



Supplier Code Of Conduct

For the year ending 31 December 2024



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Our Purpose

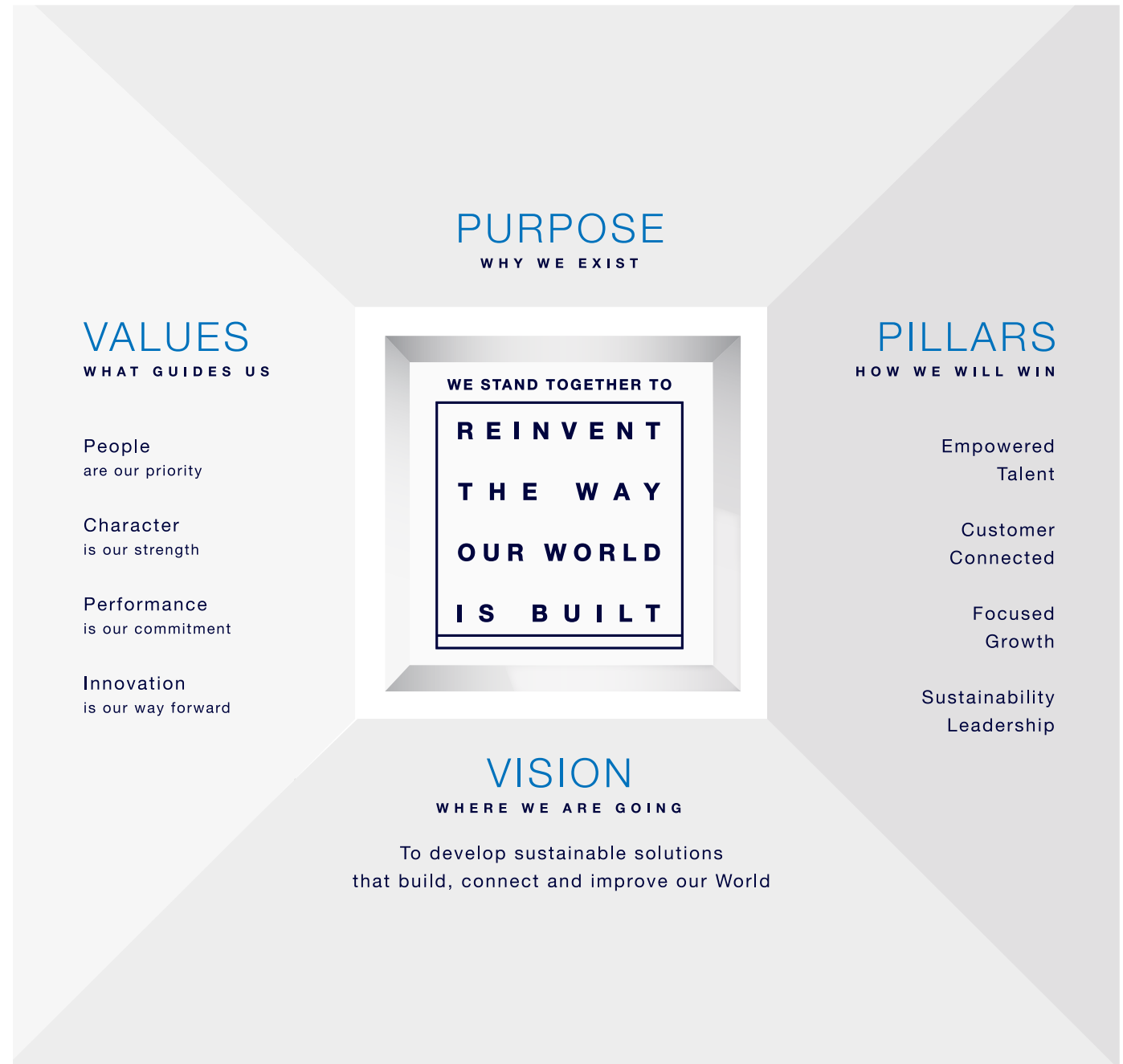
At CRH what we make is essential to life and living because our materials, products, and solutions define how our world is built. We have a relentless drive and a capability for solving some of the major challenges of our time. We know that by standing together we can make the biggest impact.

