

Heidelberg Materials UK social value policy

Policy and scope

This social value policy applies to Heidelberg Materials UK and outlines our commitment towards measuring and managing the social value our organisation is creating.

We will:

- Be accountable to our stakeholders and ensure we are taking responsibility for the role we are playing in their lives.
- Manage our activities to maximise the social value we are creating.
- Develop organisational best practice around the way our activities create value through outcomes to stakeholders.

Governance

Social value is managed through a policy framework that integrates our health, safety and wellbeing, environmental and social value objectives/commitments. It describes the organisational arrangements in place comprising:

- Heidelberg Materials UK 2030 commitments.
- Heidelberg Materials UK sustainability policy.
- Heidelberg Materials UK social value policy.

Commitments and objectives are delivered through our process infrastructure and bespoke local plans. Accountability and responsibility are maintained at all organisational levels and through the wider supply chain.

Commitments

Through our integrated policies, Heidelberg Materials UK is committed to drive customer value and generate social, economic, and environmental benefits. We are committed to implementing strategies to benefit the lives and wellbeing of those affected by our activities within the localities and communities in which we operate. These include:

Collaboration

We are committed to collaboration and innovation; continually working to improve our products and operations for the benefit of our customers, local communities, and other stakeholders.

We will:

- Collaborate with our customers, peers, partners, supply chain, academia and local communities.
- Partner with voluntary groups, charitable and social enterprise organisations.
- Support targeted initiatives aligned to global, national, and regional objectives.
Implement social value objectives through our workforce and supply chains.

Coequality

Our people are important to us. We want everyone to have equal opportunities to grow and improve through training and personal development.

We will:

- Promote workforce diversity by targeting harder to reach and under-represented groups and communities.
- Provide accessible, entry-level employment and training opportunities for local people and develop future talent.
- Upskill and develop the competence of our workforce through a structured training and development regime.
- Implement educational programmes to promote our industry and skills.
- Promote fairness, awareness, inclusion and respect (FAIR) principles.

Championing

We are committed to championing local economies and creating opportunities for smaller sized businesses and franchisees.

We will:

- Promote accessible entry-level opportunities for local SMEs.
- Support our SMEs, including hauliers and franchisees, to improve business performance, resilience and build capability.

Community

We want to involve and empower the community to recover from Covid-19 and help bring people together to make a better place for everyone.

We will:

- Involve and empower people in decisions that affect them.
- Be a good neighbour, recognising the potential of our business to bring people together and promote social interaction within communities.
- Support development of healthy, strong and resilient communities through initiatives to help them help themselves.
- Support voluntary, charitable and social enterprise groups.
- Be accountable to communities where we work and ensure a transparent and meaningful dialogue.
- Take action to support the physical and mental health of employees and influence suppliers, customers, and communities in this regard.

Climate

We are committed to fulfilling our share of the responsibility to keep the global temperature rise below 1.5° Celsius, continuing to reduce our impact on air, land, and water.

We will:

- Implement responsible practices to reduce carbon in our operations, materials and delivery methods.
- Work with our customers and supply chain to deliver net zero carbon emissions.
- Utilise water responsibly.
- Reduce air and water pollution, noise and nuisance.
- Use resources responsibly and support the circular economy.
- Implement responsible procurement practices.

Communication

We promise to be transparent and clear in our communication. We will track and share our learning and best practices to help inform decisions that could affect our internal and external stakeholders.

We will:

- Define our social value objectives and outcomes.
- Assess risks, opportunities, and potential impacts.
- Track and analyse performance using recognised performance measures.
- Capture and share learning and best practice to inform decisions and drive continuous improvement in social value outcomes.
- Communicate our impacts, developing common language and promoting key messages that are widely understood internally and externally.



Simon Willis

Chief executive officer, Heidelberg Materials UK, January 2024