



Sustainability

POLICY STATEMENT

MARCH 2024

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 and emissions in our transport fleets and business travel;
- Continue research, development and trial of technologies and solutions to achieve a reduction in emissions.

Responsible resource use and the circular economy

- Maximise efficiency and reduce waste disposal to landfill by preventing waste, reusing materials, recycling, co-processing and recovering energy where possible in accordance with the waste hierarchy;
- Promote responsible resource use, increase the materials reused and/or recycled, and explore alternative raw materials at our cement plants;
- Monitor and reduce our water intensity, minimising 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.

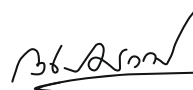
Each Business Director and Functional Head is responsible for:

- 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
March 2024