



**Bærekraftig
forretningspraksis /
Sustainable business
practices**

Policy
(EN)

1. Introduction

Keller Geoteknikk is committed to operating in accordance with sustainable business practices that respect people, society, and the environment. This policy document, including principles for sustainable business practices, forms the foundation of our sustainability work.

Keller Geoteknikk considers sustainable business practices to be a prerequisite for sustainable development—meeting the needs of the present without compromising the ability of future generations to meet their own needs.¹

We define our sustainability work through the four Ps:

- **Planet** – environmental sustainability
- **People** – social sustainability
- **Principles** – governance, ethics, and transparency
- **Profitable projects** – economic sustainability and value creation

Under each of these pillars, our initiatives are aligned with the UN Sustainable Development Goals (SDGs), providing a common framework for communicating sustainability efforts internally and externally.

Our sustainability goals and initiatives are communicated internally via our intranet and externally at www.keller-geoteknikk.no.

As part of Keller Group plc, our operations are governed by the Group’s global standards and policies. All employees, customers, suppliers, and partners are encouraged to review these under “How we work” at www.keller.com. This document serves as a supplement to Group policies for Keller Geoteknikk AS.

Relevant Group policies for 2025 include:

- Procurement Policy 2025 – [Se dokument](#)
- Anti-Bribery & Anti-Fraud Policy 2025 – [Se dokument](#)
- Supply Chain Code of Business Conduct 2024 – [Se dokument](#)
- Health, Safety & Wellbeing Policy 2025 – [Se dokument](#)
- Human Rights Policy 2024/2025 – [Se dokument](#)
- Biodiversity Policy 2025 – [Se dokument](#)

Through our membership in Ethical Trade Norway and collaboration with the Norwegian Construction Industry Association (EBA), we aim to realize our vision of *being the preferred Norwegian geotechnical specialist contractor, delivering sustainable technical solutions and operational excellence*.


Keller Geoteknikk is committed to conducting due diligence in line with the OECD Guidelines and UN Guiding Principles on Business and Human Rights.²

Due diligence is a risk-based approach to identifying, preventing, mitigating, and accounting for adverse impacts on people, society, and the environment within our own operations and throughout our supply chain.

We expect our suppliers and business partners to adopt the same approach.

¹ Brundtland-kommisjonen, «Vår felles framtid», 1987.

² UN OHCHR, *Guiding Principles on Business and Human Rights (UNGPR)*, 2011; OECD, «*Due Diligence Guidance for Responsible Business Conduct*», 2018.

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2. Requirements for Our Own Operations

Keller Geoteknikk acknowledges that our business activities may have potential negative impacts on people, society, and the environment. At the same time, we recognize our responsibility and opportunity to contribute positively.

Due Diligence

We shall:

- Conduct regular risk assessments
- Identify and address negative impacts
- Prevent, mitigate, and, where necessary, cease harmful activities
- Monitor effectiveness of measures
- Communicate openly with affected stakeholders

Where we cause or contribute to harm, we will take action to remedy the situation. Where harm is caused by a supplier, the supplier is responsible for remediation.³

Responsible Procurement

Responsible procurement is a key tool in our work. We shall:

- Strengthen suppliers' ability to meet sustainability and HSE requirements
- Avoid practices that undermine labor conditions
- Promote long-term relationships with suppliers committed to improvement

We follow the Keller Group plc [Procurement Policy](#).

Freedom of Association

We support:

- The right to freedom of association
- Collective bargaining
- Worker representation

Supplier Development and Partnerships

We aim to:

- Support suppliers through dialogue and capacity building
- Promote continuous improvement
- Build long-term, responsible partnerships


Anti-Corruption

We have zero tolerance for corruption:

- No offering or accepting improper advantages
- Full compliance with anti-corruption policies

We follow the Keller Group plc [Anti-Bribery and Anti-Fraud Policy](#).

³ *OECDs kontaktpunkt for ansvarlig næringsliv, «OECDs veileder for aktsomhetsvurderinger for ansvarlig næringsliv – en innføring», 2018.*

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Trade Sanctions

We shall avoid business relationships involving countries subject to UN or Norwegian trade sanctions.

3. Requirements for the Supply Chain

We expect suppliers to:

- Comply with our Supplier Code of Conduct [Supply Chain Code of Business Conduct \(2024\)](#)
- Conduct their own due diligence⁴
- Demonstrate continuous improvement
- Provide documentation upon request

Failure to comply may result in termination of contracts.

4. Principles for Sustainable Business Practices

These principles are based on UN and ILO conventions and represent **minimum standards**.

1. Forced Labour (ILO konvensjon nr. 29 og 105)

- 1.1. No forced, bonded, or involuntary labour.
- 1.2. Workers must be free to leave employment.

2. Freedom of Association (ILO konvensjon nr. 87, 98, 135 og 154)

- 2.1. Workers have the right to organize and bargain collectively.
- 2.2. No discrimination against union representatives.

3. Child Labour (ILO konvensjon nr. 138, 182 og 79, ILO anbefaling nr. 146)

- 3.1. Minimum age: 15 (or as per national law).
- 3.2. No hazardous work for children under 18.
- 3.3. Remediation plans required if child labour is identified.

4. Discrimination (ILO konvensjon nr. 100 og 111 og FNs kvinnediskrimineringskonvensjon)

- 4.1. No discrimination based on gender, ethnicity, religion, etc.
- 4.2. Protection against harassment and unfair dismissal.


5. Inhumane Treatment (Menneskerettighetserklæringen/UDHR)

- 5.1. No physical abuse, threats, or degrading treatment.

6. Health, Safety and Environment (ILO konvensjon nr. 155 og anbefaling nr. 164)

- 6.1. Safe and healthy working conditions.
- 6.2. Access to sanitation and drinking water.
- 6.3. Proper training and safe handling of hazardous materials.

⁴ OECDs kontaktpunkt for ansvarlig næringsliv, «OECDs veileder for aktsomhetsvurderinger for ansvarlig næringsliv – en innføring», 2018.

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We follow the Keller Group plc: [Health, Safety & Wellbeing Policy](#).

7. Wages (ILO konvensjon nr. 131)

- 7.1. Wages must meet legal or industry standards.
- 7.2. Clear and written agreements.
- 7.3. No disciplinary wage deductions.

8. Working Hours (ILO konvensjon nr. 1 og 14)

- 8.1. Must comply with laws and standards.
- 8.2. At least one day off per week.
- 8.3. Overtime must be voluntary and limited.

9. Regular Employment

- 9.1. No misuse of temporary labour.
- 9.2. Workers must have contracts they understand.

10. Marginalized Groups

- 10.1 No harm to indigenous or vulnerable communities.

We follow the Keller Group plc: [Human Rights Policy](#).

11. Environment

- 11.1. Reduce environmental impact across the value chain.
- 11.2. Apply precautionary principles.
- 11.3. Comply with environmental laws.


12. Anti-Corruption

- 12.1. No bribery or improper benefits.

13. Animal Welfare


- 13.1. Respect animal welfare.
- 13.2. Comply with relevant laws.

We follow the Keller Group plc: [Biodiversity Policy](#).

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5. Document control

Version	Issue Date	Approval for use	Affected sections	Change description
1.0	18.02.2026	18.02.2026	All	Initial version

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