



## RESPONSIBLE BUSINESS POLICY

To successfully implement our business strategy and deliver enhanced stakeholder value, we must operate responsibly and sustainably.

We are focused on the issues that matter the most to our people, our clients and our partners. We have listened to our stakeholders and we've made three commitments that we believe will position Costain as a leading responsible business.

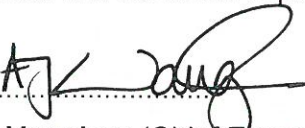
- **Ensure Costain is a safe, inclusive and great place to work, where everyone can be at their best**
- **Create a greener future**
- **Enhance the value that Costain contributes to society.**

Underpinning these commitments are ten actions that our people, partners and suppliers **must** factor into their decision making; helping us to achieve our long-term ambitions and positively contribute to the UN Sustainable Development Goals.

1. Always the low or zero carbon solution – helping us to meet our net zero by 2035 target
2. Eliminate waste through circular thinking – ensuring we minimise our impact on the planet, reduce cost and improve resource efficiency
3. Enhance biodiversity value and natural capital – taking a proactive approach to climate change mitigation and the improvement of our environment
4. Always prioritise the safety of our colleagues and members of the public – contributing to a reduction in harm
5. Inclusive and accessible to all - ensure all employees are treated and valued equally, actively promoting diversity and inclusion. In addition, our solutions must be accessible and inclusive, where possible going beyond the requirements of the equalities act.
6. Enable people to be at their best every day - prioritising the physical and mental wellbeing of our people
7. Work smart and efficiently – using innovation to attain high levels of productivity, reduce waste and provide enhanced value for our clients
8. Procure sustainable goods and services - working only with suppliers that meet our high standards for human rights and respect for the environment. Use procurement as a vehicle to create additional positive social and environmental value
9. Community and customer focused - respecting the communities and customers that we serve, minimising the negative impact of our operations and investing locally to generate measurable social value
10. Deliver value for our shareholders.

We firmly believe that operating sustainably and responsibly 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, partners and suppliers to adhere to this policy and live our values. The Costain Board fully endorse and support our responsible business commitments and all related policies.

This policy covers all Costain Group activities and will be reviewed annually to ensure its effectiveness and continual improvement.

Signed:   
**A Vaughan** (Chief Executive Officer)

Date: 04/01/21.

Business Owner: J York