



# ESG and Sustainability

Policy

## Introduction

Keller Group plc (“Keller”) aims to positively manage its contribution towards a sustainable future. We will achieve this through the continuous improvement of our business products, services, operations and our environmental performance.

## Policy objectives

The objectives of this policy are to promote our ‘4 P’s’: people, planet, principles and profitable projects which can be achieved through:

- Promoting long term sustainable business growth;
- Keeping our people safe and healthy;
- Supporting the low carbon economy;
- Limiting our environmental impact; and
- Being a responsible and inclusive employer

By fulfilling these objectives we aspire to win the hearts and minds of all our stakeholders through clear engagement.

## Delivering our objectives

We will ensure the delivery against our objectives through the following measures:

- Setting measurable targets and key performance indicators (KPIs) for each of our priority themes; and
- Where practicable, we will procure materials, goods and services sustainably with an emphasis on supplier diversity, fair employment, environmental attributes, as well as any other appropriate social and ethical criteria;
- Measuring and reporting our carbon contribution from our activities;
- Minimising our environmental impact through strong global standard and keeping in line with national rules, practices and client needs. This will be achieved most readily by adopting a systematic approach to controlling spillages, pollution control and waste management;
- Ensure communication and training with our customers and staff so they understand our contribution to a sustainable economy and encourage innovation, best practice and knowledge sharing;

Providing regular progress reports against our overall objectives and communicating our achievements and learnings.

## Scope

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

## Governance

The Environment and Social and Community Committees of the Keller Group plc Board provide oversight of this policy.

## 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.

## Supporting information

- Code of Business Conduct
- Health Safety and Wellbeing Policy
- Think Safe
- Foundations of wellbeing
- Supply Chain Code of Business Conduct

## Document change history

Policy status	FINAL
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