



Health, Safety & Wellbeing

Policy

Health, Safety & Wellbeing Policy

1. Introduction

Keller Group plc (“Keller”) aims to ensure that our employees and others affected by our undertaking and activities, go home free from harm and ill health.

2. Policy objectives

We aim to achieve zero avoidable harm through effective leadership of our health, safety and wellbeing risks. We care about our people and will take a positive approach to their health, safety and wellbeing through effective management systems and the promotion of healthy behaviours to help them avoid illness or injury arising from their work or their lifestyle.

3. Delivering our objectives

We will ensure the delivery of our objective through the following measures:

- A Board-level Committee to oversee and monitor HS&W strategies and objectives;
- Our ‘Think Safe’ Safety Management System;
- Strategic plans (SIPs) to drive a continued reduction in significant risk and appropriate prioritisation of resources, so far as is reasonably practicable;
- Capturing emerging risks through our Safeguard system, analysing them and communicating lessons learnt back to the Group to prevent recurrence;
- Developing our systems to ensure the wellbeing of all employees; and
- Having in place an assurance regime that provides confidence that the systems are being adhered to and that risks are being reduced.

4. Scope

This policy applies to all legal entities which Keller wholly owns, has a majority stake in or has overall operational control of.

5. Governance

The Keller Health, Safety, Environment and Quality Committee of the Keller Group plc Board provides oversight of this policy.

6. Responsibilities

This policy applies to all individuals who are employed by, or carry out work on behalf of, any Keller Group company, including contractors, temporary staff and agency workers. It will be reviewed annually.

7. Supporting information

- Code of Business Conduct
- Think Safe

8. Document change history

Policy status	FINAL
Issue date	17.10.2016
Version last reviewed and updated	26.11.2020
Next review date	30.06.2021
Policy owner	Group HSEQ Function