



CORPORATE RESPONSIBILITY POLICY

The Costain Group is committed to improving people's lives, by ensuring we have a positive impact on society and the environment. We focus on the needs of our stakeholders, ensuring we operate responsibly, we promote best practice and deliver innovative sustainable solutions.

We have four clear overarching responsible business goals: Ensuring Costain is safe and great place to work; Providing sustainable solutions for the marketplace; Creating a better environment; Supporting our local communities and creating a lasting legacy. These goals form the pillars of our sustainability strategy, which has specific targets which we report against annually.

To meet our goals, we will:

- Never compromise on the safety of our workforce or the public
- Always prioritise the physical and mental wellbeing of our people
- Ensure all employees are treated and valued equally, actively promoting diversity and inclusion
- Procure products and services ethically and sustainably, working only with suppliers that procure to the same auditable standards, which comply with relevant and current legislation
- Work with our supply chain to lead the innovation of alternative safe low impact sustainable solutions
- Create suitable opportunities for the inclusion of reputable local supply chains and SMEs, which will contribute to a contract and improve people lives within the locality
- Do our best to enhance the biodiversity of the locations we work
- Be more resource efficient, reducing waste and adopting circular economy principles
- Reduce the carbon emissions from our operations, offices, fleet and the solutions we design
- Protect the environment, preventing risk and ensuring compliance to all relevant legislation
- Respect the communities that we serve, minimising the negative impact of our operations
- Invest in the communities where we operate, with Costain employees using their volunteering leave to meet this commitment, ensuring that we generate measurable social value
- Inspire young people into Science, Technology, Engineering and Maths (STEM) careers by engaging our local schools and colleges.

We firmly believe that operating sustainably and responsibly is a part of the Costain culture and this is underpinned by our values and [Ethical Business Conduct Policy](#). It is the responsibility of all our employees to adhere to this policy and live our values. The Costain Board fully endorse and support our sustainability strategy and all related policies.

This policy covers all Costain Group activities and will be reviewed annually to ensure its effectiveness and continual improvement.

Signed:


A Wyllie CBE (Chief Executive Officer)

Date: 15 January 2019

Business Owner: C Warbrick