



A joint venture between United Utilities, Costain and MWH

ADDITIONAL CORPORATE RESPONSIBILITY OBJECTIVES & TARGETS APRIL 2008 – MARCH 2009

CSR STRATEGY

OBJECTIVE	TARGET	PROGRESS
Build 4D's reputation as a responsible company through external accreditation	Achieve Accreditation on BITC CR index	Ongoing
Develop Corporate Strategy for CR	Achieve Board and Management team buy-in to CR strategy	Achieved
Integrate CR throughout business	Develop and implement programme of CR initiatives across 4D	Achieved

ENVIRONMENT

OBJECTIVE	TARGET	PROGRESS
Minimise waste	Implement and review new site waste management plans	Ongoing
Efficient use of resources	Achieve 100% increase in video-conferencing	Ongoing
Sustainable design	Develop carbon footprinting tools for use within optioneering	Ongoing

PEOPLE

OBJECTIVE	TARGET	PROGRESS
Enable development opportunities for staff through PDPs	Organise PDP workshops across the business	Achieved
Ensure staff are able to complete their jobs by appropriate training	Develop and implement training strategy across the business	Achieved
Able to better understand reasons for sickness and absence	Develop and implement improved sickness and absence reporting	Achieved

COMMUNITY

OBJECTIVE	TARGET	PROGRESS
Give something back to the communities in which we are working through employee volunteering	Carry out community challenges to complement schemes	Ongoing
Make donations to appropriate charities chosen	Develop and implement process for supporting	Achieved

by staff	charities	
Further develop links with Groundwork and SW	Extend pilot scheme to another area, to complement construction work	Achieved

MARKETPLACE

OBJECTIVE	TARGET	PROGRESS
Engage the supply chain in CR objectives	Hold CR Sustainability seminar and follow-up workshops	Achieved
Improve links with supply chain	Introduce and spread the use of payments by BACS and procurement cards	Ongoing
Implement CR policies within supply chain	80% of key suppliers to have EMS	Ongoing