

WSP is committed to collaboration and innovation. Our senior leadership teams aim to consistently operate at the cutting edge of these focal points, fully embedding their processes throughout the business, pushing boundaries and technologies to deliver added value and benefits for all our Clients and stakeholders. The breadth of our consultancy collaboration differentiates us and ensures our ability to migrate concepts, expertise and best practice across different geographies and sectors.

Pursuing our vision and effectively implementing our Collaborative Business Relationship programme is the responsibility of all employees within WSP and to achieve this we will:

- commit to maintaining a collaborative working framework which reflects our core values
- assess all opportunities with our Clients, stakeholders and supply chain to work collaboratively
- select and engage suitable collaborative partners to enhance value and technical excellence
- continually improve our working practices and processes to promote and embrace collaborative working
- effectively communicate collaborative processes to staff, Clients and stakeholders
- encourage our teams in their approach to risk and issue resolution management, at both a project and organisation level, to utilise an open and collaborative philosophy
- ensure this approach is measured and managed efficiently through knowledge sharing/good practice throughout the organisation.

Our senior leadership teams will:

- engage, direct and support employees to promote and operate within the collaborative framework
- actively sponsor a collaborative approach with suitable Clients, stakeholders and supply chain compatible with our strategic direction and management of business risk
- ensure an appropriate level of resource and funding to support this policy
- ensure measurable objectives are identified and monitored on an annual basis
- foster an atmosphere of innovation and value creation via a commitment to collaborative leadership.

Employees are expected to comply with the Collaborative Business Relationship programme and ensure that they:

- promote the open and collaborative approach on both projects and all areas of their activities
- identify and engage with our collaborative partners in an appropriate fashion
- provide feedback on all aspects of, and contribute to, the continual improvement of our collaborative framework

WSP's BMS management systems comply with BS ISO 44001:2017 Collaborative Business Relationship Management Systems as applicable to our professional services. All WSP collaborative business activities shall be planned and controlled within the framework of these systems.

Through a collaborative approach to the way that we work with our employees, Clients and partners we look forward to delivering the vision and objectives set out in this policy.

We will review and update this policy on an annual basis, or more frequently if necessary.

***This Policy was approved by Paul Tremble, Chief Strategy Officer on 27 March 2023***

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