


# SUSTAINABILITY 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.**

With our products found in houses, buildings, roads, railways, ports, power stations and much more we take seriously our responsibility to make a positive contribution to the built environment now and for future generations. We exhibit leadership in our sector through the development and launch of innovative products and services, providing solutions to a wide range of issues such as resource consumption, water management, climate change and carbon.

We are pioneers of best practice in sustainability and became the first company to be certificated to BRE BES 6001; the Framework Standard for the Responsible Sourcing of Construction Products, for our products. We are a Gold Leaf Founding Member of the UK Green Building Council and a Gold partner of the Supply Chain Sustainability School where we actively promote leadership and share best practice to raise the standards in our industry.

As an absolute minimum we commit to comply with all applicable legal requirements. An ongoing part of our standard business practice is to maintain certifications for ISO 9001, ISO 14001, ISO 45001, ISO 50001, BES 6001, PAS 2080, Sector Schemes and applicable legal, industry and corporate requirements. We have in place a number of policies to help establish robust systems and procedures to manage an open, honest and transparent business. In delivering the commitments detailed in these policies we will ensure that we are the partner of choice for our customers.

We take a whole life approach to considering our impacts and opportunities. In addition to considering the extraction production, manufacture and transport impacts of our operations, we also consider the performance of our products in the use and the opportunities for reuse or recycling at end of use. Our sustainability strategy focuses mainly on our most material areas of Climate, Circular Economy, Water, Nature, People & Communities. This is underpinned by the purpose value of our Holcim UK Corporate Strategy.

## CLIMATE

We are committed to tackling climate change. We are determined to reduce our emissions per tonne by improving the energy efficiency of our production facilities; by seeking alternative and renewable energy sources and through the increased use of by-products and waste-derived resources as raw materials and alternative fuels.

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.

We're committed to removing as much transport from roads as possible through the use of rail and water transport. We support our employees to reduce their travel related carbon emissions by encouraging the use of

virtual meeting technology to reduce business mileage; providing opportunities for flexible working; encouraging the use of rail travel where possible and providing railcards for those within appropriate age brackets; monitoring and reporting company car fleet average $CO_2$ emissions and restricting new company car orders to hybrid and full electric models.

We promote and enable our customers to make sustainable construction, design and purchasing decisions by providing lower carbon, resource efficient products, solutions and whole life cycle information.

## CIRCULAR ECONOMY

We improve resource efficiency through reuse, recovery and/or recycling of waste materials in our production processes and, where feasible, minimize the generation of any hazardous and other waste, and we dispose of waste using safe and responsible methods. We continue to strive towards our target of zero waste to landfill by increasing our material recovery and reducing the volumes of non recyclable materials entering our waste streams. We collaborate with our customers and supply chain to consider alternative materials and methods to optimise the use of raw materials.

## NATURE

We are committed to the protection of nature and have set out clear, measurable targets in our nature strategy covering Biodiversity, Circular Economy, Freshwater and Oceans.

The delivery of our nature targets are supported through dedicated working groups and dedicated Biodiversity Management Plans at all of our active extraction sites. This ensures that in place ensuring that we are working to protect, restore and enhance habitats and species on and around our sites.

We also develop rehabilitation/restoration/reclamation plans that take into account the needs and expectations of our stakeholders and, where feasible and relevant, fosters wildlife habitat creation and contributes to the enhancement of nature.

## PEOPLE & COMMUNITIES

We promote a workplace that is safe, healthy, diverse, inclusive and respectful. Health and Safety is an integral part of our People value, and we strive towards achieving our goal of reducing harm, with our ambition of 'zero is possible'. This is achieved through continual improvement of practices and processes to promote the health, safety and wellbeing of our employees, contractors and communities.

We aim to enhance the skills and capabilities of our people, offering them training, development and growth opportunities. We act as an ambassador for the construction industry, encouraging young people to consider a career in construction and highlighting opportunities such as apprenticeships and graduate programmes.

We promote a workplace that is diverse, inclusive, and fair and which fosters respect for all employees. We respect workers' rights and promote equal opportunities for both direct and contracted employees.

We procure responsibly and we conduct business within the principles set out in our Code of Business Conduct, and we expect our suppliers to adhere to our Supplier Code of Conduct. We collaborate with our suppliers and partners to share best practice and develop sustainable solutions and best practices across the sector.

We listen to and respond to the needs of local communities and other key stakeholders and we regularly measure and communicate the performance of our sustainability objectives and targets. We seek to make a positive contribution to the social and economic development of the communities in which we operate through local employment where appropriate and practical, and through community engagement and employee volunteering.

Through the implementation of this policy we seek to develop and maintain trust as a responsible, forward thinking and sustainable business that is committed to continual improvement. This policy is reviewed at least annually to ensure it is appropriate for the business and it is communicated to everyone working for and on behalf of the company to ensure it is understood and implemented and to promote wider adoption of responsible practices.



**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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