

Kier recognise that the people who work for and with us are key stakeholder in our success.

### **Statement of Intent**

Kier is an accredited Real Living Wage (RLW) employer, which recognises our commitment to ensuring all eligible employees, working directly or indirectly, will be paid the RLW and ensuring our employees earn a wage that goes above and beyond the government minimum, supported by regular reviews of the external environment by the Living Wage Foundation.

Everyone working within Kier should have the same opportunities and we are committed to implementing the RLW for all our supply chain, contingent workers and contractors. Our objective is that everyone working on a Kier site is paid in accordance with the RLW.

Further details on RLW and current levels can be found here [Living Wage Foundation](#) | [For the real cost of living](#).

### **Policy Aims**

To ensure effective and timely implementation of this policy we will:

- Continue to maintain Kier accreditation as a RLW employer.
- Work with Subcontractors to ensure their direct employees are paid RLW as a minimum from April 2023.
- Work with our Subcontractors' supply chain including agency workers, sub-subcontractors are paid RLW as a minimum from April 2024.
- In step with the timetable for roll-out of RLW above, include in all our subcontracts and supply agreements a written commitment and declaration from all subcontractors, sub-subcontractors and Labour agencies to confirm compliance with the RLW.

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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.

For and on behalf of Kier Group plc

**Andrew Davies, Chief Executive**

November 2024

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