tunnel and marine projects. We undertake projects at our offices in Bristol, Derby, Glasgow, Hong Kong, London and York, with our business support division located in Uttoxeter. We are a subsidiary of the COWI Group.

The continued success of our company depends on being economically sustainable; we also embrace our social and environmental responsibilities. Corporate responsibility is embedded in the structure of our company and empowers our employees to deliver. "Doing Business in a Different Way" contributing positively to our communities and environment is so important to COWI UK Ltd and as such we have adopted a sustainable development charter.

We work together on daily basis with partners, employees, suppliers and clients to help create a more sustainable approach to high-quality design, to help build stronger local communities, to minimise our environmental footprint and to be responsive to our customer's needs.

SUSTAINABLE DEVELOPMENT CHARTER

We subscribe to development that meets the needs of the present, through a combination of social and economic responsibility and environmental protections, without compromising the ability of future generations to meet their own needs. We aim to:

- > To protect the environment, to preserve natural resources and encourage biodiversity
- > To establish and deploy an environmental management system, to BS EN ISO 14001, enabling objectives to be identified, action plans to be implemented and progress to be monitored
- > To ensure that our facilities and services comply with relevant regulations, taking account of standards as they develop
- > To go beyond the minimum legal requirements in terms of improving personal health and safety protection
- > To increase our efforts in terms of development and innovation, in order to improve our ability to respond to environmental challenges
- > To develop our employees' skills, to encourage them to be autonomous and to promote corporate innovation and maximise their potential and create value for our customers
- > To encourage our partners, sub-contractors and suppliers to abide by our sustainable development commitments
- > Embrace diversity as an essential component in the way we do business
To participate in the social development of communities where our facilities are based
- > To promote our commitment to all stakeholders in facilitating access to essential services and towards the respect of fundamental rights.

ACCOUNTABILITY AND RESPONSIBILITY

The Board of Directors is ultimately responsible for setting ethical, legal and moral standards with regards to corporate and social responsibility.

The Board of Directors are committed to continual improvements in corporate responsibility and cascading this ethos and corresponding behaviours down through the company.

The Directors are responsible for encouraging employees to foster relationships that support our local communities and society at large.

ALL EMPLOYEES HAVE A RESPONSIBILITY:

- > To embrace our corporate and social responsibility policy and company ethics
- > To help implement this policy.

Signed: _____



Ian Robinson

Executive Director UK Operations

COWI UK Ltd

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