

## Keller's Code of business conduct – Our ways of working

How we behave really matters. Together, we all contribute to the Keller culture and what we do, or fail to do, has direct consequences on the people around us. And just one act or omission could destroy our reputation, our share price and our future.

Our Code of business conduct sets out our minimum expectations for all colleagues, wherever we are based and whichever Keller business we work for. Our Code brings together three things to keep us safe:

1. **The law** - we must always follow the law – it sits at the heart of stakeholder trust in Keller.

2. **Our ways of working and supporting policies** - these provide a protective layer of information, guidance and support to ensure we don't break the law:

- **Keeping everyone healthy and safe:** We believe no one should be harmed as a result of any work we do – so everyone stays safe and well.
- **Supporting employees' rights and diversity:** We value, support and protect the rights and dignity of the individual and the diversity of our people – so we are all treated with respect.
- **Maintaining ethical and honest behaviour:** We are always honest, act with integrity and comply with the law – so everyone trusts us.
- **Staying free from bribery and corruption:** We always make sure we are free from bribery and corruption and win projects fairly – so people know our decisions are made for the right reasons.
- **Keeping our communications open and responsible:** We communicate openly, honestly, clearly and responsibly.
- **Delivering excellent customer service and working with our suppliers to ensure our standards are adhered to:** We work to meet our customers' needs and exceed their expectations – so they work with us again and again. We ensure we build constructive relationships with our suppliers and they understand our principles and the standards we operate by.
- **Working within the community:** We act responsibly and respectfully towards the communities we work in – because we are a part of them.
- **Protecting our environment:** We respect and protect the environment, and aim to have a positive impact on it – so we safeguard the future.
- **Standing up for what's right:** We always speak up when we believe our principles are being undermined – so we uphold our principles together.

3. **Our values** – our core values of Integrity, Collaboration and Excellence ensure that we always do the right thing for our colleagues, customers, shareholders and communities – often going further than just complying with the law and our ways of working.

For further information please contact your local Ethics and Compliance Officer or [secretariat@keller.com](mailto:secretariat@keller.com)