



# Supplier Code of Conduct

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## Our Purpose

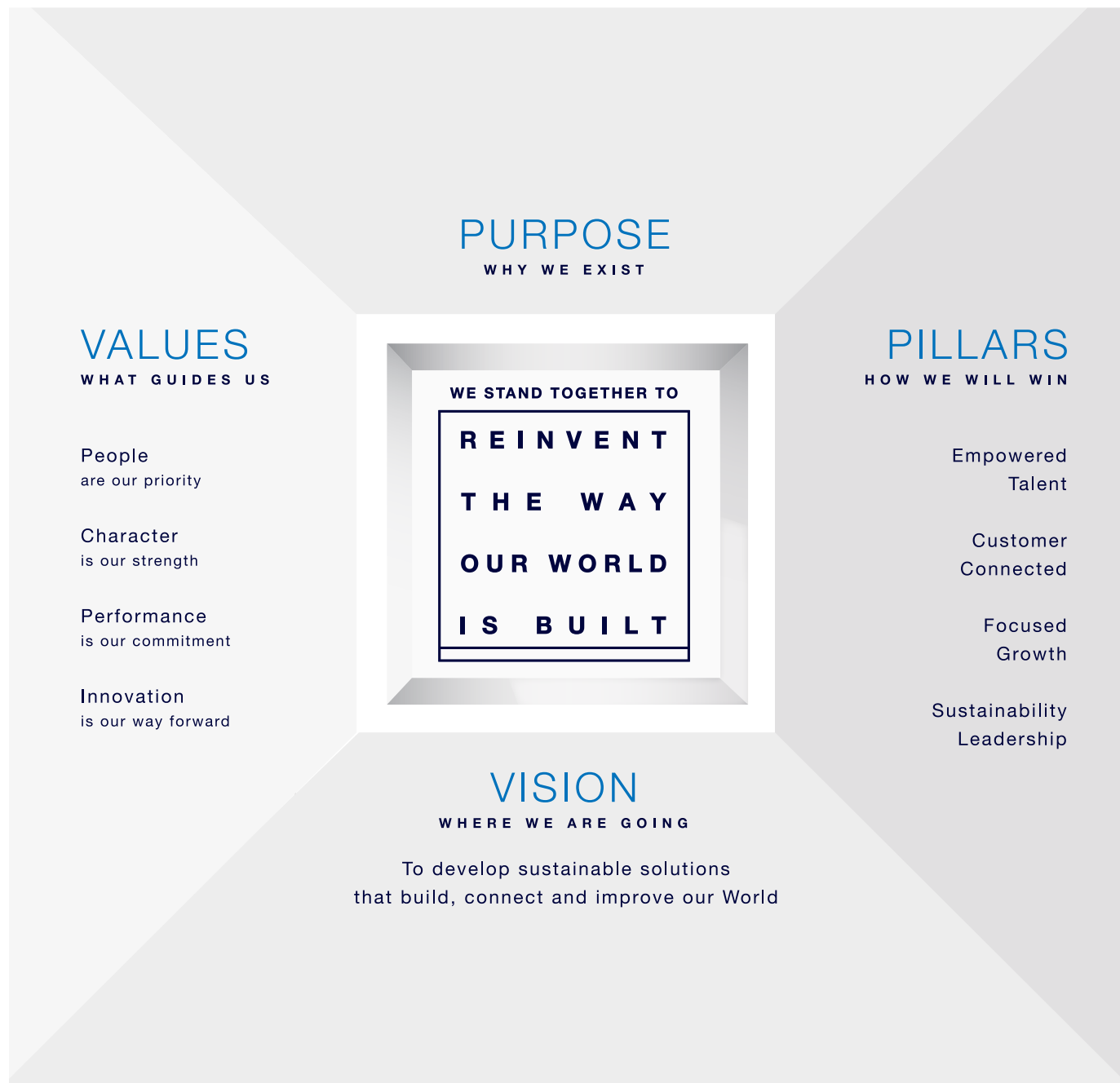
At CRH what we make is essential to life and living because our materials, products, and solutions define how our world is built. We have a relentless drive and a capability for solving some of the major challenges of our time. We know that by standing together we can make the biggest impact.

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.

Sustainability Leadership is one of our Strategic Pillars in Our Purpose. 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

This Supplier Code of Conduct (SCoC) sets out CRH's procurement requirements for our suppliers and how we will ensure supplier compliance. Additional assurance procedures and supplier obligations may be required based on the risk, nature of the relationship and local legal requirements. A risk-based approach to additional procedures that include internal and external due diligence are incorporated as the risk level dictates. 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.

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. We recognize that our suppliers are key stakeholders in the success of our vision to develop solutions that build, connect, and improve our world. We strive to achieve the highest level of legal, ethical and moral standards, as supported by our Code of Business Conduct (CoBC) and further reflected in this SCoC. We expect our suppliers to adhere to the standards set out in this SCoC.





