



Corporate Volunteering Policy

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Our commitment to social engagement

Corporate Volunteering is an important part of the overall Corporate Social Responsibility strategy of Heidelberg Materials at country and Group level and closely linked to our Community Engagement efforts. Through our volunteering efforts, we strive to make substantial progress towards achieving our Sustainability Commitments 2030 and realising the identified Sustainability Development Goals (SDGs). We believe that a holistic approach to volunteering strengthens not only our company but also the broader social ecosystem we are part of.

Alignment

As part of our Sustainability Commitments 2030, Heidelberg Materials offers each employee one day of paid leave for voluntary community work per year.⁰¹ We strive to ensure visible, transparent, proactive, and inclusive as well as sustainable volunteering activities.

Corporate Volunteering in this document is defined as **“employees partake in social activities for their local communities⁰² on a voluntary basis and are supported by the company”**.

01. Purpose

This policy serves the purpose to ensure a safe and meaningful volunteering experience for all parties involved. Our employees are encouraged to take an active part in community life through a volunteering day, with activities focused on our thematic areas: culture, education, environment, and infrastructure. This staff-led initiative directly supports the company’s aim to achieve a positive social and environmental impact. With our corporate volunteering programme, we address local community challenges while actively contributing to a positive impact on communities. Heidelberg Materials employees are invited to develop existing and new skills while fostering both professional as well as personal growth.

02. Scope

Every employee at Heidelberg Materials is offered one working day each year to engage in volunteering activities. In accordance with the local management, the possibility exists to extend the one day.

⁰¹ Which equals the working hours per day in the respective countries.

⁰² Activities that benefit the local communities are strongly encouraged, but not limited to.

03. Compliance

This document is not a stand-alone policy but rather supported by other existing documents including the

- Code of Business Conduct
- Anti-Corruption Policy
- Policy Statement on Human Rights
- Community Engagement Policy

Employees must adhere to our core principles and policies when selecting the volunteering activity.

04. Volunteering activities

We focus our volunteering activities on areas that align with our expertise, our corporate values, and global objectives, so we can add value for society and our business in the most efficient way. Focusing within the four focus areas:

- **Culture** refers to the shared beliefs, values, customs, behaviours, and artifacts that characterise a group or society. Culture encompasses a wide range of elements, including art, music, literature, and traditions.
- **Education** provides basic knowledge and skills such as critical thinking and problem-solving. It facilitates personal growth and development, preparing for future opportunities.
- **Environment** includes promoting climate protection and biological diversity by using resources efficiently, minimising negative impacts from business processes and generating positive effects for the environment, flora, and fauna, etc.
- **Infrastructure** helps to improve the quality of life in many countries. Supported or developed initiatives within this area could for instance focus on the following two areas: adequate housing and infrastructure and/or sustainable construction.

05. Procedure and Reporting

Heidelberg Materials processes volunteer days similarly to regular time-off requests through Workday, with the need for HR involvement and quarterly tracking on Group-level of categorised activities. More information can be found in our internal Volunteering Reporting Procedure.

