



MAKING A MATERIAL  
DIFFERENCE



# Social Responsibility

## POLICY STATEMENT

MARCH 2024

*Young volunteers experience  
an archaeological dig  
at Hope Cement*

# Social Responsibility Policy Statement

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**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:

- comply with applicable legislation and regulations;
- maintain a comprehensive code of business conduct incorporating the principles of internationally proclaimed human rights;
- establish a systematic dialogue process with stakeholders;
- 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;
- foster a fair culture within a respectful, supportive workplace, providing an environment in which colleagues can thrive;
- promote flexible work practices where appropriate to encourage a healthy work-life balance;
- provide our colleagues with new skills for the future and their own personal development;
- nurture a culture of success based on honesty and integrity;
- create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all colleagues are recognised and valued;
- promote and foster diversity through the principles of equal opportunity of employment and reward regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation;
- seek to create employment opportunities within the communities that we work in;
- contribute to the social and economic development of the communities in which we operate through community engagement and employee volunteering;
- 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;
- apply fair competition law rules, ensuring our customers obtain the best products and services at a fair price;
- 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;
- procure goods and services locally where appropriate and practicable;
- provide our customers with adequate information about the functional, environmental and safety performances of our products;
- monitor issues material to our social performance, recognising ISO 26000 as a reference document, and publicly report on performance to ensure continual improvement.

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## The Board of Breedon Group is responsible 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.

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

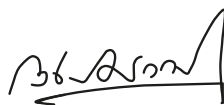
- setting objectives and targets that relate to the significant social responsibility associated with the business and monitoring and reporting on their effectiveness through a programme of management review;
- ensuring that effective resources, arrangements, training and management controls to deliver 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.

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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;
- 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**  
March 2024