

Kier Group plc is a leading property, residential, construction and services group which invests in, builds, maintains, supports and renews the places where we work, live and play. We operate across a range of sectors including defence, highways, education, housing, industrials, power, transport and utilities.

Statement of Intent

Our responsible procurement ethos is a fundamental part of the Kier strategy for a sustainable business. Kier has set standards for ethical and responsible procurement to provide lower impact products and services; compliant with relevant industry standards. We commit to working with supply chain partners that share our standards and support Kier to achieve the objectives in Vision 2020, Kier's five-year strategy.

We are a founding member of the Supply Chain Sustainability School and encourage our supply chain to participate.

Kier is aware of the issues relating to human rights and labour standards in the construction and services industry.

Kier will comply with UK and international legislation and operate in a manner consistent with the principles of the United Nations Universal Declaration of Human Rights and the International Labour Organization.

Kier understands that there are a range of serious environmental challenges facing our world such as climate change and loss of biodiversity. Kier has a strong track record of environmental good practice and has always strived to go beyond minimum legal compliance wherever possible.

Kier either procures products directly, or via our sub-contractors and service providers. In all cases we have identified those categories of products which we believe pose the greatest risk for undesirable social and environmental impacts. To reduce the risk we apply Kier Minimum Standards.

Policy Aims

To ensure effective implementation of this policy we will:

- Ensure supply chain partners complete our accreditation processes;
- Apply a risk-based approach to ensure we focus on the areas of greatest potential impact;
- Develop a programme of assessment of key supply chain partners against identified social and environmental risks;
- Work and engage with local and/or smaller vendors where appropriate;
- Promote transparency of practice and decision making, limiting the scope for unethical conduct;
- Comply with the standards relevant to the countries in which we operate as a minimum;
- We will monitor our performance and ensure that examples of best practice are identified and disseminated throughout the business.

Senior management will review this policy annually, or following a major operational or organisational change, and establish objectives and targets that are consistent with Vision 2020, Kier's five-year strategy.

This policy will be communicated to all our employees and organisations working on our behalf, displayed at our offices, on our intranet, and are made available to third parties.



Andrew Davies
Chief Executive

For and on behalf of Kier Group plc

Owner: John Edwards	Version: 2.1	POL-GR-0004
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