

We expect all of our directors, officers and employees and those working on our behalf to comply with the law and act ethically and with integrity at all times, as set out in Keller's Code of Business Conduct.

Our Code of Business Conduct sets out the minimum expectations for all of our employees wherever they are based and whichever Keller business they work for. At the heart of our Code is the simple principle that we always follow the law. To make sure we follow the law, we have developed nine ways of working, supported by our Group policies, as detailed in the Code. Beyond the law and our ways of working, we must always be guided by Keller's values: Integrity. Collaboration. Excellence. The Code is available on our website and was launched throughout our business through a communications and training programme that started in December 2016. Ethics and compliance training is carried out across the Group annually. The Code specifically states that Keller values, supports and protects the rights and dignity of the individual and will refuse the use of child labour and forced labour under any circumstances. We also make clear that employees, customers, contractors or any person should not be harmed as a result of work we do or services we provide.

Keller supports the UN Global Compact and aims to adhere with its 10 principles in the areas of anti-corruption, environment, human rights and labour. We expect our supply chain to encourage and work with their own supply chain to ensure they also work to meet the principles of the UN Global Compact. We expect Keller's supply chain to respect the human rights of their employees and contractors and treat them fairly, in accordance with all applicable laws.

In addition to requiring compliance with its Code of Business Conduct under existing contracts, suppliers are required to adhere to Keller's Supply Chain Code of Conduct.