

It is the Keltbray Group and subsidiary companies (referred to as Keltbray herein) policy to make a positive contribution to the world that we live and work in, and to strive to be the best in its sector at everything the company does. For Keltbray, this means that sustainability is a key consideration in the way it works, acknowledging the three underpinning pillars of economic, social and environmental sustainability. Its goal is to balance our economic achievements with our contribution to society and care for the environment. This includes the corporate social responsibility performance of our business, to which Keltbray is fully committed.

Specifically, Keltbray will:

- Adopt and integrate robust and sustainable business processes to ensure the company is professionally, well managed and promotes sustainable growth.
- Ensure it achieves the highest levels of safety performance, invest in systems, assets and equipment to ensure its business is safe, modern and efficient.
- Increase its talent pool by investing in young people and make available a range of apprenticeships, internships, undergraduate and graduate traineeships.
- Take care to minimise any negative impacts that the company's work might have on the communities where its people live and work.
- Protect the environment by minimising waste and reducing the company's Carbon footprint and use of finite resources.
- Enhance the environment by improving habitats in line with the UK Biodiversity Action Plan on new developments.
- Source and procure products and services responsibly.
- Employ local labour and suppliers, where possible, to support our local communities.
- Engage with local communities and support not for profit initiatives and organisations through volunteering, funding, and to help tackle disadvantage through employment opportunities.
- Identify and report annually on key corporate social responsibility priorities areas, and adopt a 'Plan-Do-Check-Improve' framework to monitor performance and ensure the company seeks to continuously improve.
- Educate and engage employees, suppliers, subcontractors, clients and other key stakeholders to promote understanding for their role in contributing to improve the overall sustainable behaviour of Keltbray and the construction industry

Keltbray's Sustainable Development Reports have more information about the above commitments. It is published on the Keltbray website. For more information, see www.keltbray.com

This policy should be read in conjunction with the Group's Environmental Policy Statement.

Keltbray and its management team fully support this policy and are committed to provide competent personnel and financial resources to implement it. All Keltbray policies are available on the Keltbray Business Management System. New employees are briefed on the use of the Business Management System and locations of the Keltbray Policies and any reviews or key changes in the policies are advised to employees.

This policy is governed by and supports our Keltbray Code of Practice and recognises the facility afforded by the Whistleblowing Policy Statement (GRP-CAL-PCY-029)

Vince Corrigan
Group Chief Operating Officer

Date: July 2021