



OUR GOALS FOR 2025

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

	COMMITMENT	2019 TARGETS	BY 2025
<p>Costain is a safe and great place to work</p> 	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	Launch of a new wellbeing module for the 'Line manager toolkit promoting the importance of physical, emotional, intellectual and social wellbeing	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	Costain to be accredited to a recognised inclusion standard	Costain to be a Times top 100 employer by 2020
	Investing in tomorrow's leaders today	At least 33% of our senior leadership positions are filled by women by 2020 and at least one ethnic minority board director by 2024	To have a workforce that represents society
<p>Creating a better environment</p> 	Enhancing biodiversity	All relevant projects to measure biodiversity impact and where possible achieve net gain	All projects have a net positive biodiversity impact
	Using natural resources efficiently	All relevant projects to achieve silver or above in the 'Resource Efficiency Matrix' or bronze if within six months of starting on site. (Matrix includes 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 to achieve a 35% reduction by 2020 against our 2013 baseline	Leading the industry in low carbon engineering solutions and operations
	Protecting the environment	Environmental incident frequency rate of 0.11 or below	No direct harm to the environment from our operations
<p>Supporting our local communities and creating a lasting legacy</p> 	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 annual contribution to the communities where we work (charity, volunteer time, donations and local employment) ≥ 1% of Costain profit	Charitable donations equal 1% of Costain profit
	Inspiring the next generation	15,000 young people engaged through Costain supported science, technology, engineering and maths (STEM) activities	50,000 young people engaged through Costain STEM engagement
	Generating local social value	35% of every £1 spent to be with small and medium sized businesses (SME)	All projects demonstrate the social value that they bring to a local community
<p>Providing sustainable solutions for the marketplace</p> 	Providing customers with sustainable solutions that enhance their businesses	Sustainable design reviews to be undertaken on all new projects incorporating Lifecycle Analysis's where appropriate	Clients consistently say we exceed their expectations providing sustainable solutions
		All contracts to be embedding digital solutions to monitor and improve productivity by end of 2019	
	Supply chain collaboration	Host three supplier sustainability events with key Costain partners	A collaborative supply chain that influences sustainable solutions for the industry
		100% of strategic supply chain partners sign up to the Gangmasters & Labour Abuse Construction Protocol	
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	