





OUR GOALS FOR 2025

COSTAIN



To see our sustainability strategy go to:
costain.com/sustainability

Costain cares about	Through	By 2016	By 2025
Ensuring Costain is a safe and great place to work 	Never compromising safety	Group Accident Frequency Rate (AFR) of 0.07	Provide a safe working environment free from harm
	Always prioritising the health of our people	Launch the Costain health and wellbeing Maturity Matrix	Costain staff absence rate 20% under the private sector average
	Ensuring all employees are treated and valued equally and we actively promote diversity and inclusion	100% senior managers have attended workshop on unconscious bias	To have a workforce that represents society
	Investing in tomorrow's leaders today	Launch new diversity and inclusion strategy	Our people have the right skills and capabilities to achieve their potential and meet their aspirations
	Communicating openly and by engaging with our employees, listening to their views on the Company and the issues that affect them	5% increase in the engagement score compared to 2014	95% employees believe Costain is a great place to work
Creating a better environment 	Enhancing biodiversity	100% of contracts have contract biodiversity action plans in place where applicable. At least one trial of a net positive assessment has taken place	All projects have a net positive biodiversity impact
	Using natural resources efficiently	Define scope of water footprint and reduction targets Divert >96% of waste produced from landfill Reduce construction waste produced per £100,000 spend by 35% from 2012 baseline	Collaborating to contribute towards a successful circular economy
	Reducing our carbon emissions	Develop solutions to quantify embodied carbon at design phase Demonstrate cost-carbon principles by targeting embodied carbon reduction at project level 5% reduction in non-operational carbon per £1 million against 2013 baseline	Leading the industry in low carbon engineering solutions and operations
	Protecting the environment	15% reduction in environmental incident frequency rate compared to 2014. Zero major environmental incidents	No direct harm to the environment from our operations
Supporting our local communities and leaving a positive lasting legacy 	Respecting the communities that we serve	Average Considerate Constructors score of 40	Leading and promoting best practice for community engagement
	Investing in the communities where we operate	Employees volunteer 10,000 hours in 2016	60% employees volunteer
	Inspiring the next generation	Review Science, Technology, Engineering and Maths (STEM) outreach programmes to raise awareness of the importance of STEM skills and the diverse career opportunities within the industry Roll-out Costain's inspirational work experience programme	30,000 young people engaged through Costain STEM engagement
	Generating local social value	All projects to measure small and medium-sized enterprises (SME) spend	All projects demonstrate the social value that they bring to a local community
	Supporting charity	Charitable donations equal 0.5% of Costain profit	Charitable donations equal 1% of Costain profit
Providing better solutions for the marketplace 	Providing customers with sustainable solutions that enhance their businesses	Benchmark customer satisfaction with regard to sustainability Benchmark customer satisfaction with regard to quality	Customers consistently say we exceed their expectations providing sustainable solutions
	Supply chain collaboration	Achieve Level 3 of the Sustainable Procurement Task Force Flexible Framework 100% of Costain procurement staff registered and undergoing training through the Supply Chain Sustainability School 100% of strategic partners registered with the Supply Chain Sustainability School and achieving silver standard	A collaborative supply chain that influences sustainable solutions for the industry
	Providing a sustainable return for our shareholders	A sustainable return for our shareholders	Costain is a sustainable investment