



HEALTH & WELLBEING POLICY

The Costain Group is committed to providing a working environment which promotes and maintains the wellbeing and good health of its staff, supply chain and all other stakeholders engaged in work with them. Costain recognises that people are its most valued resource and their health and wellbeing is essential to effective work performance. This policy is a declaration of the Boards' intent to ensure that ill health is neither caused nor exacerbated by work and to adopt a proactive approach to employee wellbeing by actively promoting good health in the workplace.

The aim of the policy will be achieved by:

- Implementing a robust risk management process and health surveillance programme to ensure that the health of all workers is protected and maintained, irrespective of their existing health status
- Ensuring that workers are fit to carry out their designated roles through the provision of health questionnaires as a minimum for all new starters and medicals for safety critical workers
- Making lifestyle screening or wellbeing clinics available to everyone working with us, where advice on exercise, diet and work/life balance will be available and should assist workers to make informed choices regarding lifestyle issues
- Identifying and implementing mitigation measures to address the risks to health & safety that are associated with fatigue
- Acknowledging that work-related stress can also affect the health & wellbeing of our people and managing, so far as is reasonably practicable, the risks which are within our control, with the aim of helping to prevent workers from suffering foreseeable work-related stress
- Encouraging our workforce to take responsibility for all aspects of their own health which are within their own control. These include: accepting and acting on advice provided in wellbeing clinics; visiting their GPs to ensure that their health is regularly monitored; taking reasonably practicable steps to minimise their own stress levels, and seeking assistance as early as possible if symptoms of stress are experienced.
- Giving all Costain staff the opportunity to join the private medical and dental insurance schemes
- Implementing a Management of Road Risk programme
- Providing all Costain employees and their partners/families with access to an Employee Assistance Programme.

Responsibility for the implementation of this policy lies with all Directors and Managers.

This policy covers all Costain Group activities and will be reviewed annually to ensure that the management system is effective, consistently implemented and continually improved.

Signed:

A handwritten signature in black ink, appearing to read "A. Wyllie".

Date: 6th Feb 2015

A. Wyllie (Chief Executive Officer)