



Community Engagement Policy

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Heidelberg
Materials

Our commitment to community engagement

As part of our Sustainability Commitments 2030 and the related Sustainable Development Goals (SDGs), we have committed to build a safe and inclusive future by 2030. Aligned with this ambition and since our operations are local by nature, and deeply integrated in their ecosystems for decades, we focus on the interaction we have with our surrounding communities and our impact on people's daily life, socioeconomic environment, health and safety and well-being as a whole. We are convinced that these interactions and the effects of our activities have positive social impacts, and we strive to amplify them. This Community Engagement Policy therefore refers to our social commitments and describes our guiding principles and objectives on the generation of sustainable added value with our communities. This policy applies to Heidelberg Materials AG and all companies that Heidelberg Materials AG directly or indirectly controls.

Alignment and governance

Community engagement and related actions are addressed at our Managing Board through our Chief Sustainability Officer while our country managers are responsible for the implementation of our policy principles and the achievement of the related targets. These targets are part of our Sustainability Commitments 2030 through our pillar "safe and inclusive" and progress is monitored regularly at the Management Board level. Our community engagement policy also focuses on activities which contribute to the achievement of the six SDGs we selected. Further, we cooperate with various partners from the industry, associations, governmental and non-governmental organisations, as well as universities and research institutions to support us on our community engagement.

01. Compliance, transparency and reporting

We manage our business, including our community engagement activities, in accordance with the internationally recognised human rights standards, relevant applicable laws and local country regulations, and in compliance with our own corporate guidelines and policies, including our Code of Business Conduct, Anti-Corruption Policy and Policy Statement on Human Rights. Our suppliers are obliged to commit to the principles of our Supplier Code of Conduct. Funds and social expenses linked to community relationship ("CSR spend") are to be reported in line with our CSR Spend Reporting Procedure.

02. Local community engagement management

Since the maintaining of a mutually beneficial relationship is of paramount importance for the sustainability of our operations, we require that regular engagement is implemented at country, regional and site levels to share information. Potential concerns and opportunities must be taken into account, while understanding municipal needs and empowering neighbouring communities. The identification process of stakeholders is conducted on a local level. Engagement with identified key stakeholders needs to take place at least once a year. The community relationship is regularly monitored, based on a mid to long-term vision, to ensure that actions are efficiently implemented and corrective measures, if needed, are taken. To support this, we require that each site develops and implements a Community Engagement Plan (CEP) based on our CEP Guideline by 2030 at the latest.

03. Community engagement activities

Heidelberg Materials is committed to act as a local partner creating benefits for the areas in which we operate. We focus our community engagement activities in areas that align with our expertise, so we can add value for society and our business in the most efficient and effective way. These activities must fall within the four focus areas: culture, education, environment and infrastructure, and social activities. They may include monetary or in-kind donations, partnerships, sponsoring or employee volunteering, as stated within the CSR Spend Reporting Procedure and in our Corporate Volunteering Policy.

04. Volunteering activities

Our Corporate Volunteering Policy is a further important part of Heidelberg Materials' overall commitment to community engagement. Our employees are strongly encouraged to take an active part in community life, and to that effect, each employee is offered one dedicated volunteering day per year. This staff-led initiative directly supports the company's aim to achieve a positive social and environmental impact.

