

COLAS RAIL UK OBJECTIVES

2023

HEALTH & SAFETY CULTURE

- FWI < **0.025**
- LTIFR < **0.200**
- **0** Specified RIDDOR accidents
- **20%** reduction in the number of HiPo events (accidents, incidents and close calls)
- **6,000** preventative actions per month (close calls, safety conversations, safety briefings, starters)
- Safety conversations: **10 / manager / year**
- **30%** reduction of responsible road traffic accidents

CARBON / BIODIVERSITY STRATEGY & IMPACT REDUCTION

- Reduce our carbon footprint by > **5,000 teq CO₂**
- **0** major environmental non-compliance on our sites
- **TOPSITE label** or client recognised equivalent on at least **2** construction sites
- **100%** permanent sites take action to improve bio-diversity

ETHICS & COMPLIANCE

- **0** Ethical non-compliance
- **100%** of sponsoring & patronage operations towards education, people with disabilities and the environment

MANAGERIAL EXCELLENCE

- Gender Diversity (**+2pts %**) Job Grade 50 above in Operational Roles vs 2022
- Gender Diversity (**+3pts %**) Job Grade 50 above in all Roles vs 2022
- Disability - improve by **6** declarations vs 2022
- Voluntary Attrition < **5%** Job Grade 50 above
- Promote international mobility **3** moves
- Increase HR index by **+3 pts** vs 2022
- **>80%** Dialogue Survey response rate

BUSINESS DÉVELOPPEMENT

- Revenue > **B1**
- Order intake > **£600M**

OPERATIONAL EFFECTIVENESS

- EBIT > **4%**
- Maintain WIP level vs 2022
- Maintain WCR 2022 level as a minimum
- DSO < **25 days**
- Number of customer formal notices < **20**
- Cost of non-quality < **0.5%** of T/O
- Amount of penalties < **0.5%** of T/O

CIRCULAR ECONOMY & A MORE RESPONSIBLE VALUE CHAIN

- **10%** of products purchased made of some recycled materials
- **15%** of CSR criteria in the evaluation of suppliers

TERRITORY DEVELOPMENT

- Promote **at least one eco-variant** in each response to a call for tenders, unless variant prohibited
- Obtain **the Committed Confirmed CSR label** or equivalent



ON TRACK FOR
A SUSTAINABLE FUTURE