

## 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.

Kier is committed to strong, visible, and active leadership and to engaging with the workforce to achieve safe and healthy conditions with formal assessments and reviews of Kier Group's performance. This commitment is supported by all levels of senior management. Kier will provide adequate resources, information, and training to ensure that the management teams deliver this policy and its objectives. We will ensure that all workplace risks are identified and mitigated to an acceptable level. Whilst ensuring we provide a framework to support the wellbeing of our staff.

Kier recognises its responsibility under current safety and health legislation and believes that incidents are preventable. This belief underpins our commitment to people and assets in support of Kier's strategy.

## Policy Aims

To ensure effective implementation of this policy we will:

- Through visible and active leadership, ensure that employees are aware that working safely is a condition of employment.
- Identify and mitigate to an acceptable level, workplace safety and health hazards utilising the principles of prevention.
- Ensure employees are competent to undertake the tasks required.
- Ensure employees are empowered to delay or postpone any activity that is considered unsafe, through the promotion of an engaged safety culture.
- Integrate health, safety and wellbeing matters into our business decisions and actions.
- Engage with the workforce stakeholders, business partners and supply chain colleagues to ensure that their health, safety and wellbeing management standards and practices meet or exceed the expectations of this policy.
- Identify and fulfil our compliance obligations, including under all legislation, standards, and codes of practice, which are relevant to our business.
- Strive for continual improvement in health, safety, and wellbeing performance, and publicly report our performance on a regular basis.

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- Provide our employees with information on occupational health, benefits, and wellbeing.
- Provide our employees with mental health support and awareness and offer mental health training to those that wish to support their colleagues.
- Share this policy with employees, stakeholders, business partners and members of the public.
- Comply with client specific requirements including, but not limited to, occupational health, working hours and fatigue management.
- Analyse the causes of any high potential incidents and nonconformances and take appropriate action to prevent recurrence.
- Enhance our performance based upon behavioural programmes, observations, coaching and health, safety, and wellbeing maturity tools.
- Manage and maintain a management system that is certified to ISO 45001.

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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