

Kier Group plc is a leading construction and infrastructure services operating across a range of sectors including defence, health, education, housing, power, transport and utilities.

### Statement of Intent

Kier is focused on simplifying the Group, reducing debt and increasing cash generation. Supporting our revised operating framework our updated Sustainability agenda, combines fresh ambitions for Corporate Social Responsibility and Environmental management, and recognises that sustainable value creation is fundamental to business success.

As laid out in our Sustainability Framework Kier is committed to preventing environmental and social harm, replenishing our natural systems & renewable resources and having a positive impact on the communities and environments within which we operate.

### Policy Aims

To ensure effective implementation of this policy we will:

- Identify and fulfil our compliance obligations, including under all legislation, standards and codes of practice, which are relevant to our business
- Continue to improve our environmental and social performance through effective communication, provision of staff training and adoption of best available techniques
- Continuously improve our environmental and corporate responsibility standards, tools and management system in order to achieve our environmental ambitions
- Adhere to our Pollution Prevention Principles for land, air and water to avoid causing harm, and/or to restore where necessary, the environments within which we operate.
- Adhere to our social impact mission to positively contribute to a lasting, positive legacy in all the communities and contracts we serve.
- We commit to work in partnership with the GLAA Construction Protocol, an agreement between some construction companies and the UK Government that aims to end labour abuse across the UK (refer to Anti-Slavery and Human Trafficking policy for more detail). We commit to actively working to help ensure our people aren't at risk of labour abuse
- Operate a responsible supply chain, working with suppliers to raise environmental performance standards and ethical practices together
- To source, purchase and use resources and materials in line with our sustainable principles
- To achieve Net Zero carbon emissions across our own operations and supply chain by 2045
- Design out waste and design in circularity for our materials and produce no avoidable waste by 2035. Our operations will be single use plastic free by 2030
- Help to maintain a healthy environment for future generations by protecting natural resources and enhancing biodiversity on sites and premises where we hold responsibility or can influence those that do
- Be a respectful neighbour by minimising the impact that our activities, sites and premises have on local communities
- Support our customers' environmental performance by offering sustainable choices, opportunities for continuous improvement, and reducing the environmental impact during the operational phase of a project

Senior management will review this policy periodically, or following a major operational or organisational change, and establish objectives and targets that are consistent with Kier's strategy. This policy will be 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 third parties.



**Andrew Davies**  
**Chief Executive**

For and on behalf of Kier Group plc

Owner: Chief Executive Officer	Version: 1.0	POL-GR-002
As part of our system review, this document is valid until April 2021		Page 1 of 1