



CORPORATE CITIZENSHIP POLICY

June 2026



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.

Danny King

Danny King
Acting CEO, Holcim UK
June 2026

Phillip Norah

Phillip Norah
Director, Holcim UK
June 2026

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