

# OUR GOALS FOR 2025

**COSTAIN**



To see our sustainability strategy go to:  
[costain.com/sustainability](http://costain.com/sustainability)

Costain cares about	Material issue	2017 target	Long-term 2025 goal
<p>Ensuring Costain is a safe and great place to work</p> 	Never compromising safety.	Group Accident Frequency Rate (AFR) of 0.06.	Provide a safe working environment free from harm.
	Always prioritising the health of our people.	100% of projects and permanent offices to achieve Bronze level status in the Costain health maturity matrix. With 50% of projects to achieve Silver status. All project and office colleagues to have access to Mental Health First Aiders.	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.	A further 250 Managers to complete unconscious bias training. All hiring managers to receive training and certification 'To Hire'.	To have a workforce that represents society.
	Investing in tomorrow's leaders today.	100% of our Senior Leaders (Executive Board, Divisional Senior Leadership Team, Contract Leaders) to attend and complete the new Costain SHE leadership development course.	Our people have the right skills and capabilities to achieve their potential and meet their aspirations.
	Communicating openly and by engaging with our employees, listening to their views on the Company and the issues that affect them	Visible company action plan from 2016 engagement survey.	95% employees believe Costain is a great place to work.
<p>Creating a better environment</p> 	Enhancing Biodiversity.	All relevant projects to achieve an environmental engagement score of green or above by the end of 2017.	All projects have a net positive biodiversity impact.
	Using natural resources efficiently.	All projects to trial the Resource Efficiency Matrix.	Collaborating to contribute towards a successful circular economy.
	Reducing our carbon emissions.	5% reduction in non-operational carbon per 1m turnover in 2017, contributing to a 35% reduction by 2020 against the 2013 baseline.	Leading the industry in low carbon engineering solutions and operations.
	Protecting the environment.	Environmental incident frequency rate of 0.18 or below.	No direct harm to the environment from our operations.
<p>Supporting our local communities and leaving a positive lasting legacy</p> 	Respecting the communities that we serve.	Average Considerate Constructors Scheme score of 41.	Leading and promoting best practice for community engagement.
	Investing in the communities where we operate.	30% of Costain employees undertake a volunteering opportunity in 2017.	60% employees volunteer.
	Inspiring the next generation.	10,000 young people engaged through Costain supported STEM activities. Embed Costain inspirational work experience programme.	30,000 young people engaged through Costain STEM engagement.
	Generating local social value.	Implementation of supply chain mapping tool across all major Costain contracts.	All projects demonstrate the social value that they bring to a local community.
	Supporting charity.	Charitable donations equal 0.5% of Costain profit.	Charitable donations equal 1% of Costain profit.
<p>Providing better solutions for the marketplace</p> 	Providing customers with sustainable solutions that enhance their businesses.	Develop and implement a bespoke sustainability themed customer engagement survey.	Customers consistently say we exceed their expectations providing sustainable solutions.
	Supply chain collaboration.	Implement action plan to achieve ISO 20400 in 2018. 100% of relevant strategic partners registered with the Supply Chain Sustainability School and achieving silver standard.	A collaborative supply chain that influences sustainable solutions for the industry.
	Providing a sustainable return for our shareholders.	A sustainable return for our shareholders.	Costain is a sustainable investment.