



RESPONSIBLE BUSINESS POLICY

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

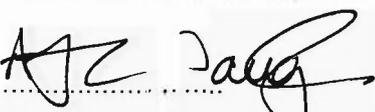
We have listened to our stakeholders and are focused on the issues that matter the most to our people, our clients and our partners. Based on our stakeholder feedback we've made ten commitments that we believe will position Costain as a leading responsible business, helping us to achieve our long-term ambitions and to positively contribute to the UN Sustainable Development Goals

The Costain responsible business commitments must serve as the guiding principles for our people, partners and suppliers when making decisions. Our commitments are:

1. To be Net Zero Carbon by 2035 at the latest – therefore every solution we provide, everything we procure must be compatible with this business imperative
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. Community and customer focused to deliver social value - respecting the communities and customers that we serve, minimising the negative impact of our operations and investing locally to generate measurable social value
8. Responsible procurement and supply chain management - 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. Transparency in our reporting and tax affairs – our ESG disclosures must be transparent and compliant with reporting standards. We must also ensure compliance to tax regulations
10. Ethical conduct – our people, partners and suppliers must adhere to the requirements of our Ethical Business Conduct Policy.

We firmly believe that operating sustainably and responsibly is a part of the Costain culture and this is underpinned by our values, policies and procedures. It is the responsibility of all our employees, partners and suppliers to adhere to this policy and live our values. The Costain Board 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: 1 January 2022