

Leading as a responsible business is integral to our strategic priorities of people, planet and performance, underpinning how we operate and our expectations of our people, suppliers and partners.

We have made 10 commitments that act as guiding principles for our strategic and operational decision making. These 10 commitments align with the ESG priorities shared by our stakeholders and, if delivered upon, will support us to meet our UN Sustainable Development Goal aligned 2030 goals.

Our commitment to responsible business

Strategic priority Leading as a responsible business	Our commitments	2030 goals	Our 2022 priorities
	<p>Environmental</p> <ul style="list-style-type: none"> • Net Zero Carbon by 2035 • Eliminating waste through circular thinking • Enhancing biodiversity and natural capital 	<ul style="list-style-type: none"> • Carbon Net Zero by 2035 at the latest • Eliminate waste through an active role in the circular economy • Net positive biodiversity impact and increased natural capital 	<ul style="list-style-type: none"> • 100% of all relevant designs and delivery contracts to establish bespoke carbon baselines and develop reduction plans • Reduce plant idling by 20% • Eliminating harm in all we do, achieving an EIFR 0.11 • Continue to measure biodiversity impact on all relevant contracts.
	<p>Social</p> <ul style="list-style-type: none"> • Prioritising the safety of the public and our colleagues • Inclusive and accessible to all • Enabling people to be at their best • Community and customer focused to deliver social value 	<ul style="list-style-type: none"> • Targeting the elimination of harm in all we do • Recognised as a champion for human rights • Exceeding all relevant regulatory customer satisfaction measures 	<ul style="list-style-type: none"> • Eliminating harm in all we do, achieving an LTIR of <0.15 • Deliver impactful inclusion impact day and drive delivery of our inclusion strategy • Supporting 100 previously NEET people to enhance their 'Green and digital skills' • 10% year-on-year increase in social value created through Costain contracts • Raise £250k through employee fundraising and drive a 30% increase in employee volunteering through the roll-out of the Volunteer Hub.
	<p>Governance</p> <ul style="list-style-type: none"> • Responsible procurement and supply chain management • Transparency in our reporting • Ethical conduct 	<ul style="list-style-type: none"> • Spend £1bn in the 2020s with VCSEs and small businesses • Our alignment to the UN Sustainable Development Goals (SDGs) has delivered enhanced shareholder value 	<ul style="list-style-type: none"> • > 35% of our spend to be with SMEs • Simplify messaging on ESG, align with corporate narrative • Compliant TCFD disclosure, broaden scope of TCFD risk and opportunity analysis • Incorporate SASB framework into our annual reporting • Implement an ethical business policy
<p>We are making a positive contribution to society and our natural environment</p> 			

