

# Heidelberg Materials UK sustainability policy

## Policy and scope

Effective management and continual improvement of safety, health, environment, quality, energy, carbon reduction, and responsible sourcing is of key importance to the sustained success of our business. We have a single sustainability policy, which is regularly reviewed and communicated to employees, contractors, visitors, key stakeholders and our supply chain to inform and promote wider adoption of responsible practices.

As a minimum, we comply with all applicable legal and regulatory requirements. Cooperation in the effective implementation of the policy is a condition of employment, partnership and supply.

## Business and product innovation

We will ensure continuous business and product innovation by:

- Engaging with our stakeholders to encourage innovative development of our products, services and manufacturing systems to continually improve our sustainability performance.
- Informing our customers about the functional, environmental and safety performance of our products.
- Adopting a systematic and integrated approach. We are committed to achieving the highest standards in complying with ISO 9001, ISO 14001, ISO 45001, ISO 50001, BES 6001 National Highway Sector Scheme 16 and the relevant CE certification marking schemes.

## Health, safety and wellbeing

We will ensure Heidelberg Materials UK is a safe and healthy place to work by:

- Eliminating risk in the workplace through monitoring performance and implementation of best practice.
- Developing and implementing action plans to ensure the health, safety and mental wellbeing of our employees. We have enhanced occupational health surveillance for their benefit.
- Committing to the continual improvement of the suitability, adequacy and effectiveness of the occupational health and safety management system.

## Environmental responsibility

We are committed to reaching net zero carbon emissions and fulfilling our share of the responsibility to keep the global temperature rise below 1.5° Celsius. We will continue to reduce our impact on air, land and water by:

- Setting science-based targets to reduce carbon emissions and energy consumption; reducing the use of fossil fuel through efficiency improvements; and using alternative and renewable sources.
- Having stringent targets to reduce emissions to air from all our operations.
- Transitioning our operational fleets from traditional combustion engines to alternative forms of energy and, through collaboration with suppliers, improving the efficiency of our fleets through the adoption of new technology.
- Seeking to apply the principles of environmental stewardship throughout our operations; managing and restoring our sites to ensure land remains of value; implementing biodiversity net gain; and safeguarding geodiversity where appropriate.
- Using water efficiently, recycling where possible and protecting water quality.

## Resource use and the circular economy

We will conserve natural resources by:

- Using resources appropriately and sustainably and, where possible, substituting primary resources with alternative materials.
- Adopting the waste hierarchy of waste prevention, reuse of materials, recycling, co-processing and energy recovery to minimise waste disposal and maximise productivity.
- Developing products that improve the quality and sustainability of the built environment and seeking to eliminate all non-conforming products.

## Being a good neighbour

We are committed to making a positive contribution to the communities close to our operations and ensuring transparent communication to all our stakeholders by:

- Developing a social value policy outlining our commitment to managing and measuring the social value our organisation is creating.
- Identifying and consulting with local community stakeholders close to our operations.
- Having a programme of employee volunteering days to work on community projects.
- Providing employment, economic activity using local sourcing and local businesses where practical, and building our own business on the basis of responsible practices.

## Fairness, awareness, inclusion and respect (FAIR)

We will be a fair, aware, inclusive and respectful company, encouraging a culture that values openness and transparency and recognises individual achievement by:

- Striving for the fair treatment of all our employees and everyone in our supply chain.
- Valuing our workforce and, by recruiting, selecting and developing our employees, contractors and suppliers, to ensure they are appropriately skilled and competent to carry out their roles.
- Committing to the consultation and participation of workers and workers' representatives through formal mechanisms.



**Simon Willis**

Chief executive officer, Heidelberg Materials UK, January 2024