



## DIVERSITY & EQUALITY POLICY

The Costain Group is fully committed to the elimination of unlawful and unfair discrimination and values the differences that a diverse workforce brings to the organisation. This policy is intended to help the group offer both employees and potential employees a fair and consistent environment in which they can contribute their best efforts and talent.

Costain will not discriminate on the grounds of race and ethnicity, sex or gender, disability, sexual orientation, religion or beliefs, age, transgender or gender reassignment, marital status including civil partnership, pregnancy or maternity or any other irrelevant factor and will build a culture that values meritocracy, openness, fairness and transparency.

Using fair, objective and innovative employment practices, Costain will ensure that:

- all employees and potential employees are treated fairly and with respect at all stages of their employment
- all employees have an equal chance to contribute and to achieve their potential
- all employees have the right to be free from harassment and bullying or any other form of unwanted behaviour

Costain will support their supply chain and encourage their active commitment to our approach on equality and inclusion.

Everyone who works as part of the Costain team, either directly or indirectly, at any office or work site is responsible for the promotion and advancement of this policy. Behaviour, actions or words that transgress the policy will not be tolerated and will be dealt with in line with the Company's disciplinary process.

This approach applies to all processes relating to employment and training and to any dealings with customers and clients.

This policy (and associated procedures) will be reviewed annually to ensure its suitability, adequacy and effectiveness of managing and continually improving equal opportunity within the group.

Signed: .....

A handwritten signature in black ink, appearing to read "A. Wyllie", written over a dotted line.

Date: 6<sup>th</sup> Feb 2015

**A. Wyllie** (Chief Executive Officer)