Our Purpose, Vision, Values and Strategic Pillars, make up our unifying framework, and set out what CRH is and how we operate.

CRH values are the foundation of our culture: we do the right things in the right way, with respect for one another and for the law.

In our Sustainability Framework, Sustainability Leadership is one of our Strategic Pillars. For over 50 years, CRH has transformed, adapted, and reinvented, while always delivering value and creating more sustainable solutions that contribute to a better built environment and a more resilient society.

Driven by our Sustainability Framework, we empower Sustainability Leadership across our business, demonstrating our ongoing focus to improve the built environment by integrating sustainability into everything we do.



Supplier Code Of Conduct

We are dedicated to growing and improving our business in a way that creates sustainable value with a focus on responsible sourcing in our supply chain as referenced in our Sustainability Performance Report. We meet the highest levels of legal, ethical and moral standards, as established in our Code of Business Conduct (CoBC), and we expect our suppliers to adhere to our Code of Business Conduct. We recognize that our direct and indirect suppliers are key stakeholders in the success of our vision to develop solutions that build, connect, and improve our world.

This Supplier Code of Conduct (SCoC) sets out CRH's procurement requirements for our direct and indirect suppliers and how we will ensure compliance. Additional assurance procedures and supplier obligations may be required based on the nature of the relationship. Above all we choose suppliers who share our unwavering commitment to good ethical practices and who meet our standards in respect of health and safety, human rights and environmental stewardship.



Our Approach

CRH is a signatory to the United Nations Global Compact, and we recommend that our suppliers become signatories. At CRH, we respect internationally recognized human rights across our operations, as set out in the International Bill of Human Rights and other core UN human rights conventions. In addition, we align with the UN Guiding Principles on Business and Human Rights.

We review our internal processes in alignment with best practice according to ISO 20400 Sustainable Procurement. Working with responsible suppliers is an important part of Sustainable Procurement. We expect our suppliers to share our commitment to human rights and sustainable procurement, leading an ethical and responsible supply chain.

We strive for fair and honest business relationships, built on open and transparent dialogue, trust and integrity, firmly believing relationships based on mutual respect are beneficial for all. CRH values our suppliers' engagement through regular communication. The CRH Hotline is available for employees, customers, suppliers and other external stakeholders to raise any genuine concerns they may have related to compliance with our CoBC or other CRH policies or possible violations of local laws.

In addition, CRH will review this SCoC regularly or as required by regulatory requirements to ensure proper communication of our approach.

UN Sustainable Development Goals

By positioning sustainability at the core of modern construction, we are supporting the delivery of the UN Sustainable Development Goals.

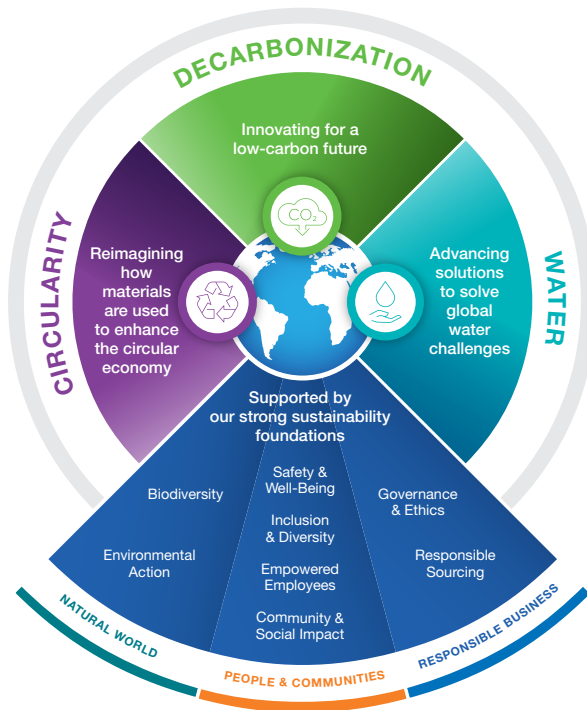


Our Sustainability Framework

Our Sustainability Framework focuses our approach on how we can contribute to tackling some of the greatest challenges facing society and the built environment, as well as making progress on our other material sustainability issues.

