



# Sustainability

## POLICY STATEMENT

APRIL 2023



# Sustainability Policy Statement

**Our commitment to sustainability is reflected in our purpose – to make a material difference to the lives of our colleagues, customers and communities – and this is embedded as a key part of our corporate strategy. We are committed to ensuring that our actions and decisions are sustainable, balancing the long-term economic, social and environmental impacts of our activities for the benefit of all our stakeholders.**

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

- comply with applicable legislation and regulations;
- identify our most material impacts and set relevant goals and targets to drive improvements;
- develop a culture of sustainability awareness and engagement with our colleagues, suppliers and customers;
- seek to improve sustainability-related data collection and granularity to ensure we monitor our performance and to enable transparent reporting and disclosure;
- communicate with our key stakeholders regularly, transparently and honestly.

## **We focus our efforts on the issues that are of highest importance to Breedon and our stakeholders:**

### **Climate change, energy and carbon**

- Reduce the level of carbon emissions and energy consumption, with a long-term carbon reduction goal to achieve net zero by 2050;
- Seek to reduce reliance on fossil fuels and introduce more sustainable energy substitutes into our business;
- Improve driver training and reduce fuel consumption in our transport fleets;
- Continue research, development and trial of technologies and solutions to achieve a reduction in emissions.

### **Responsible resource use and the circular economy**

- Maximise resource use in line with the waste hierarchy of waste prevention, reuse, recycling, coprocessing and energy recovery;
- Promote responsible resource use, increase the materials reused and/or recycled, and explore alternative raw materials at our cement plants;
- Minimise our impact on water resources by reducing mains water usage, promoting recycling and water efficient practices, and a responsible management of water discharges.

### **Environment and nature**

- Manage the environmental impacts of our operations, reducing emissions to air and water;
- Aim to protect and enhance biodiversity across all our operational sites through the development and implementation of well-designed biodiversity management plans and restoration plans.

### **People and communities**

- Develop and empower a diverse, talented workforce;
- Provide a positive impact on the communities in which we operate through actions such as implementing Good Neighbour plans at key sites, and colleague volunteering.

### **Contributing to a sustainable built environment**

- Increase transparency and disclosure of embodied product impacts to help guide our customers towards lower carbon, resource efficient products and solutions;
- Continue to collaborate and engage with our customers and suppliers to develop solutions that help customers mitigate impacts of climate change;
- Develop relationships with external bodies to research, develop and trial innovative products and services that improve our sustainability performance or enable resource efficient or low carbon sustainable construction solutions.

## **Responsible business principles**

- Keep our people safe and well, eliminate risk in the workplace and put plans in place to support occupational health and mental wellbeing;
- Provide quality assurance and demonstrate continuous improvement;
- Operate compliantly, transparently and with integrity, providing an anonymous mechanism to raise concerns;
- Ensure ethical operations and responsible sourcing through the accreditation of key sites to an appropriate responsible sourcing standard;
- Source locally wherever feasible and appropriate to do so;
- Adopt a systematic and integrated approach and comply where relevant with internationally recognised management systems and appropriate accreditation bodies;
- Maintain engagement with our customers, investors, colleagues, suppliers and other relevant stakeholders.

## **The Board of Breedon Group is responsible for:**

- setting the overall strategic direction and ensuring a Sustainability Policy is in place for the Group;
- overseeing adherence to the Sustainability Policy and ensuring each division within the Group demonstrates a positive contribution towards the Sustainability Policy aims and objectives;
- the adequate provision of resources and management arrangements to ensure the effectiveness of the policy;
- working towards external disclosure of the Group's Sustainability performance.

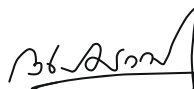
## **Each Business Director and Functional Head is responsible for:**

- setting objectives that relate to the Sustainability Policy aims 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.

## **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 colleagues, supply chain partners and relevant interested parties; and review it on an annual basis.**



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

