



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 sustainability goals, which form the pillars of our sustainability strategy and each goal has specific targets, which we report against annually

Ensuring Costain is safe and great place to work

- Never compromising Safety
- Always prioritising the Health of our people
- Ensuring all employees are treated and valued equally and we actively promote diversity and inclusion
- Investing in tomorrow's leaders today
- Communicating openly and by engaging with our employees, listening to their views on the Company and the issues that affect them

Providing better solutions for the marketplace

- Providing customers sustainable solutions that enhance their businesses
- Collaborating with our Supply chain
- Providing a sustainable return for our shareholders

Creating a better environment

- Enhancing Bio Diversity
- Being more resource efficient
- Reducing our Carbon emissions
- Protecting the Environment

Supporting our local communities and ensuring we leave a lasting legacy

- Respecting the communities that we serve
- Investing in the communities where we operate
- Inspiring the next generation
- Generating local social value

We firmly believe that Sustainability 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 Group PLC and Executive 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 effective and continual improvement.

Signed:


A Wyllie CBE (Chief Executive Officer)

Date: 1st February 2018