



HEALTH & WELLBEING POLICY

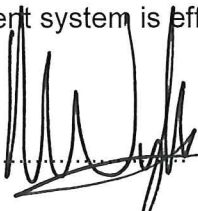
The Costain Group is committed to providing a working environment which promotes and maintains the wellbeing and good health of its staff, supply chain and all other stakeholders engaged in work with them. Costain recognises that people are its most valued resource and their health and wellbeing is essential 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 that working for Costain impacts positively on both the physical and mental health of our people.

The aims 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 all staff undertaking safety critical work are fit to carry out their designated roles through the provision of regular medical assessments.
- Offering and promoting medicals for all staff every two years, 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 safety and employee health and wellbeing that are associated with fatigue.
- Recognising the importance of managing mental wellbeing in the workplace and providing appropriate support for staff through the provision of awareness training for managers and access for all members of our workforce to a trained Mental Health First Aider. We will strive towards the development of a culture where the stigma surrounding mental health is reduced and employees feel able to talk openly about their mental wellbeing.
- 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
- Creating a flexible working environment for Costain staff, where practical, to enable them to be at their best and fulfil their potential whilst maintaining a healthy work-life balance.
- Implementing a Management of Road Risk programme
- Providing all staff working on our contracts, including employees of our supply chain partners, 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 Wyllie CBE (Chief Executive Officer)

Date: 1st February 2018