

**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.

### Statement of Intent

Our sustainability framework, ‘Building for a Sustainable World’, looks beyond the ‘green’ trend and focuses on building on the good work that Kier has undertaken in environmental protection and creating social value in the communities we work in.

For Kier, sustainability is a mindset that seeks to create a resilient, purpose driven business by safeguarding three vital features no business can operate successfully without:

### A resilient environment

**Delivered by:**

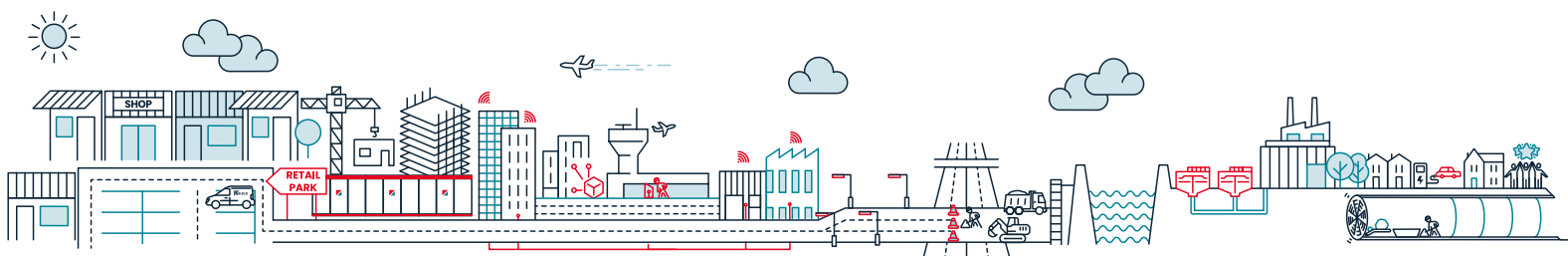
- making best use of resources and eliminate, reduce, re-use and recycle our waste,
- achieving Net Zero carbon emissions by 2045, aligned to Science Based Targets limiting global warming to 1.5oC,
- encouraging nature on and around our sites and projects,
- adapting our operations and projects to climate change risks,
- reducing our energy and water consumption and progressively using more renewable energy,
- maintaining contemporary management systems to protect and enhance the environment.

### A resilient community

**We will:**

- treat our employees, people, and organisations fairly and with respect,
- value and encourage work/life balance and support agile working practices wherever practicable,
- support health and wellbeing amongst our employees and within local communities,
- train and develop our employees and disadvantaged groups in our communities,
- support charitable causes close to the hearts of our employees and the communities in which we operate.
- help to regenerate and tackle poverty within our local communities,
- develop infrastructure that supports the wider community.

Owner: Chief Executive Officer	Version: 3.0	POL-GR-002
UNCONTROLLED IF PRINTED OR COPIED. Always check the IMS for latest version.		Page 1 of 2



## A resilient balance sheet

**Enhanced by:**

- continually improving the sustainability of the projects we build,
- collaborating with our value chain to deliver innovative sustainable products, services and solutions for Kier and our customers,
- partnering with the Supply Chain Sustainability School to enhance collaboration towards our aim of building sustainability expertise and practices within businesses and our value chains.
- utilising SME’s and local supply chains where practicable
- training our staff and contractors in sustainability operations and practices,
- annually reporting and communicating our sustainability performance,
- working in partnership with the GLAA Construction Protocol to end labour abuse across the UK and actively work to help ensure our people aren’t at risk of labour abuse.

There are clear linkages between the environmental, community, and our business priorities in this Policy. These are implemented through the Kier Building for a Sustainable World Framework. We commit to transparently report against this strategy, and to ongoing stakeholder sustainability awareness and engagement.

Senior management will review this policy annually, 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 interested parties.



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

For and on behalf of Kier Group plc  
 Last Reviewed: November 2022

Owner: Chief Executive Officer	Version: 3.0	POL-GR-002
UNCONTROLLED IF PRINTED OR COPIED. Always check the IMS for latest version.		Page 2 of 2

