

# Health, safety and wellbeing

## Performance and sustainability report 2025

### Our policy

We will ensure Heidelberg Materials is a safe and healthy place to work.

#### Lost time injuries

Business line	2018 (baseline)		2021		2022		2023		2024	
	Employees	Contractors	Employees	Contractors	Employees	Contractors	Employees	Contractors	Employees	Contractors
Cement <sup>#</sup>	4	2	6	2	3	1	7	1	3	3
Aggregates	2	1	0	3	3	1	3	0	4	2
Concrete	1	0	4	4	4	2	1	2	3	1
Smiths Concrete	1	1	1	0	0	0	0	0		
Asphalt and contracting	0	0	1	2	0	2	2	0	1	2
Corporate and distribution	0	0	0	0	0	0	0	0	1	0
Midland Quarry Products	5	3	1	2	0	0	1	3		
Recycling									1	1
Heidelberg Materials UK	13	7	13	13	10	6	14	6	13	9

<sup>#</sup> Includes cement, Regen and packed products.

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#### Lost time injury frequency rate – employees

Business line	2018 (baseline)	2021	2022	2023	2024
Cement <sup>#</sup>	2.92	3.38	1.52	3.64	1.66
Aggregates	1.26	0	1.69	1.9	2.47
Concrete	0.98	2.93	2.02	0.68	2.01
Smiths Concrete	0.86	7.46	0	0	0
Asphalt and contracting	0	1.82	0	1.98	1.24
Corporate and distribution	0	0	0	0	1.49
Midland Quarry Products	3.35	3.33	0	3.31	0
Recycling	0	0	0	0	11.95
Heidelberg Material UK	1.77	1.82	1.41	2.04	1.89

<sup>#</sup> Includes cement, Regen and packed products.  
Frequency rate is number of LTIs per 1,000,000 hours worked.

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#### Lost time injury severity rate – employees

Business line	2018 (baseline)	2021	2022	2023	2024
Cement <sup>#</sup>	17.52	48.33	5.05	148.86	165.85
Aggregates	21.47	76.94	39.91	176.52	55.03
Concrete	287.78	14.65	35.65	12.2	165.69
Smiths Concrete	41.12	119.38	0	0	0
Asphalt and contracting	0	3.64	0	16.82	42.3
Corporate and distribution	0	0	0	0	7.46
Midland Quarry Products	150.62	13.23	0	142.31	0
Recycling	0	0	0	0	1,409.59
Heidelberg Material UK	84.91	38.88	18.86	93.65	114.93

<sup>#</sup> Includes cement, Regen and packed products.  
Severity rate is number of lost days per 1,000,000 hours worked.