

 Sustainability Policy	Version	3
Policy Statement	Approved	19-05-31

Policy

Keller Ltd aims to remain a peer-recognised leader in sustainability within our sector. We will achieve this through continuous improvement of our business products, services, operations and collaboration with our employees, clients and interested parties.

The areas Keller Ltd aim to improve sustainability are: environmental, social, economic and technical aspects of operations.

In addition to complying with all applicable legal requirements, our policy will be underpinned by key principles of sustainable business development, namely: inclusivity, life cycle thinking and an ability to challenge the status quo. These are fully supported by Keller's values of integrity, collaboration and excellence.

This policy applies to all companies over which Keller Ltd has operational control.

Policy Outcomes	Delivery of Outcomes
Sustain business operations for the benefit of our employees, shareholders and interested parties	Ensuring that our solutions are cost effective and that Keller remains financially stable. Manage resource use through procuring of sustainable goods and services, where practical; emphasis will be placed on supplier quality, fair employment and environmental attributes, as well as other social and ethical criteria as appropriate.
Improve the wellbeing of our people, keeping all interested parties healthy and safe	Looking to continuously improve our health, safety and wellbeing, through training, consultation and participation of employees. Also undertaking occupational health surveillance and addressing mental, as well as physical, health.
Drive an improvement in carbon intensity throughout the business	Continuing to quantitatively assess and reduce our carbon emissions from site, yard and office activities.
Acknowledge, monitor and improve our environmental impact	Continual monitoring of our environmental risks through key performance indicators (KPIs) for each of our major impacts.
Be a fair, responsible and inclusive employer	Implementing our Equal Opportunities, Bribery, Bullying & Harassment and Modern Slavery policies. Also, encourage employees to bring forward their concerns through Keller's confidential reporting procedures.

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Make a positive contribution to our communities	Developing our corporate citizenship by supporting local causes through fund-raising efforts and engaging with local community groups.
A reduction in time, financial and resource waste	Continuing to redevelop and refurbish existing plant, equipment and facilities to improve efficiency, extend their life and minimise waste, without compromising quality.
Where waste cannot be avoided, look to optimise the use of recycling	Ensuring that, where waste cannot be reused, it is segregated and recycled wherever feasible.
Actively support research into improving sustainability in the sector	Encouraging innovation, design and product development that address all areas of sustainability.
Collaborate with trade organisations, accredited bodies and other organisations to collectively improve our sustainability.	Developing active partnerships with clients, primary contractors, suppliers, governmental and non-governmental organisations, professional bodies and academia to help leverage the opportunities provided by our leadership role in sustainability. Also, communicate our achievements and learnings with these stakeholders.

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	<i>Policy Statement</i>	Approved

Key stakeholders that can be engaged or impacted by sustainability initiatives



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The Health, Safety, Environment and Quality Leadership Team of Keller NW Europe provides regular oversight of performance and approves strategy, policy, standards, KPIs, targets and reporting in conjunction with Keller Group Policy.

A review of the policy will be undertaken at regular intervals or when events may have an impact on our objectives.

Supporting Information

- Keller Ltd Health, Safety, Environmental and Quality Policy
- Equal Opportunity Policy
- Asylum and Immigration Policy
- Anti-bribery Policy
- Bullying and Harassment Policy
- Modern Slavery Policy
- Step Forward For Safety
- Sustainability Brochure
- Health, Safety and Wellbeing Policy

Bob Thompson - Managing Director (Keller UK)