



Costain Group PLC  
Social Value Plan 2024

# Social Value Our ambition

## Constructing communities, improving lives

**Social value** is about delivering social, economic and environmental benefits, above and beyond what is required to complete a project. Our Social Value Plan, and our social value policy are aligned with the Government's [social value model](#), but to us, social value means so much more. That's why we've committed to improving one million lives by 2030. Costain is well placed to deliver positive social outcomes right across the UK, and we have partnerships with the likes of the Business in the Community, The Prince's Trust and Samaritans, as well as smaller, regional charities, to help us reach and improve lives in the communities we operate. But we know there's so much more we can do. Social value isn't a new concept to us. In fact, we have been delivering it on our contracts for decades and offer an advisory service with our team of experts. Social value is simply how we do business.

## Empowering communities: Tackling homelessness, improving skills, and benefiting local communities

This unique programme was a collaborative effort between Costain, Skanska, STRABAG, Mace, Dragados, and Arup, and aimed to enhance communities along the final stretch of the HS2 route into London. Unlike any other in the industry, this initiative focused on long-term benefits for local residents, addressing issues like unemployment and homelessness, while nurturing STEM skills and supporting community projects. Empowering Communities impacted over 11,000 young people across seven London boroughs through STEM education and created jobs for more than 200 previously unemployed individuals. The programme aided the homeless, working with organisations like Buses for Homeless, refurbishing buses into living spaces and providing intensive training. Additionally, the initiative supported care leavers, offering mentorship, work placements, and job opportunities. Former HS2 CEO Mark Thurston emphasised the project's potential to create a lasting positive legacy, transforming communities and lives.



# Foreword Committed to delivering social value



I am excited to present Costain's new Social Value Plan. Our Social Value Plan is a commitment to create real tangible benefits within the heart of the communities we serve. Our impact is not measured just in numbers, but lives transformed, the well-being of our people, and the opportunities we create.

**Our goal is to improve one million lives by 2030.**

Our Social Value Plan is not just a vision, but a call to action. We recognise the importance of transparency and accountability in delivering on our commitments. We will measure, monitor, and report our progress and outcomes, ensuring alignment with stakeholder expectations.

I am immensely proud of the dedication and passion demonstrated by the entire Costain team who have a proven track record in delivering outcomes that create social, environmental and economic value. Together, we have the power to deliver positive change and shape a better world for generations to come.

Thank you for joining us on this journey to improve one million lives by 2030.



**Catherine Warbrick**  
Chief People and Sustainability Officer



# Social Value Our framework

For over 150 years, Costain has been improving lives. We have always intrinsically created social, economic and environmental value by the projects that we have delivered. But over recent years, we have aligned our focus with the Government's social value themes, with the aim of maximising the value and outcomes we deliver to the communities we serve and our people.

It is important to emphasise that social value is **outcome measured** rather than input measured. Input measured considers time and money invested whereas outcome measured is results driven. For example: A community engagement programme that focusses on improving literacy rates among disadvantaged children. The programme measures the actual improvement in reading skills, academic performance, and long-term education outcomes rather than simply counting the number of students enrolled or hours spent in classrooms.

Below we set out our social value framework, which is composed of four value pillars. Together, these pillars will facilitate us on our journey to improve one million lives.

<h2>Reducing economic inequality</h2>	<h2>Equitable opportunities</h2>
<ul style="list-style-type: none"><li>• We tackle economic inequality by prioritising fair wages, equitable career opportunities, diversity and inclusion practices, both within our organisation and through our community engagement initiatives.</li><li>• We will enhance our community resources leading to better educational outcomes, more apprenticeships and jobs created, and increased community engagement, local economic growth and community pride.</li></ul>	<ul style="list-style-type: none"><li>• We are an inclusive and family friendly employer and are committed to providing equitable opportunities from recruitment to the career growth and advancement of all our employees. Our inclusion strategy sets out how we will achieve our long-term ambitions including targets of women, BAME and LGBT+ in our employee population.</li><li>• We will work to further contribute towards employment opportunities for prison leavers, care leavers, not in education, employment or training (NEET) young people, and other disadvantaged groups. We will also support ex-service and services personnel.</li></ul>
<h2>Sustainable procurement</h2>	<h2>Investing in the environment</h2>
<ul style="list-style-type: none"><li>• We practice sustainable procurement and have committed to only acquiring goods and services in an environmentally and socially responsible manner. Our aim is to minimise our negative impacts on the planet and society, thereby promoting long-term sustainable and ethical business practices.</li><li>• By supporting SMEs and VCSEs, we will promote financial inclusion to more individuals, boost local economies, drive entrepreneurship, and address economic disparities.</li></ul>	<ul style="list-style-type: none"><li>• We are working towards being carbon net zero by 2035 and have a robust environmental policy. In addition to this, we will continue to work with our communities by investing in maintaining green spaces, running educational workshops in schools, and collaborating with residents to clean up and restore natural habitats and waterways.</li><li>• By increasing the access to green spaces, cleaner air, and a healthier environment, we will enhance the overall quality of life for communities and colleagues, leading to increased wellbeing and happiness.</li></ul>

# Social Value What and how we deliver



## Economic inequality

Through our projects and supply chain, we will create **new jobs** and **apprenticeships**, and **re-train** and **upskill** our current employees. We work to **reduce unemployment** levels in targeted areas, recruit in the communities close to our projects to help **boost local economies**, and actively recruit staff from **underrepresented** and **disadvantaged** groups.



