



OUR GOALS FOR 2025

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

| | Commitment | 2018 targets | By 2025 |
|---|---|--|---|
| Costain is a safe and great place to work  | Never compromising safety | Group Accident Frequency Rate (AFR) of 0.04 | Provide a safe working environment free from harm |
| | Always prioritising the health of our people | All line managers to complete 'Mental Health Lite' training course | 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 | Every employee has completed unconscious bias training by the end of 2018 | To have a workforce that represents society |
| | | At least 33% of our executive pipeline positions filled by women by 2020 and at least one BAME (Black, Asian or Minority Ethnic) board director by 2024 | |
| | Investing in tomorrow's leaders today | 100% of new line managers to complete all six e-learning modules of the managers toolkit by end of 2019 | 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 | Launch employee networks for LGBT+, parenting, carers and race | Times top 100 employer by 2020 | |
| Creating a better environment  | Enhancing biodiversity | All new relevant projects to measure biodiversity impacts | All projects have a net positive biodiversity impact |
| | Using natural resources efficiently | All relevant projects to achieve bronze or above in the 'Resource Efficiency Matrix' within four months from starting on site, measuring and effectively managing carbon, materials, waste and water | Collaborating to contribute towards a successful circular economy |
| | Reducing our carbon emissions | 5% reduction in non-operational carbon emissions to achieve a 35% reduction by 2020 against our 2013 baseline. Develop PAS2080 action plan for compliance in 2019 | Leading the industry in low carbon engineering solutions and operations |
| | Protecting the environment | Environmental incident frequency rate of 0.13 or below | No direct harm to the environment from our operations |
| Supporting our local communities and providing a positive lasting legacy  | Respecting the communities that we serve | Average Considerate Constructors Scheme score of 42 | Leading and promoting best practice for community engagement |
| | Investing in the communities where we operate | Total financial giving to the community (charity, time, donations) equal 0.5% of Costain profit | Charitable donations equal 1% of Costain profit |
| | Inspiring the next generation | A further 15,000 young people engaged through Costain supported Science, Technology, Engineering & Maths (STEM) activities | 50,000 young people engaged through Costain STEM engagement |
| | Generating local social value | 75% of new projects with a value >£100m calculating their social economic value | All projects demonstrate the social value that they bring to a local community |
| Providing better solutions for the marketplace  | Providing customers with sustainable solutions that enhance their businesses | Sustainable design reviews to be completed on all new contracts. (Resilience, Water, Carbon, Accessibility, Air Quality, Health & Wellbeing) | Clients consistently say we exceed their expectations providing sustainable solutions |
| | Supply chain collaboration | Achieve external sustainable procurement verification against ISO 20400 | A collaborative supply chain that influences sustainable solutions for the industry |
| | Providing a sustainable and ethical return for our stakeholders | Continue to demonstrate the value of sustainability in our investment case | Costain is a sustainable investment |