

HEALTH AND SAFETY 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 are committed to ensuring a health and safety culture exists which prevents injury or harm and as such we believe that a good Health and Safety culture is integral to us conducting our business in a manner that creates a healthy and safe environment for all employees, contractors and any other party affected by our activities. This culture starts at the very top of our organisation.

This policy provides a framework to maintain a solid approach to the ongoing management and improvement of Health and Safety across our business. We are committed to achieving this by:

LEADERSHIP AND ACCOUNTABILITY

Health and Safety starts at the very top of our organisation. Our Acting CEO ensures effective Health and Safety arrangements are in place with responsibility for implementation falling to each Divisional MD. Additionally, business leaders will visibly promote their commitment to Health and Safety and act as role models to engender good Health and Safety practice allowing an environment where personal accountability for Health and Safety at all levels of the business is maintained

WORKING ENVIRONMENT

Provide safe, healthy and secure working conditions for all employees and contractors through eliminating hazards when practicable and preventing where possible, and reducing as a minimum, occupational health and safety risks.

COMPETENT AND TRAINED WORKFORCE

Any individual who is required to carry out a task is trained and competent to do so.

MAINTAINING ROBUST ARRANGEMENTS FOR THE ONGOING MANAGEMENT OF RISK

Our independently assessed safety management system is continually improved to provide a solid framework for the ongoing management of risk.

COMPLIANCE WITH LEGAL AND OTHER REQUIREMENTS

We remain committed to complying with pertinent legal and other regulatory requirements and upholding our obligations to industry and corporate requirements, including BS EN ISO 45001 – Occupational Health & Safety and Safety Schemes in Procurement (SSIP).

We assert that Climate Change and its impacts are an important issue for consideration as part of the assessment of our risks and opportunities. The needs and expectations of stakeholders will be considered and addressed where relevant, either directly, through risk assessments, specification or contractual detail or indirectly upon request.

COMMUNICATION

We will communicate openly with all key stakeholders and consult with employees and workers representatives, facilitating their participation with respect to Health and Safety matters.

CONTINUAL IMPROVEMENT

We have a framework in place to continually review our Health and Safety performance and inform sensible objective setting through our corporate targets and Health and Safety improvement plans.

It is the responsibility of everybody undertaking work on behalf of the organisation to:

- Ensure they are undertaking their task in a manner which will ensure the safety and health of themselves or any other party who may be affected by their action
- Stop what they are doing if they believe this will give rise to injury or harm and seek advice - in the knowledge that they will not be penalised for doing so
- Report any unsafe acts or conditions
- Comply with all Health and Safety requirements

POLICY REVIEW

This policy will be reviewed at least annually.



Adham El Sharkawy
CEO, Holcim UK
November 2026

Phillip Norah

Phillip Norah
Director, Holcim UK
November 2026

Holcim UK Ltd, Bardon Hill, Bardon Road, Coalville,
Leicestershire, England, LE67 1TL

Tel: 01530 816600
Fax: 01530 816694
Email: IMS@holcim.co.uk
www.holcim.co.uk

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