



# Health, Safety & Wellbeing

Policy

## Introduction

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

## Policy objectives

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

## Delivering our objectives

We will ensure, so far as reasonably practicable, the delivery of our objectives through the following measures:

- The Chief Executive Officer reports directly to the Board on health, safety and wellbeing strategies and objectives; to facilitate oversight and monitoring.
- Implementation of our ‘Think Safe’ Program
- Strategic plans to drive a continued reduction in significant risk and appropriate prioritisation of resources.
- Capturing emerging risks through reporting and, analysis of events and communication of lessons learned back to the Group to prevent recurrence.
- Promotion of our program to enhance the wellbeing of all employees;
- Providing training and raising awareness that promotes positive behaviors (psychological safety, inclusion and respect) that enhance team performance while also addressing harmful behaviors (bullying, harassment and discrimination) that create an unsafe working environment; and
- Delivery of an assurance process that provides confidence that our requirements are being adhered to, risks identified, and mitigated in order to meet customer and stakeholder needs.

## 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 Safety Leadership Committee, via the Executive Committee and the Chief Executive Officer, provides 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 periodically

## Supporting information

- Code of Business Conduct
- Think Safe
- Sustainability Policy
- Quality and Continuous Improvement Policy
- Wellbeing Foundations
- Respect in the workplace standard and guidance

## Document change history

Policy status	FINAL
Issue date	17.10.2016
Version last reviewed and updated	13.12.2024
Policy owner	Group HSEQ