

MODERN SLAVERY ACT POLICY STATEMENT

This statement is made by COWI UK Ltd (COWI) pursuant to section 54 of the UK Modern Slavery Act 2015 and constitutes COWI's modern slavery and human trafficking statement for the financial year ending 31 December 2024.

COWI is a provider of professional consultancy services and recognises that slavery and human trafficking remains a hidden problem on our global society. The aim of the Company is to identify our responsibility by alerting staff to the risks, however small, in our business and in the wider supply chain. Staff are expected and encouraged to report concerns to management, where they are expected to act upon them or to report through the company's [Whistleblower](#) procedure.

This Policy takes into account, and supports all other policies, procedures and requirements documented in our Integrated Management System. Additional procedures including disciplinary, ensure that this policy is understood and communicated to all levels of the company, and that it is regularly reviewed by the Senior Management team to ensure its continuing suitability and relevance to the company activities.

- > As a company we will mitigate risks by continually auditing and reviewing our processes for checking all employees are paid at least the minimum wage and have the right to work
- > Encouraging the reporting of concerns and the protection of whistleblowers
- > More stringent vetting and investigation of our supply chain expecting them to comply with our values
- > The company will not knowingly support or deal with any business involved in slavery or human trafficking

We expect our supply chain partners to commit to:

- > Sharing our commitment to protecting the health, safety and security of employees clients and others who could be affected by their activities
- > Respecting the human rights of their employees
- > Paying employees a fair wage and providing good working conditions.

For transparency the company will publish the Modern Slavery Act 2015 Policy Statement on its website for the public, clients, suppliers and employees to view.

This policy applies to all those employed by COWI UK Limited.

Signed: _____



Andy Sloan
Senior Vice President
COWI UK Ltd
31/03/2024