



Social Responsibility

POLICY STATEMENT

APRIL 2026

Social Responsibility Policy Statement

We have a history of acting in a responsible and ethical manner, and of being actively and positively present in the communities where we operate. This statement reflects the commitment embedded in our core purpose that guides our business: To make a material difference to the lives of our colleagues, customers and communities.

To support our commitment, we will:

- seek to minimise the impact of our activities on, whilst maximising their benefit to, the environment, our colleagues and local communities;
- endeavour to integrate social responsibility considerations into our business decisions;
- monitor issues material to our social performance, recognising ISO 26000 as a reference document, and publicly report on performance to ensure continual improvement.

For our colleagues we will:

- foster a fair culture within a respectful, supportive workplace, providing an environment in which colleagues can thrive;
- promote a culture of dignity and respect for all, where individual differences and the contributions of all colleagues are recognized and valued;
- promote flexible work practices where appropriate to encourage a healthy work-life balance;
- provide our colleagues with new skills for the future and support to enhance their wellbeing.

For our communities we will:

- establish a systematic dialogue process with our stakeholders;
- develop community engagement plans in all relevant locations, to help us understand and address local concerns and take responsibility for the potential impact of our activities;
- contribute to the social and economic development of the communities in which we operate through community engagement and colleague volunteering;
- seek to create employment opportunities within the communities in which we operate.

For our suppliers we will:

- adopt a responsible sourcing approach which ensures that our businesses are equipped to deal with the challenges of implementing and managing a sustainable supply chain;
- support local economies by procuring goods and services locally where appropriate and practicable.

The Board of Breedon Group is accountable for:

- ensuring an overall Social Responsibility Policy is in place for the Group;
- overseeing the social responsibility policy performance of each division within the Group;
- the adequate provision of resources and management arrangements to ensure the effectiveness of the policy.

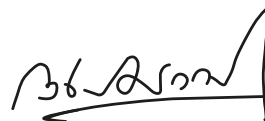
Each Business Director and Functional Head is responsible for:

- setting objectives and targets that relate to the significant social responsibility 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 objectives and targets are established and implemented across the operations of the business;
- ensuring implementation, communication and compliance with all Group, legal and regulatory 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, insofar as it is possible to do so whilst observing any legal or regulatory requirement relevant to this topic in the jurisdiction in which they operate;
- identify and highlight potential opportunities to act in a responsible and ethical manner in our operations and to make a material difference to the lives of our colleagues, customers and communities.

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 2026

