



# 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 strive for zero 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 deliver our objectives as far as reasonably practicable through these actions:

- The CEO directly reports to the Board on health, safety, and wellbeing to ensure oversight.
- Ongoing improvement and awareness of our 'Think Safe' program and standards.
- Strategic plans aimed at reducing risk and allocating resources effectively.
- Identifying and communicating new risks to prevent repeat incidents.
- Promoting employee wellbeing initiatives.
- Providing training that fosters positive team dynamics and addresses harmful behaviors.
- Delivery of an assurance program to confirm compliance, risk mitigation, and stakeholder satisfaction.

## 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	12.12.2025
Policy owner	Group HSEQ