



# Human Rights

## Policy

## Introduction

We acknowledge that businesses have a responsibility to respect internationally recognised human rights. Keller is fully committed to respecting human rights in accordance with its core values. It expects excellence in its operations which relies on the fair treatment of staff and working partners, to collaborate across borders and in environments that support human rights, and for all of our directors, officers, employees and those working on our behalf to comply with the law and act ethically and with integrity at all times, as set out in Keller's Code of Business Conduct.

This Policy acts in conjunction with the company's Modern Slavery and Human Trafficking Statement to seek to ensure that human rights' infringements are not taking place in its business or any part of its supply chain.

## Scope and application

This Policy applies to Keller Group plc and all legal entities which Keller Group plc wholly owns, has a majority stake in or otherwise has control of worldwide. It applies to all persons working for us or any Keller Group company, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers and interns, wherever they are located worldwide.

The Group expects the same high standards from all of its contractors, suppliers, sub-contractors and other business partners, and expects that our suppliers will hold their own suppliers to the same high standards as all of its employees.

We will comply with all applicable laws and respect internationally recognised human rights wherever we operate. Where national law and international human rights standards differ, or are in conflict, the Group will seek ways to honour the principles of internationally recognised human rights when faced with conflicting requirements. We will treat the risk of causing or contributing to gross human rights abuses as a legal compliance issue.

This Policy is publicly available on our website. This Policy is also referenced in our Code of Business Conduct and Supply Chain Code of Business Conduct.

## Our Commitment

This Policy sets out the Group's overarching commitment to support human rights. This commitment is guided by the International Bill of Human Rights, the International Labour Organization's (ILO) Core Labour Standards and its Tripartite Declaration of Principles and the UN Guiding Principles on Business and Human Rights.

This Policy is reflected in our policies to ensure that it is embedded throughout the organisation, notably our Code of Business Conduct and Supply Chain Code of Business Conduct.

It is also reflected in our partnerships which collaborate for change. More information about our partnerships can be found by clicking [here](#).

Our key human rights priority areas are that:

- We value diversity and do not discriminate in any way unrelated to an individual's ability to do their job.
- We are all responsible for living up to Keller's standards on human rights and treating each other with respect.
- We take health and safety seriously and promote safe working in all our actions.
- We offer a fair market-related package of pay and related benefits.
- We allow freedom of association. Workers must be free to join associations of their own choosing and have the freedom of collective bargaining where the local law confers such rights.
- We comply with all applicable child labour and forced labour laws.

## Identifying and addressing human rights impacts

We expect everyone at Keller to be able to identify a human rights issue and to know the channels through which to raise it. With this in mind, the Group:

- Conducts training on our Code of Business Conduct, which includes our commitment in respect of human rights, to enable our employees to have the tools to identify human rights impacts and to seek advice where required, The Code also makes clear who employees can go to if they have any questions.

- Actively encourages our people to raise and report concerns through the channels set out in our Code of Business Conduct and Whistleblowing Policy.
- Provides access to external independent whistleblowing channels which are available 24/7 and allow employees and third parties to raise concerns via telephone, email or online in a large range of languages.
- Periodically undertakes assessments in respect of human rights risks.
- Expects employees to be aware of human rights risks in our supply chain, notably in relation to our labour agencies, and to conduct appropriate due diligence accordingly.
- Publishes our Supply Chain Code of Business Conduct, which we expect suppliers to comply with and which includes a dedicated section on human rights and labour standards.
- Has established systems to identify actions to be taken in the event of an adverse human rights impact, notably an Escalation Protocol to enable fast mobilisation in the event of an incident.

## Complaints

Potential and/or actual violations of this Policy or non-compliance with this Policy and any allegation of adverse Human Rights impacts can be reported via the Group's whistleblowing mechanisms.

If you have a genuine concern that you wish to report, try to speak up at the earliest opportunity, ideally to your line manager. If you are uncomfortable with this or you prefer to talk to someone else, then you can contact your local Ethics and Compliance Officer or a member of your local HR or Legal teams.

If you don't feel comfortable talking to anyone at work, you can use a confidential and anonymous reporting line operated by Safecall, a completely independent company that specialises in handling concerns at work.

Further information can be found in the Group's Whistleblowing Policy [Whistleblowing Policy | Keller Group plc](#).

## Governance

This policy has been approved by the Board.

The Sustainability Committee will oversee compliance with this Policy and will make every effort to ensure compliance with the commitments contained within this Policy.

## Supporting information

The Group has fostered and continues to foster an organisational culture that respects dignity and human rights. This culture, both within the Group's operations and in our external business dealings, is reflected in the below policies which should be read in conjunction with this Human Rights Policy:

- Code of Business Conduct
- Modern slavery and human trafficking statement
- Supply Chain Code of Business Conduct
- Whistleblowing Policy
- Health, Safety and Wellbeing Policy
- Sustainability Policy
- Procurement Policy
- Recruitment Policy

## Document change history

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