

June 2025

CORPORATE CITIZENSHIP POLICY



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.**

Lee Sleight
CEO, Holcim UK
June 2025

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