

## 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 seek to continuously improve in, are the environmental, social, economic and technical aspects of our operations.

In addition to complying with all applicable legal requirements, our policy will be underpinned by the 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

Sustain business operations for the benefit of our employees, shareholders and interested parties.

Improve the wellbeing of our people, keeping all interested parties healthy and safe

Drive an improvement in carbon intensity throughout the business

Acknowledge, monitor and improve our environmental impact

Be a fair, responsible and inclusive employer

Make a positive contribution to our communities

A reduction in time, financial and resource waste.

Where the production of material waste cannot be avoided, look to optimise the use of recycling

Actively support research into improving sustainability in the sector

Collaborate with trade organisations, accredited bodies and other organisations to collectively improve our sustainability.

### Delivery of Outcomes

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.

Looking to continuously improve our employees' health, safety and wellbeing, through training, consultation and participation of employees. Also undertaking occupational health surveillance and addressing mental, as well as physical, health.

Continuing to quantitatively assess and investigate ways to reduce our carbon emissions from site, yard and office activities.

Continual monitoring of our environmental risks through key performance indicators (KPIs) for each of our major impacts.

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.

Developing our corporate citizenship by supporting local causes through fund-raising efforts and engaging with local community groups.

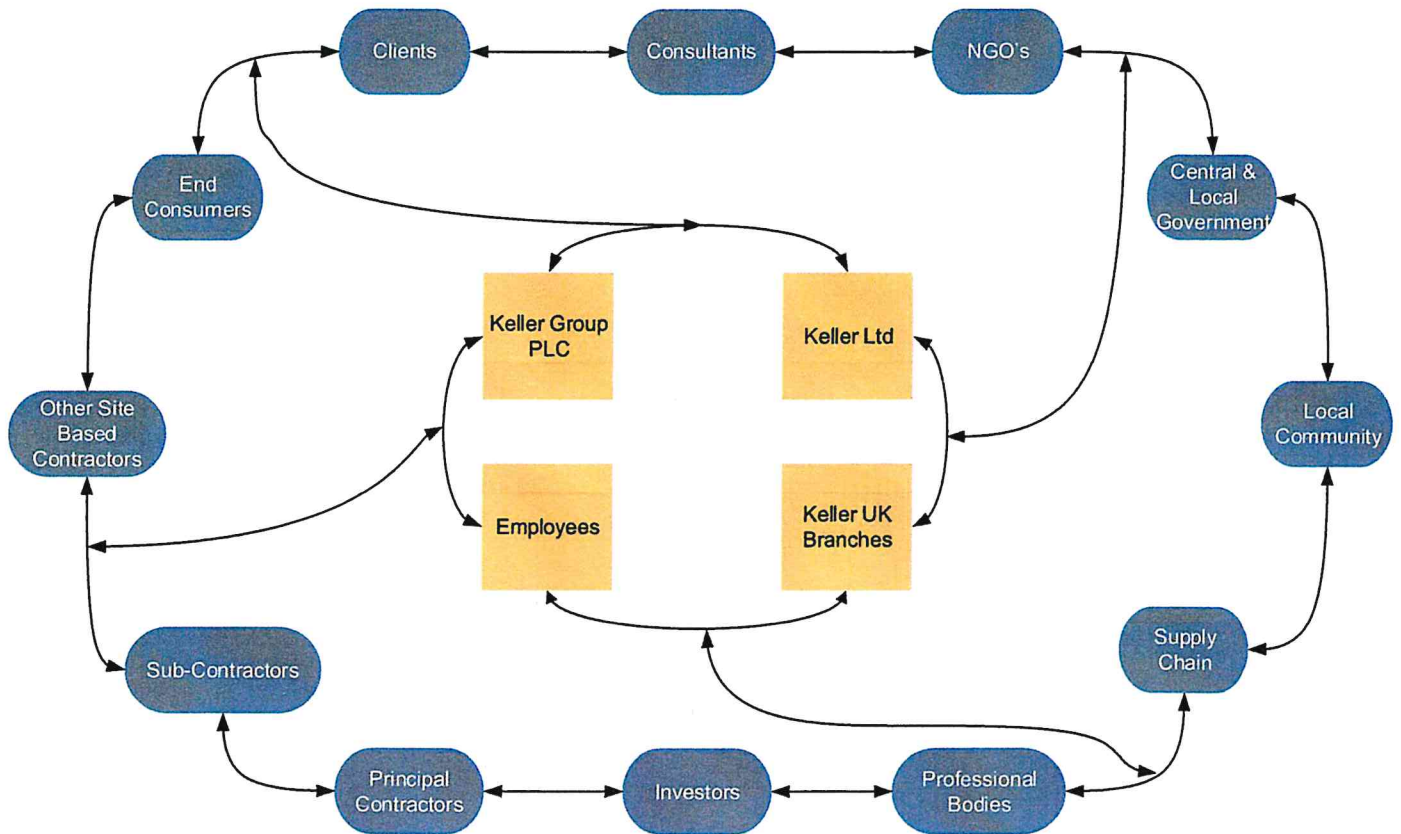
Continuing to modernise and improve our plant, equipment and facilities to improve efficiency, extend their life and minimise waste, without compromising quality.

Ensuring that, where materials cannot be reused, it is segregated and recycled wherever feasible to minimise waste.

Encouraging innovation, design and product development that address all areas of 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.

**Key stakeholders that can be engaged or impacted by sustainability initiatives**



The Health and 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**

- 1-0.2K Keller Ltd Health, Safety, Environmental and Quality Policy
- 5-0.7 HR Equality, Diversity and Inclusion Policy
- 5-0.2 HR Anti-bribery Policy
- 5-0.3 HR Bullying and Harassment Policy
- Asylum and Immigration Policy
- Modern Slavery Policy
- Step Forward for Safety
- Sustainability Brochure
- Health, Safety and Wellbeing Policy

**Bob Thompson - Managing Director (Keller UK)**