## Equitable opportunities

We are working hard to close our **gender** and **ethnicity** pay gap, to support our colleagues from disadvantaged groups to progress to higher paid roles and to **increase the representation** of **disabled** individuals in our workforce. We are an **inclusive** and family-friendly employer. We have signed the **Armed Forces Covenant** and are signatories of **Working Families**. We are working towards there being no gender, ethnicity or disability pay gap, and to being an **accessible** and **family friendly** workplace for all.

## London Design and Engineering University Technical College

Costain are a founding sponsor of the London Design and Engineering University Technical College (LDE UTC) which opened in 2016. The LDE UTC, which is in one of the most deprived boroughs in England and Wales, has been supported by Costain through over 700 hours of skilled volunteering, including a Costain colleague as the Chair of Governors. Through sponsorship of the college, several social value commitments were successfully achieved including the raising of awareness of STEM careers and the creation of an educational route to a technical career in infrastructure. In turn, aspirations have been raised, and opportunities created within diverse and disadvantaged communities. The College now significantly outperforms schools nationally on the Gatsby career benchmark and they receive 20 times the target level of employer engagement. In 2020-21, 76% of learners went on to university and 77% of them went into STEM related opportunities.



# Social Value What and how we deliver



## Sustainable procurement

By collaborating with **SMEs, VCSEs**, and industry partners, we are well positioned to address local current and emerging **social** and **environmental** challenges. We will continue to leverage digital technologies and adopt the latest **sustainable** practices to reduce our greenhouse emissions, whilst we work towards becoming **net zero carbon**. By increasing our SME and VCSE spend, we will **boost local communities** and **economies**, creating **economic resilience** and **local capabilities**. While delivering sustainably we will ensure **value for money** for our clients.



## Investing in the environment

We will continue to invest in local **community spaces**, increasing **biodiversity**, improving **air quality**, and will help members of the community **reduce** their **carbon footprint**. We will work to connect communities with their local environment, green spaces and each other. Our aim is to improve the quality of life for our communities by increasing their utilisation of green spaces, **reducing isolation**, **decreasing stress**, and **improving their mental health** through communal spaces.

## Community Wood Recycling

Costain has a long partnership with Community Wood Recycling, transforming discarded wood into opportunities for disadvantaged individuals. Our A1 Birtley to Coal House scheme used the partnership to help manage the environmental impact of construction waste, specifically wood, while also achieving a positive social outcome through the provision of meaningful employment and training for disadvantaged communities. The Wood Refurbishment Programme engages volunteers by creating useable furniture while developing new practical and soft skills to equip community members for future employment. Every piece of wood is either reused or recycled, contributing to a circular economy. Environmental outcomes include preventing almost 10 tonnes of waste material, repurposing over two tonnes of wood, resulting in saving five tonnes of CO<sub>2</sub>e, and contributing to sustainable heating and recycling efforts.



# Social Value Our enabling actions

## Social Value Plan

Data



- Improve data accuracy and verification
- Enhance reporting and transparency
- Increase social value outcomes across projects

Embed sustainable processes



- Implement standardised process across all projects
- Define social value to be delivered beyond scope of work
- Targeted opportunities for local businesses and / or SMEs

Leadership



- Drive a culture of responsibility through internal and external communication, engagement and collaboration
- Develop strategic partnerships with community organisations and charities
- Senior leadership accountability

- Informed decision making to better identify specific social needs
- Accurately measure impacts and increased accountability
- Targeted resource allocation, ensuring that efforts are directed towards the greatest need

- Ensuring consistency and efficiency, enabling us to measure, replicate and optimise our social value solutions
- A holistic approach to maximise our overall social contribution
- Driving economic growth within local communities

- Leveraging local expertise, resources, and trust, facilitating targeted impactful interventions
- Ensuring the integrity and reliability of our social value solutions, providing transparency and accountability
- Inspiring a culture of responsibility that drives effective implementation and long-term success

Themes

Actions

Outcomes

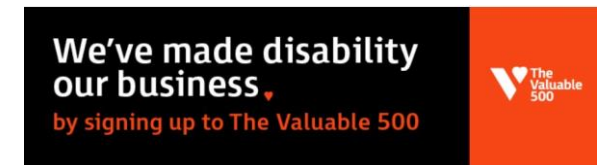
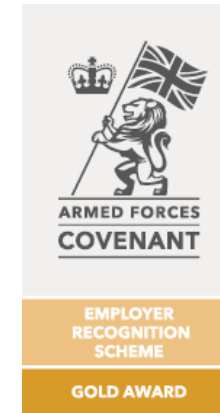


# Social Value

Our accreditations, commitments and partnerships



Prince's Trust







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