



Whistleblowing

Policy

Whistleblowing Policy

1. Introduction

Our Code of Business Conduct sets out our values and challenges us to work to the standards we set ourselves as a company. Our ways of working are there to protect us and create an environment in which fairness, integrity and respect are the norm.

It's the job of each of us to make sure that's how it stays. We all play a part in keeping our values and ways of working alive and relevant in our day-to-day activities. Sometimes this will mean facing difficult situations when we must stand up and challenge behaviour or practices we think are wrong.

When this happens, it is important for all of us to know that we will always be supported by the Company. It can take courage to speak up for what is right. We want everyone to know that we stand behind those who find that courage.

We provide a clear and confidential internal process for people to report their concerns:

Try to speak up at the earliest opportunity, ideally to your line management.

If you feel you can't do this, think about contacting one of your senior managers, your local Ethics and Compliance Officer or a member of your local HR or Legal teams.

But, if you don't feel comfortable to talk to anyone at work, Keller has also set up an additional service in partnership with Safecall, a completely independent company who provide a professional, independent and confidential means of reporting concerns at work.

As a company, Keller promises to safeguard all those who defend our principles and ensure no retaliation is taken against them. All we ask is that your concern is genuine. We treat all concerns seriously, conducting investigations and taking appropriate actions. Engaging in illegal activities or undermining our principles may result in disciplinary or corrective actions, up to and including dismissal.

2. Policy objectives

As an employee, or as someone working on Keller's premises, you may see or suspect misconduct. This policy is to guide you on what to do if you discover misconduct at work. It should help you to report your concerns to a person who can investigate and deal with them independently and without delay.

Misconduct at work includes any criminal offence, breach of the law, or any deliberate breach of our Code of Business Conduct. The policy is not meant for general operational issues, which you should raise in the normal way with your line manager.

3. Reporting a Concern at Work

If you have a genuine concern that you wish to report, try to speak up at the earliest opportunity, ideally to your line manager. If you are uncomfortable with this or you prefer to talk to someone else, then you can contact your local Ethics and Compliance Officer or a member of your local HR or Legal teams.

If you don't feel comfortable talking to anyone at work, you can use a confidential reporting line operated by Safecall, a completely independent company that specialises in handling concerns at work. The reporting line is available 24 hours a day, seven days a week and your query can be supported in many different languages.

They'll take details of your concern and send a report to Keller.

However you report your concern, it will be investigated without delay and the person looking into it will

do their best to respect your confidentiality. Your concerns will be treated seriously and, if appropriate, you will be kept informed of action taken.

You will not be dismissed or disadvantaged as a result of reporting any genuine and reasonably held concern about misconduct at work. Disciplinary action will be taken against anyone who treats you unfairly because you have reported such concern.

4. Scope

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

5. Governance

The Audit 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.

7. Supporting information

Code of Business Conduct

8. Document change history

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