

Kier’s purpose is to sustainably deliver infrastructure which is vital to the UK. We are a leading provider of infrastructure services, construction and property developments and committed to responsible operations which protect and enhance the environment and contribute to sustainable development.

Our sustainability framework

Building for a Sustainable World – sets out how we continue to deliver infrastructure that benefits the environment and local communities. At Kier we put sustainability at the heart of our business strategy and believe everyone has a role to play. Our evolved framework focuses on 3 pillars where we believe we can make the biggest difference:

Our planet: Improving our environment now and for future generations

As a business we are committed to accelerate our action; doing more with less and playing our part to address the climate and nature emergencies. We will:

- Take **Climate action**, reducing carbon emissions and working with clients to build infrastructure which is resilient to the effects of climate change.
- **Value nature**, working to protect and enhance biodiversity by managing nature risks and enhancing green spaces.
- Embed **resource efficiency** within our supply chain to use resources in a sustainable way throughout a project’s lifecycle.

Our places: Making a positive difference in our local communities

We benefit many communities through the creation of employment and continued support of employees. We are focused on social sustainability by ensuring our actions directly and positively impact the communities we serve, and this in turn generates wider value for society. We will make a positive difference in our local communities by:

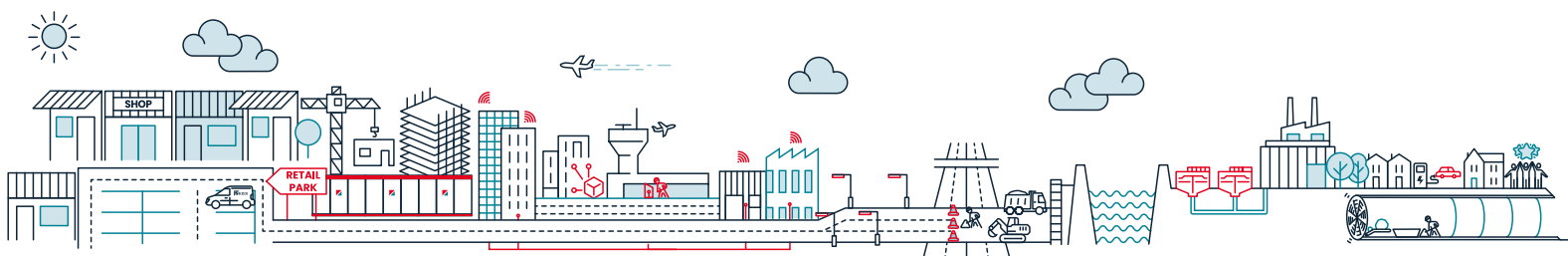
- Delivering **social impact** and leaving a positive legacy in the communities we work in.
- **Enabling social mobility** and helping to tackle inequality by giving individuals and communities tools and opportunities.

Our people: Building a workforce and a supply chain for the future.

Our people are at the heart of our business and the success of Kier depends upon our ability to attract and retain a dedicated workforce. As a business, we are committed to shaping a safe, collaborative and high-performing culture where our people feel they can belong, contribute and want to do their best work. We will do this by;

- **Prioritising all our People** to build a workforce that has the skills and capabilities for the future.
- **Ethical Labour**, working to ensure fair and equal treatment for our entire workforce and value chain.

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Our sustainability goals

- Maintain more than 5% of people in apprenticeships or formal training and development programmes.
- To continually reduce our carbon footprint aligned to 1.5° C, becoming a net zero carbon business by 2045.
- Reduce the waste we generate by 20% per £1m of revenue by 2028.

Governance and reporting

- Underpinning our three pillars we have embedded a robust governance framework overseen by our Board ESG committee.
- We commit to transparently report against this strategy, and to ongoing stakeholder sustainability engagement.

Senior management review this policy annually or following a major operational or organisational change. This policy is communicated to all our employees and organisations working on our behalf, displayed at our offices, on our intranet, on our external website, and made available to interested parties.




Andrew Davies
Chief Executive

For and on behalf of Kier Group plc
 Last Reviewed: November 2023

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