

CORPORATE RESPONSIBILITY STRATEGY

Cowan Consultancy Ltd's corporate responsibility (CR) strategy is founded on five internationally recognised management standards:

- OHSAS 18001 for workplace safety
- SA 8000 for social responsibility
- Investors in People for personal growth of employees
- ISO 14001 for environment
- ISO 9001 for operational excellence.

The four key components of this CR strategy are:

- Employees
- The Environment
- Other stakeholders (eg clients)
- Voluntary contributions to society

We have defined eleven key areas within these key components that will enable us to measure progress:

- Employees
 - Health & safety – reduce absenteeism and eliminate accidents
 - Human rights – ensure diversity and inclusion
 - Employee engagement – positively engage employees
- Environment
 - CO₂ footprint – Improve carbon efficiency of operations by providing incentives to employees to use 'green' transport to and from the office.
 - Air quality – improve air quality of operational vehicles by using only fleet cars with CO₂ rating below 150g/km.
 - Sustainability – contribute to sustainable methods by specifying only products from responsible sources, such as FSC certified timber from managed forests and recycled aggregate for concrete.
- Other Stakeholders
 - Client satisfaction – increase client satisfaction
 - Subcontractors – selection and management of CR performance of subcontractors
 - Suppliers – increase use of 'green' purchases
- Voluntary contributions to society
 - Local charities – increase support of local charities
 - Barely Born Appeal – make regular contributions