

A group of seven diverse professionals, including men and women of various ages and ethnicities, are standing in a quarry. They are all wearing high-visibility orange safety suits with reflective silver stripes and white hard hats. They are positioned in two rows: four in the back and three in the front. The background shows a large, deep quarry with steep, layered rock walls and a clear blue sky with scattered white clouds. The ground they are standing on is a mix of dirt and gravel.

# Diversity and Inclusion

## POLICY STATEMENT

APRIL 2023

# Diversity and Inclusion Policy Statement

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**We value and respect all of the differences which make each person unique. These different perspectives drive innovation and creativity which in turn promote high performance and engagement and make Breedon a great place to work. We believe that diversity and inclusion are key drivers to a sustainable business as they allow us access to a broader set of talent and skills and strengthen our link with our stakeholders and the communities in which we operate. We aim to create an environment where all our colleagues are able to be themselves, to feel valued and respected and able to give their best.**

## **To support our commitment, we will:**

- comply with applicable legislation and regulations;
  - develop a culture of inclusion and engagement which is free of bullying, harassment, victimisation and unlawful discrimination;
  - promote a culture of dignity and respect for all, where individual differences and the contributions of all colleagues are recognised and valued;
  - develop partnerships with relevant organisations and other key stakeholders at national, regional and local levels to identify best practice and drive continuous improvement;
  - recruit new colleagues based solely on the best match between the requirements of the role, an individual's skills and attributes and future business needs;
  - endeavour to have a workforce that reflects the communities in which we work;
  - develop support resources to raise awareness and train managers and colleagues to ensure our commitment to diversity and inclusion is known, understood and acted upon;
  - ensure that opportunities for training, development and career progression are available to all colleagues, who will be supported and encouraged to develop to their full potential;
  - integrate diversity and inclusion into all of our people policies, processes and plans;
  - set objectives within our People Plan which drive a culture of inclusion, dignity and respect;
  - encouraging our key suppliers to support the principles of inclusion, dignity and respect;
  - monitor, review and report our performance periodically against our objectives;
  - communicate our achievements through appropriate channels to keep our stakeholders updated on progress.
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## **The Board of Breedon Group is responsible for:**

- ensuring an overall Diversity & Inclusion policy is in place for the Group;
- overseeing adherence to the Diversity & Inclusion Policy of each division within the Group;
- the adequate provision of resources and management arrangements to ensure the effectiveness of the policy.

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## **Each Business Director and Functional Head is responsible for:**

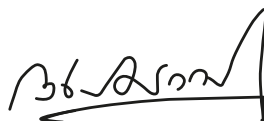
- setting objectives that relate to the significant Diversity & Inclusion aspects associated with the business and monitoring and reporting on their effectiveness through a programme of management review;
- ensuring that effective resources, arrangements, training and management controls to deliver these requirements are established and implemented across the operations of the business;
- ensuring implementation, communication and compliance with all Group and legal requirements at a local level.

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## **It is the responsibility of everyone who works for the Company to:**

- comply with this policy and its associated arrangements as an integral part of their day-to-day duties

**We will bring this policy to the attention of our employees, supply chain partners and relevant interested parties; and review it on an annual basis.**



**Rob Wood, Chief Executive Officer**  
April 2023