

To whom it may concern

ADDRESS COWI Holding A/S
Parallevej 2
2800 Kongens Lyngby
Denmark

TEL +45 56 40 00 00
FAX +45 56 40 99 99
WWW cowi.com

DATE 14 May 2024
PAGE 1/3

Modern Slavery Act Statement

This statement is made by COWI Holding A/S on behalf of itself and its subsidiary companies (together "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 2023.

In COWI we believe that doing the right thing, always, is fundamental for our continued success and reputation.

COWI recognises that modern slavery and human trafficking remains a hidden problem on our global society, and we also recognize that it is our responsibility to alert our employees to any such risks, however small, in our business and in our wider supply chain.

Organisation structure

In COWI we combine global presence with local knowledge to provide engineering, environmental science, economics and architectural services across the world, but with primary geographical focus on Scandinavia, North America and UK.

COWI's services are provided through a project-based organisation, with each project being managed by its own sub-organisation consisting of both managers and specialists.

For more information about COWI's organisational structure please see the attached COWI IN BRIEF document and COWI's annual reports published on [Annual reports and key figures \(cowi.com\)](https://www.cowi.com).

Our efforts to prevent modern slavery

As measures against contributing to modern slavery and human trafficking COWI has since 2006 endorsed the UN Global Compact and we support the Code of Ethics of the International Federation of Consulting Engineers (FIDIC).

Our commitments are continuously expressed in updated policies and new internal values and strategies.

Our employees are expected and encouraged to report concerns about violations of any form of human rights, including suspicion of modern slavery and human trafficking either through dialogue with COWI's management, or by utilizing our whistleblower scheme which can be accessed easily via the internal COWI Group Portal or on COWI's website [CSR and compliance \(cowi.com\)](https://www.cowi.com).

This statement considers and supports all other policies, procedures and requirements documented in our Process and Quality Management System.

Effective due diligence and risk assessment

Project supply chain

COWI's mandatory project risk screening process ensures that all new customers and potential cooperation partners, including sub-consultants and consortium partners, undergo a thorough due diligence screening prior to their formal engagement by COWI.

Due diligence screening is done via an online tool, undertaking electronic screening against publicly available sources for items such as violation of human rights, bribery and political corruption, breach of sanctions and much more.

If the sources identify a potential customer or cooperation partner against the items COWI is screening for, a manual evaluation of the screening findings related to the potential customer or cooperation partner in question is made.

Depending on severity and substantiation of allegations or identified violations by a potential customer or cooperation partner, the individual or company will either be deselected as cooperation partner to COWI, or we will initiate in dialogue with the potential partner with the aim to mitigate the issues we have uncovered through the due diligence.

Regardless of any findings in the due diligence screening we expect our supply chain partners to commit to:

- > Sharing our commitment to protecting the health, safety and security of employees, customers and others who could be affected by their activities
- > Respecting the human rights of their employees

- > Paying their employees at least the minimum wage they are entitled to and providing them good working conditions


Indirect procurement

Through COWI's procurement system, we assess suppliers in terms of human and labour rights, ethical standards, social and environmental policies, health and safety, diversity, and anti-corruption.

Openness about modern slavery and trafficking

Additional procedures ensure that the principles and legal requirements behind this statement is understood and communicated in all levels of COWI, and that it is regularly reviewed by our senior management to ensure its continuing suitability and relevance to COWI's activities.

This statement will be published on our website, [cowi.com](https://www.cowi.com) for the public as well as our customers, partners, suppliers and employees to view.



Jens Højgaard Christoffersen, Group President/CEO