

Sustainability Policy

Purpose

Heidelberg Materials Australia (HMA) considers that the sustainability and success of the business are closely linked and achieved through active management of financial, social, environmental and innovative performance. We take an integrated approach towards our business processes and have a single sustainability policy.

We communicate our policy to all employees, contractors and other key stakeholders to ensure it is understood and implemented. Our policy is available to our supply chain and other interested parties to inform and promote wider adoption of responsible practices. As a minimum, we comply with the law and other regulatory requirements applicable to our business.

Resourcing and implementation of this policy is the responsibility of our management team. Co-operation in the implementation of the policy is a condition of employment, partnership and supply. This policy defines the key topics and core principles of our sustainability strategy and sets the targets to be achieved by 2030.

Driving economic strength and innovation

Of all processes and resources and the continuing innovation of products and services. We adopt a systematic and integrated approach to all aspects of our business and are committed to complying with ISO45001, ISO9001, ISO14001, NHVAS accreditation supported by a continuous improvement culture.

We continue to invest in innovation and development to improve the sustainable performance of our products designed to meet the needs of our customers.

Achieving excellence in occupational health and safety

We are committed to continuously enhancing the occupational health, safety & wellbeing of our employees, contractors and communities. For further information see our policies on Risk Management and Health & Safety.

Enhancing our environmental outcomes

We are committed to fulfilling our share of the global responsibility to keep temperature rise below 2°C, and we will continue to reduce our impacts on air, land and water.

- Products will be measured as to their embodied carbon and action will be taken to reduce the impact of products on a unit rate basis with the aim of reducing our product carbon footprint by 30% by 2030 compared with 1990 performance.
- Operations will have an after-use plan that considers the needs of local communities & the environment. Where the site is in a nature conservation area, the after-use plan will include a biodiversity management section that aims to have a net positive biodiversity impact.
- For further information see our policies on energy, environment and water.

Enabling a circular economy

We conserve our natural reserves by increasing our portfolio of products that include recycled materials & by-products.

- Use of natural materials alternatives will be increased by expanding the footprint and broadening the product range.
- The waste management hierarchy will be implemented in our operations to minimize waste disposal.

Being a good neighbour

We are committed to supporting the social and economic development of our neighbouring communities and ensuring transparent communication with all our stakeholders.

- All operations will engage positively & transparently with their communities. This includes but is not limited to 1) supporting local businesses; and 2) engaging in one hour per year of volunteering per full time equivalent employee.

Ensuring compliance and creating transparency

We adhere to international human rights, anti-corruption and labour standards and co-operate pro-actively in an open and transparent manner with all our stakeholders.

- HMA does not engage in modern slavery of any form & will not engage with organisations that do.
- National sustainability performance measures will be implemented for the purposes of performance improvement. HMA will be transparent about its sustainability performance.
- For further information see our Anti-corruption Guideline, Supplier Code of Conduct, Inclusion & Diversity Policy and Human Rights Position