Our Framework identifies three rapidly emerging and hard to solve global challenges for society and the built environment — Water, Circularity and Decarbonization. CRH is well placed to provide value-added solutions to help solve these challenges and improve the quality of the world we live in.

Our ability to deliver more sustainable solutions for our customers is underpinned by our strong sustainability foundations - protecting the Natural World, helping our People and Communities to thrive and ensuring we operate as a Responsible Business.



Supplier Requirements

Our suppliers must be compliant with internationally recognized standards of corporate responsibility, laws, and regulations in all jurisdictions in which they operate and support compliance disclosures in a timely manner. We expect that suppliers have similar requirements in place for their upstream supply chains and to exercise due diligence in verifying their suppliers' compliance. We require our suppliers to disclose information about their compliance with all applicable regulations and sustainability initiatives, including:



Water:

- Uphold a responsible stewardship over water resources, striving for reduced consumption and mindful discharge, mitigating negative impacts on water consumption.
- Engage in initiatives that drive water conservation and nurture improved water quality, resonating with the aspiration to conserve and sustainably use fresh water and marine resources.



Circularity:

- Employ efficient operational practices to minimize waste generation and the use of natural materials.
- Promote recycling and reusing materials wherever possible, aligning with our goal of responsible sourcing.
- Champion initiatives that drive towards zero waste and reduction of waste to landfill aligned with our commitment to encompass the principles of the circular economy.
- Seek to implement and disclose initiatives that promote efficient resource use and the circular ecosystem.



Decarbonization:

- Engage in initiatives that promote carbon reduction and climate resilience contributing to global efforts to combat climate change throughout supplier's value chain.
- Support decarbonization efforts to quantify and disclose GHG emissions as regards to Scope 1 and 2.
- Align with global and local efforts towards decarbonization by reducing dependency on fossil fuels and working collaboratively to transition towards renewable energy sources, in alignment with CRH's decarbonization ambition, where possible, with a focus on:
 - Climate change mitigation
 - Climate change adaptation
 - Biodiversity and ecosystems



Stormwater Management Solution for West Cypress Street Protecting Nearby Waters in Tampa Bay, U.S. Oldcastle Infrastructure, CRH Americas Division

Supplier Requirements, continued



People and Communities:

- Prohibit all forms of modern slavery in the supplier's supply chain including:
 - Forced labor
 - Bonded labor
 - Compulsory labor
 - Child labor
- Adhere to practices that respect human rights, ensuring compliance with laws and promoting safe working conditions free from discrimination and harassment aligned with the International Bill of Human Rights and other core UN human rights conventions.
- Support principles of equality, inclusion, and respect when dealing with potential, current, and past employees.
- Comply with all applicable Health and Safety legislation, while continually improving Health and Safety performance.
- Engage constructively with local communities, contributing positively to societal development.
- Respect for working conditions, including but not limited to, secure employment, working hours and adequate wages.



