

Heidelberg Materials UK sustainability policy

Policy and scope

Effective management and continual improvement of safety, health and wellbeing, the environment, quality, energy, carbon reduction in our operations and products, and responsible sourcing is of key importance to the sustained success of our business.

We have a single sustainability policy, implemented through an integrated management system detailing arrangements and responsibilities, that adopts a systematic and integrated approach in our commitment to achieving the highest standards in complying with ISO 9001, ISO 14001, ISO 45001, ISO 45003, ISO 50001, BES 6001, PAS 2080, National Highway Sector Scheme 16 and the relevant CE/CA certification marking schemes. As a minimum, we comply with all applicable legal and regulatory requirements and inform our customers about the functional, environmental and safety performance of our products.

We engage with our stakeholders to encourage innovative development of our products, services, and manufacturing systems to continually improve our sustainability performance. Co-operation in the effective implementation of the policy is a condition of employment, partnership, and supply.

The policy is regularly reviewed and communicated to employees, contractors, visitors, suppliers, and other key stakeholders. It provides a framework for our Sustainability Commitments 2030 that support our vision to build a more sustainable future that is net zero, safe and inclusive, nature positive, and circular and resilient.

Net Zero

We drive decarbonisation and provide low-carbon products by:

- Reducing Scopes 1, 2 and 3 CO₂ emissions in line with the Heidelberg Materials Group SBTi 1.5°C pathway including emissions from our manufacturing operations, within our products and from methods of transport
- Operating a carbon capture and storage plant at our Padeswood cement works and supporting technologies that lead to net zero carbon for our business by 2050
- Providing sustainable products that are low in carbon and by collaborating with the value chain support a low carbon-built environment
- Generating gross revenue from sustainable products that are either low carbon or circular

Safe and Inclusive

We place the health and wellbeing of employees, communities, and suppliers at the core of our business operations by:

- Being a fair, aware, inclusive, and respectful company, encouraging a culture that values openness and transparency and recognises the skills, competency and achievements of our employees and supply chain
- Committing to the consultation and participation of our employees and their representatives through formal mechanisms
- Eliminating risk in the workplace by embedding a risk-based health and safety management system, monitoring performance, and implementing best practice



- Developing and implementing action plans to continually improve and ensure the health, safety, and mental wellbeing of our employees
- Continuing to develop our social value activities and making a positive contribution to our local and wider communities through our stakeholder engagement plans including a programme of employee volunteering days to work on community projects
- Collaborating with our supply chain to inform and promote wider adoption of responsible sustainable practices using local sourcing and local businesses where practical

Circular and Resilient

We drive circularity to reduce and reuse materials and natural resources by:

- Using resources appropriately and sustainably and, where possible, substituting primary resources with alternative materials
- Offering circular alternatives for our concrete products
- Developing products that improve the quality and sustainability of the built environment and seeking to eliminate all non-conforming products
- Generating gross revenue from sustainable products that are either circular or low carbon
- Adopting the waste hierarchy and reducing non-operational waste to landfill to zero

Nature Positive

We contribute to a nature positive world through our biodiversity programmes and sustainable water management by:

- Designating space for nature in all active quarries; conducting net impact assessments and promoting biodiversity net gain
- Having biodiversity management plans for all active quarries; and for all other sites within 1 km of a protected area
- Implementing water management plans and water recycling systems to reduce consumption for all sites in water-risk areas

Simon Willis

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Chief Executive Officer, Heidelberg Materials UK