

WSP is passionate about providing the best solution and service to our clients and other stakeholders. Our senior management are committed to achieving the highest quality through the provision of technically excellent and cost effective engineering services and consultancy. As a minimum we will comply with all applicable statutory and regulatory requirements and agreed recognised industry standards (including ISO9001:2015).

Pursuing our vision and effectively managing our business risk is the responsibility of all employees within WSP UK* and to achieve this we will:

- ensure that a customer-focused, process-driven quality management approach is maintained and forms the basis of an integrated Business Management System
- ensure the Business Management System is compatible with our strategic direction, focuses on business risk, and promotes a collaborative approach
- set Quality objectives annually, communicate these to all employees, and monitor and report on progress
- ensure an appropriate level of resource and funding to support this policy
- ensure employees are competent in the tasks assigned to them by promoting and supplying suitable inductions, ongoing training, personal development and proactively encouraging professionally recognised qualifications
- ensure that a suitable infrastructure and tools are available to all employees to harbour an innovative and progressive environment in which to work

Our senior management and leadership will:

- engage, direct and support employees to contribute to the effectiveness of the Business Management Systems
- regularly monitor the suitability and effectiveness of the Business Management Systems through appropriate measurable objectives and targets
- support employees in their roles through leadership and practical demonstration of compliance to the business systems
- promote a culture of continual improvement, responsibility and accountability

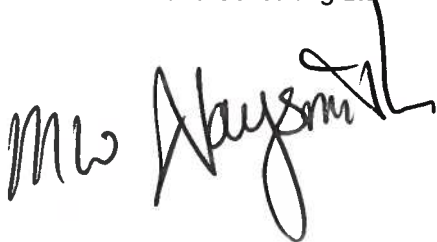
Employees are expected to comply with the requirements of the WSP Business Management System and ensure that they:

- are familiar with the philosophy, requirements of the business systems and required legislation in relation to their role within the organisation and on projects
- take responsibility for maintaining their competencies as required, and identify any ongoing requirements
- provide feedback on all aspects of, and contribute to, the continual improvement of the organisation's systems
- strive to achieve excellent client and stakeholder service

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 this is necessary.

*includes WSP Ireland Consulting Ltd



Mark Naysmith, UK & EMEA Chief Executive Officer on 30 January 2023

Issue Date

January 2023

Review Date

January 2024