

CORPORATE CITIZENSHIP POLICY

November 2026

HOLCIM



Holcim, is a leading supplier to the construction and infrastructure industries in the UK and northern Europe. We produce and supply a wide range of construction materials and solutions including aggregates, recycled and secondary aggregates, cementitious materials, asphalt, ready-mixed and precast concrete products. We also transport construction and demolition materials (CDM) as a part of our delivery process and operation, and are a major provider of road and highway solutions.

WE WILL:

- Conduct business within the principles set out in our Code of Business Conduct
- Promote a workplace that is inclusive, fair and which fosters respect for all employees
- Respect workers' rights, promote equal opportunities in recruitment, employment, promotion, development, compensation and retention for both direct and contracted employee
- Contribute to the social and economic development of the communities in which we operate through community engagement and employee volunteering
- Apply fair competition law rules ensuring our customers obtain the best products and services on favourable terms
- Engage in sustainable relationships with suppliers that conduct business within the principles set out in our Supplier Code of Conduct
- Monitor issues material to our social performance and publicly report on compliance, performance and progress.
- Working collaboratively with our partners to create greater value in areas of innovation and operational efficiency.

Adham El Sharkawy
CEO, Holcim UK
November 2026

Phillip Norah

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Director, Holcim UK
November 2026

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