

Statement of intent

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.

Our environmental policy provides the foundations for the 'Our Planet' pillar of our Building for a Sustainable World sustainability framework. Kier remains committed to reducing our own environmental impact, preventing harm, supporting natural systems to flourish, and maintaining ecosystem services, while leaving a positive, lasting legacy for the communities in which we operate. We also support our customers' environmental performance by offering sustainable opportunities and reducing the environmental impact during the full lifecycle of a project.

Policy Aims

To ensure effective implementation of this policy we will:

- Protect land, air and water in the environments in which we operate through effective design and control of potential fugitive discharges including noise, dust and other emissions arising from our activities.
- Help to maintain a healthy environment for future generations by protecting natural resources and enhancing biodiversity in locations where we hold responsibility or can influence those that do.
- Design out waste and design in circularity for our materials and source, purchase and use water, materials and natural resources responsibly, in line with our sustainability principles.
- Provide effective environmental training to our people and allocate sufficient resource and expertise to provide an environmentally competent delivery solution
- Maintain effective internal and external communications relating to material environmental management issues affecting Kier.
- Identify and fulfil our compliance obligations, including compliance with legislation,

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standards, industry codes of practice and voluntary standards, which are relevant, or to which Kier subscribes and audit against these and our systems for effectiveness.

- Assess environmental risks and opportunities and implement effective management controls across the entire project lifecycle to deliver environmental enhancement and prevent harm.
- Consult and communicate with stakeholders to understand and control our most material environmental impacts and opportunities.
- Achieve Net Zero carbon emissions across our own operations and supply chain by 2045, aligned to Science Based Targets limiting global warming to 1.5°C.
- Adapt for climate change, and mitigate the associated risks, using innovative design and technology, responsibly sourced materials, and nature-based solutions.
- Support our customers' environmental performance by offering sustainable opportunities and reducing the environmental impact during the full lifecycle of a project.
- Continuously improve our ISO 14001:2015-certified environmental management system and environmental performance through proactive leadership, data interrogation, the establishment of clear objectives and targets relating to our significant environmental aspects, regular auditing, management of corrective actions, management review, and performance reporting.

Top 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 of 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.

For and on behalf of Kier Group plc

Stuart Togwell, Chief Executive

January 2026

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