

# Our responsible business commitments

In addition to providing 'leading edge' solutions, operating responsibly and sustainably is a business imperative for Costain. Underpinning our commitments to responsible business are ten actions that all of our people, partners and suppliers must factor into their decision making; helping us to achieve our 2030 ambitions and positively contribute to the UN Sustainable Development Goals. Our commitment is supported by Costain policies, procedures and enabling strategies and plans (WiiSE, Climate change, Wellbeing and Inclusion).



## Commitment

## Action

## In 2021 we will

## 2030 Goals

## Improving lives and contributing to the UN Sustainable Development Goals:

## Enabling tools and strategies:

**Create a greener future**

- 1 Always a low or zero carbon solution
- 2 Eliminate waste through circular thinking
- 3 Enhance biodiversity value and natural capital

- Reduce plant idling by 20%
- Greener company cars achieve a 20% Co2 reduction
- 100% of relevant contracts are measuring natural capital and biodiversity impact to target net gain
- Our sites will continue to work hard in protecting our local environments, achieving environmental incident frequency rate of <0.04

- Carbon net zero on or before 2035, for all operations
- Eliminate waste through an active role in the circular economy
- Net positive biodiversity impact and increased natural capital value



- Climate change action plan
- WiiSE strategy

**Ensure Costain is a safe, inclusive and great place to work, where everyone can be at their best**

- 4 Always prioritising the safety of our colleagues and members of the public
- 5 Inclusive and accessible to all
- 6 Enable people to be at their best everyday

- Eliminating harm in all we do, which also supports achieving an AFR of <0.04
- Continue to support the Mental Health at Work commitment
- Run quarterly employee engagement surveys
- 100% year-on-year increase in inclusion network membership, with 50 trained and visible allies across the group
- Female colleagues will make up 29% of our employee population
- BAME colleagues will make up 11% of our employee population

- Eliminating all harm
- Demonstrable improvement in employee wellbeing as a result of being at work
- Recognised as the leading inclusive employer in the industry
- People rate Costain highly as a great place to work



- Inclusion strategy
- WiiSE strategy

**Enhance the value that Costain contributes to society**

- 7 Work smart and efficiently
- 8 Procure sustainable goods and services
- 9 Customer focused
- 10 Deliver value for our shareholders

- Support 100 disadvantaged young people to enhance their job ready skills
- Support 100 under represented people to enhance their job ready skills
- To develop supply chain skills, we will transfer 5% of our apprentice levy to SME
- Costain colleagues volunteer ≥ 500 hours to support Covid recovery initiatives
- Spend £100m with small businesses or voluntary, community and social enterprises (VCSE)
- 100% of relevant contracts to be reporting their social value outcomes
- Average Considerate Constructors Scheme score of ≥42

- 40% reduction in time on site and 30% reduction in the cost of project delivery contracts
- Spend £1bn with small businesses or voluntary, community and social enterprises (VCSE)
- Recognised as a champion for Human Rights
- Exceeding all relevant industry regulatory customer satisfaction measures
- Our alignment to the UN Sustainable Development Goals has delivered enhanced shareholder value



- Operational Excellence Matrix (OEM)
- Customer service policy
- Legacy action plans
- Sustainable Procurement policy