Responsible Business:

- Respect freedom of association and the effective recognition of the right to collective bargaining by employees.
- Maintain a high standard of integrity and avoid conflicts of interest, ensuring transparent and ethical business practices.
- Comply with the concepts, principles, and recommendations in the OECD Guidelines for Multinational Enterprises, when applicable.
- Comply with all relevant legislation, including but not limited to:
 - Sourcing location, e.g. Dodd-Frank
 - Health and Safety
 - Anti-bribery
 - Anti-corruption
 - Anti-competitiveness
 - Anti-money laundering
 - Data protection and privacy



Natural World:

- At a minimum, comply with all applicable environmental legislation to support the conservation of nature.
- Support a proactive approach to environmental action in line with CRH's Sustainability Framework, including but not limited to:
 - Energy optimization and carbon reduction
 - Resource efficiency
 - Protection and restoration of biodiversity and land conservation
 - Reduce deforestation, including halting the net loss of natural forests aligned with applicable deforestation regulations.

Due Diligence Procedures

Our procurement standards are rigorous: we expect current and potential suppliers to meet our requirements in this SCoC which is aligned with our Sustainability Framework. Additionally, we expect our suppliers' full support and cooperation with CRH's due diligence procedures.

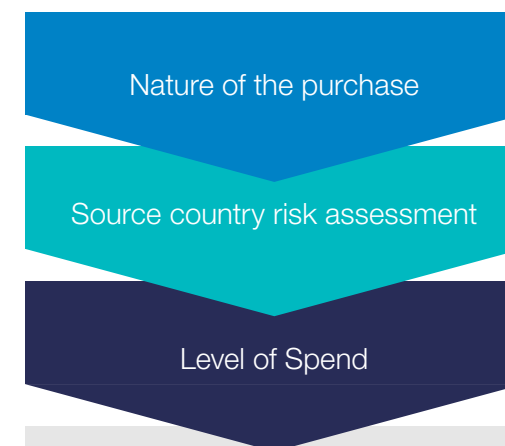
The depth and nature of our engagement will be contingent on the perceived risk profile, encompassing one or several of the subsequent methods:

- Direct engagement through regular communication, with a formal acknowledgment of the SCoC from suppliers.
- Due diligence requiring suppliers to complete an SCoC questionnaire, ensuring clarity and alignment.
- Integration of specific clauses within contractual provisions to underline adherence to the SCoC.
- Direct site assessments by CRH, or independent third-party assessments requested by CRH, as necessary, with mutually agreed upon terms and procedures.
- Collaborative development of actionable plans to rectify identified non-compliances or improvements.



A wild bee hotel,
Switzerland.
Jura Materials,
CRH Europe Division

We employ multifaceted assurance mechanisms to ensure that our suppliers uphold the standards set out in this SCoC. The methods of assurance are determined by:



Suppliers should note that CRH reserves the right to:

- Terminate an existing contract with a supplier in the event of non-conformance to this SCoC.
- Terminate an existing contract if a supplier declines participation in a remediation plan upon request.

Suppliers who fail to demonstrate adherence to our procurement standards or comply with pertinent laws will be excluded from any future tendering processes.

Our Commitments

CRH remains committed to keeping our suppliers informed about our SCoC. As the risk dynamics evolve, so do our due diligence procedures.

We foster collective, sustainable growth through active monitoring of the operation of suppliers and their conformance with this SCoC. We will pursue improvements in the SCoC where it can drive improvements to achieve our business and sustainability ambitions.

This SCoC contains general requirements applicable to all suppliers of CRH and its businesses. Specific approaches and contractual provisions with a higher standard supersede these general requirements. If there is a conflict between applicable law and this SCoC, the law prevails.



Raising a Concern

CRH has an independent, confidential hotline service allowing employees, customers, suppliers or other external stakeholders to raise concerns they may have about unethical, inappropriate or illegal behavior. This is a multi-lingual, 24-7 service.

CRH's Global Head of Compliance and the regional Legal and Compliance teams oversee the intake and investigation assignment of all **Speak Up** reports received through the CRH Hotline.

To raise a concern please visit: www.crhhotline.com

Supplementary information

More information about CRH's approach to responsible sourcing can be found in our annual Sustainability Performance Report, available at <https://www.crh.com/sustainability/publications>

In addition, our CoBC and other relevant documents can be found here: <https://www.crh.com/sustainability/codes-of-conduct>

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