



# Sustainability

## Policy

## Introduction

Keller Group plc ("Keller") aims to build the foundations for a sustainable future. We do this within the framework of the UN Sustainable Development Goals (SDGs). 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': planet, people, principles and profitable projects which can be achieved through:

- Reducing the carbon intensity of our operation;
- Optimising our use of resources and minimising waste;
- Improving our environmental impact, tackling pollution and reducing water use;
- Keeping our people safe and healthy, and supporting their wellbeing;
- Being a responsible and inclusive employer, with particular focus on improving gender equality and education;
- Respecting human rights;
- Good governance, with behaviours aligned to our Code of Business Conduct
- Embedding sustainability in our projects;
- Promoting long term sustainable business growth.

By fulfilling these objectives we aspire to make the world a better place. We will engage with our stakeholders to help build the foundations for a sustainable future.

## 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 '4 P's';
- Where practicable, procuring 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 the carbon emissions from our activities, developing clear reduction targets and roadmaps;
- Minimising our environmental impact through strong global standards 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 future;
- Encourage innovation, best practice and knowledge sharing to improve the sustainability of our operations;
- Support our business units in the adoption of localised sustainability initiatives;
- Collaborating with industry and the wider sector to improve our sustainability impacts
- 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 Sustainability Committee of the Keller Board provide oversight of this policy, with ultimate responsibility sitting with the non-executive director responsible for sustainability.

## Responsibilities

This policy applies to all individuals who are employed by, or carry out work on behalf of, any Keller company, including contractors, temporary staff and agency workers. It will be reviewed annually.

## Supporting information

- ESG and Sustainability brochure
- Code of Business Conduct
- Health Safety and Wellbeing Policy

- HR Policy
- Charitable Giving Policy
- Supply Chain Code of Business Conduct
- Human Rights Policy
- Biodiversity policy
- Water policy

### Document change history

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