

Background

Kier is committed to delivering projects safely, sustainably and ethically. Our supply chain partners are a key part of our workforce and we expect them to share our values. We are committed to ensuring that our supply chain operates fairly, ethically and responsibly, protecting human rights and supporting sustainable communities.

This Supplier Code of Conduct sets out the standards of behaviour and conduct we expect from all suppliers when conducting business with or on behalf of Kier. This Supplier Code of Conduct should be read in conjunction with the principles contained in Kier's Code of Conduct.

Suppliers MUST:

- Comply with all applicable laws, regulations and standards including, but not limited to:
 - the Bribery Act 2010, the Modern Slavery Act 2015, the Equality Act 2010, the Economic Crime and Corporate Transparency Act 2023, Worker Protection (Amendment of Equality Act 2010) Act 2023, Competition Act 1998, the Data Protection Act 2018 and all health, safety, and environmental regulations
- Maintain accurate business and financial records
- Act at all times in line with our values and 9 healthy behaviours

Values and 9 healthy behaviours

Our mission is to help everyone feel like they can belong, contribute, and thrive. Our 9 healthy behaviours help encourage consistency and reinforce our values. They show how everyone can be a role model and encourage similar behaviour from the people they work with.

See the graphic below that set out our values and expected behaviours.

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Ethical business practices

- **Anti-bribery & corruption:**
No form of bribery, corruption or fraud will be accepted
- **Conflicts of interest:**
Disclose any conflicts of interest that may affect your relationship with Kier
- **Fair competition:**
Engage in fair business practices and prevent anti-competitive behaviour
- **Gifts & hospitality:**
Do not give or accept gifts or hospitality that could improperly influence decisions or be perceived as a bribe

Diversity, equity and inclusion – Expect Respect

We expect you to commit to equal opportunities in hiring, promotion, and training across the business. Encourage gender balance and representation of underrepresented groups, promote diversity, inclusion, fairness, and respect in the workplace, and implement anti-discrimination policies aligned with Kier’s standards. We would encourage you to ensure you have appropriate inclusion training in place for your employees.

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FIVE RESPECT BASICS

We should all expect respect at work. That's why Kier has created the five respect basics, which everyone working for us is expected to follow.

- 1. Banter is not an excuse**
The joke's not funny when it upsets someone else.
- 2. Call it out**
Heard or seen something offensive or that makes you or someone else feel uncomfortable? Say something or report it on the confidential Speak Up line on 0800 915 1571.
- 3. Be open minded**
Take the time to learn and listen to what others have to say.
- 4. Respect each other**
Everyone's experiences are different, and they all matter.
- 5. Take action**
Kier has a zero-tolerance approach to harassment and bullying.

Visit www.kier.co.uk/diatkier to find out more.

EXPECT RESPECT

We expect your organisation and any subcontractors or third parties you engage to comply fully with our diversity and inclusion policies and to live by our values and our 5 respect basics. This is essential, not only for legal compliance, but also to uphold the standards of safety, dignity, and respect that we require across our operations.

We also expect you to encourage a culture where harassment (including sexual harassment) and bullying is never accepted and where the standards of behaviour set out in the Kier Code of Conduct are followed.

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Health, safety and wellbeing

Health, safety and wellbeing are central to our culture. Nothing is so urgent that it cannot be done safely and responsibly. We expect our suppliers to share this commitment by;

- **Creating safe and healthy environments:**
Provide safe and healthy workplaces that protect physical and mental health
- **Acting with honesty and responsibility:**
Comply with Kier's health, safety and wellbeing standards and any applicable legal requirements
- **Promoting a positive culture:**
Promote fairness, respect, and openness in all interactions
- **Collaborating for continuous improvement:**
Collaborate with Kier and others to share learnings and drive continuous improvement
- **Speaking up and taking action:**
Report hazards, incidents, and near misses promptly, and intervene to stop unsafe practices

Ethical labour and human rights

Kier upholds the UN guiding principles to ensure fair treatment for our entire workforce and supply chain. Kier expects suppliers (and their own suppliers) to uphold the highest standards of human rights, including;

- Ensure fair labour practices and no exploitation, discrimination, forced or compulsory labour, human trafficking, child labour, or withholding of passports or wages
- Provide fair wages, benefits, and working hours in line with legal requirements
- Ensure recruitment is fair and free for workers (cost borne by employer)
- Only employ workers who have the right to work in the UK and validate identification via official UK platforms (e.g. Trust ID)

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- Ensure all workers on Kier projects are PAYE, employed or agency workers on payroll
- All workers must be paid at or above the applicable National Minimum Wage/Living Wage, as appropriate, and wages must be paid directly into their own bank account

Social and environmental responsibility

Kier is committed to managing our environmental impact to a high standard and maintaining the sustainability of our business.

Suppliers MUST:

- **Protect nature and prevent harm:**
Safeguard land, air, water, and biodiversity; prevent harm through effective controls and wherever possible enhance the natural environment through restoration and conservation
- **Responsible resource use and circularity:**
Design out waste, source responsibly, and embed sustainable practices
- **Climate action & net zero commitment:**
Support Kier's net zero target by 2045 and adapt for climate change and mitigate risks using innovative design, responsibly sourced materials, and nature-based solutions
- **Community engagement:**
Support local employment, apprenticeships, and skills development; engage SMEs and diverse suppliers including businesses owned by underrepresented groups
- **Transparency:**
Provide accurate sustainability data and collaborate to share innovations, best practices, and continuous improvement initiatives that deliver measurable environmental enhancement and social value

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Quality and continuous improvement

- Deliver products and services that meet agreed quality, safety, and sustainability requirements
- Commit to continuous improvement and innovation

Data protection and confidentiality

- Protect Kier's confidential information and personal data
- Information must be used only for its intended business purpose and as authorised

Monitoring and compliance

- Kier reserves the right to assess supplier compliance through audits and site visits
- Suppliers must maintain records and provide them upon request
- Non-compliance may result in corrective action

Reporting concerns

Suppliers and those within their supply chains are encouraged to report any breaches, unethical practices, or unlawful conduct via Kier's confidential whistleblowing channels:

- Speak Up Helpline (UK): 0800 915 1571
- Email: compliance@kier.co.uk
- Online: www.safecall.co.uk/file-a-report

Acknowledgement

By entering into business with Kier, suppliers acknowledge and agree to comply with this Supplier Code of Conduct.

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