

# Occupational Health & Safety Policy

At Heidelberg Materials, we take our social responsibility seriously and believe that a corporate culture based on partnership with employees, contractors, and communities, will lead to the long-term success of the Company. As part of this responsibility, occupational Health & Safety is first priority for our Company.

Taking care of our employees, contractors, and communities, is an integral part of our business activities and an important part of our “2030 Commitment”. Convinced, that injuries, occupational illnesses, mental health, and diseases are preventable, we are continuously striving to minimize risks to our employees, contractors, and communities, in our pursuit of zero harm.

## Scope

This Policy applies to all locations and operations of the Heidelberg Materials Group, where we exercise management control.

## Commitment

To continually improve our performance, we manage Health & Safety through appropriate management systems. The key elements are:

- Putting health and safety first, ahead of all other priorities
- Establishing clear objectives and corresponding action plans
- Providing safe and healthy workplaces, equipment, work procedures, and practices, based on the results of regularly reviewed risk assessments.
- Coaching and training employees to identify and eliminate Health & Safety risks that affect their work, and to ensure they have the competencies to conduct their tasks safely
- Inspecting and reviewing work areas and practices to ensure compliance with internal and external requirements
- Monitoring and analyzing the Health & Safety performance, and processes to meet or exceed internal and external requirements
- Providing our customers and communities with guidance and instructions for the safe and sustainable use of our products

Heidelberg Materials is committed to conducting its business in accordance with all applicable local, regional, national, and international legislation, and our internal Health & Safety

Standards and procedures. We work together with our key stakeholders to prevent incidents that may cause injuries or occupational illnesses, and to keep the public informed about our Health & Safety performance.

## Rules

To ensure the safety of our employees, contractors and third parties, it is compulsory to wear the following Personal Protective Equipment (PPE) at all operational workplaces of Heidelberg Materials:

- Safety helmet
- Suitable safety eye protection for the risks present
- Safety boots
- High visibility garments (minimum hi-vis vest for visitors and above requirements)

PPE and garments must meet the minimum requirements of ISO/TS 20141:2022, local regulations and standards in each operating country. A suitable and sufficient risk assessment must be undertaken to identify additional PPE/garment requirements and suitability for the risks present at each workplace.

## Roles and responsibilities

The Managing Board of Heidelberg Materials is responsible for providing leadership and the necessary resources, to ensure the requirements of this Policy are met.

Every manager is responsible for providing visible Health & Safety leadership, ensuring that effective arrangements to deliver these requirements, are established and implemented. Every employee and contractor is responsible and accountable for working safely, complying with all Health & Safety rules, standards, procedures, reporting safety hazards or unsafe work practices, and have the responsibility, and authority, to stop any work, where they or any person, is at immediate risk of death or serious injury.

Dominik von Achten  
Chairman of the Managing Board