



Biodiversity

Policy

Introduction

Keller Group plc (“Keller”) aims to build the foundations for a sustainable future within the framework of the UN Sustainable Development Goals (SDGs). A key part of our environmental “Planet” initiative is improving our impact on biodiversity, focused on SDG 15 - Life on Land. We will achieve this through the continuous improvement of our business products, services, operations and environmental performance.

Policy objective

The objective of this policy is to improve our impact on biodiversity by:

- Mitigating, monitoring and reporting our environmental incidences;
- Managing our own direct biodiversity impacts in our maintenance yards and permanent premises;
- Developing and offering solutions to remediate contaminated land;
- Enabling the reuse of brownfield sites through our solutions;
- Engaging with suppliers, charities and trade associations to improve biodiversity;
- Where relevant, supporting the work of our clients on biodiversity net gain and increasing natural capital.

Delivering our objective

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

- Consistently reporting and measuring environmental incidences, including near misses;
- Minimising our environmental impact through strong global standards and keeping in line with national rules, practices and client needs.
- Adopting a systematic approach to controlling spillages, pollution control and waste management;
- Sharing best practice among our site, maintenance yard and design teams, to help improve our biodiversity impacts;
- Upskilling our employees to support our business units in the implementation of localised sustainability initiatives;
- Encourage innovation, best practice and knowledge sharing to improve the sustainability of our operations;
- Engaging with suppliers, to ensure the materials and products we use are, wherever possible, sustainably sourced;
- Collaborating with industry, trade associations and the wider sector to improve our sustainability impacts;
- Continuing to offer and develop solutions to remediate contaminated land and brownfield sites to our client;
- Communicating our achievements, learnings and progress against our overall objectives through our annual report;
- Improving our understanding of biodiversity risks and opportunities, and escalating them through our existing systems;
- Monitoring the progress of the Taskforce on Nature-based Financial Disclosures (TNFD), including governance around natural capital and biodiversity responsibilities.

Scope

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

Governance

Business units, divisions and functions feed biodiversity risks and opportunities up to the Executive Committee. The Executive Committee member responsible for sustainability is the Chief Sustainability Officer and Company Secretary. The Sustainability Committee of the Keller Group plc Board provides oversight of this policy. Ultimate responsibility for ESG and sustainability matters lies with the Non-Executive Director that chairs the Board Sustainability Committee.

Keller’s organisational and reporting structure for climate governance is shown in our Taskforce on Climate-related Financial Disclosure (TCFD) report.

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. The policy will be reviewed annually.

Supporting information

- Code of Business Conduct
- Sustainability policy
- Health Safety and Wellbeing Policy
- HR Policy
- Charitable Giving Policy
- Supply Chain Code of Business Conduct
- ESG and Sustainability brochure

Document change history

Policy status	FINAL
Issue date	15.12.2023
Version last reviewed and updated	13.12.2024
Policy owner	Chief Sustainability Officer and Company Secretary