## Our Approach

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 of wrongdoing within CRH, including compliance with our CoBC or other CRH policies, such as the SCoC, or possible violations of local laws.

At CRH, we respect internationally recognized human rights – as set out in the International Bill of Human Rights and the International Labour Organisation's Fundamental Principles and Rights at Work - across our operations and extended supply chain.

We are a signatory of the UN Global Compact, and recommend that our suppliers become signatories.

We review our internal processes to align with the principles of 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 as covered in the CoBC and this SCoC, leading an ethical and responsible supply chain.

In addition, CRH will review this SCoC regularly to ensure proper alignment 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.



## Supplier Requirements

Our suppliers must be compliant with laws and regulations in all jurisdictions in which they operate and which apply to their supply chains. We require our suppliers to disclose information about their compliance with all applicable laws and regulations and to support these disclosures in a timely manner and to exercise due diligence in verifying their suppliers' compliance with laws and regulations.



### People and Communities:

- Prohibit all forms of modern slavery in the supplier's entire supply chain including:
  - Forced labor
  - Bonded labor
  - Compulsory labor
  - Child labor
  - Human trafficking
- 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.
- Maintain principles of equality, inclusion, and respect when dealing with potential, current, and past employees.
- Progress standards to protect employees' health and safety.
- Engage constructively with local communities and manage impacts on communities' economic, social, environmental, cultural, civil and political rights, and the rights of indigenous communities, as required by applicable laws.
- Respect for working conditions, including but not limited to, secure employment, working hours, adequate wages, and pregnant employees.



### 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 laws and regulations, including but not limited to:
 

- Human rights	- Anti-corruption
- Health and safety	- Anti-competitiveness
- Trade sanctions	- Anti-money laundering
- Environment and climate	- Data protection and privacy
- Anti-bribery	- Sourcing location, e.g. Dodd-Frank

## Due Diligence Procedures

Our procurement practices are thorough: we expect current and potential suppliers to meet our requirements in this SCoC which is aligned with our Sustainability Framework (further details on page 8). 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 an acknowledgment of the SCoC from suppliers.
- Internal due diligence processes, including assessments, third-party software, and other methods.
- External due diligence requiring suppliers to complete a questionnaire, ensuring clarity and alignment.
- Integration of specific clauses within contractual provisions to underline adherence to the SCoC.
- Direct site assessments, desktop assessments, 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:

Nature of the Purchase

Source Country Risk Assessment

Level of Spend

**Suppliers should note that CRH reserves the right to:**

- Terminate an existing contract with a supplier in the event of non-conformance with 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.

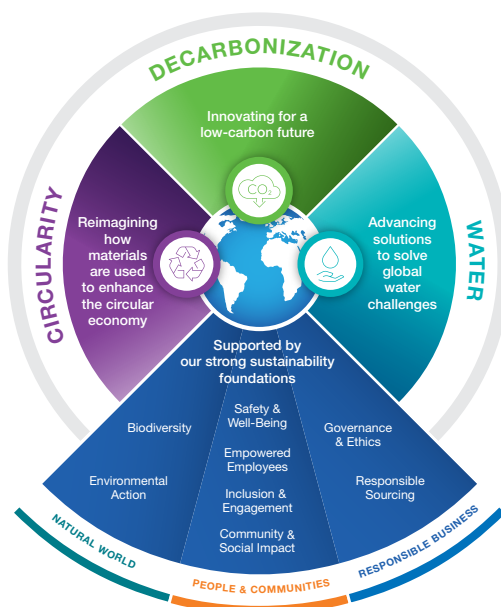


## Our Sustainability Framework

We have identified three rapidly emerging and hard to solve global challenges for society and the built environment — Water, Circularity and Decarbonization. Our Sustainability Framework focuses our approach on how we can contribute to tackling these challenges.

CRH is well placed to provide value-added solutions to help solve these challenges and improve the quality of the world we live in. We recognize that our ability to deliver more sustainable customer-connected solutions 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.

We take a whole value chain approach to sustainability and aim to source our goods and services responsibly. Our suppliers play an essential role in working with us to achieve this ambition and to provide us with innovative products, services and solutions that contribute to our wider sustainability objectives.





## Supplier Expectations

We expect our suppliers to share our commitment to good environmental practice and to support compliance with disclosure requests in a timely manner. We expect suppliers to have similar requirements in place for their upstream supply chains.



### Water:

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



### Decarbonization:

- Engage in initiatives that promote carbon reduction and climate resilience contributing to global efforts to combat climate change throughout the supplier's value chain.
- Quantify and disclose GHG emissions in regard to Scope 1 and 2 to evaluate decarbonization performance and supply information about carbon footprint and Environmental Product Declarations, when required.
- 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 and adaptation.



### Circularity:

- Employ efficient operational practices to reduce waste generation and optimize 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 and business models that promote efficient resource use and a more circular economy.



### Natural World:

- Identify and understand their impacts and dependencies on the natural world.
- Work to avoid, minimize and mitigate any associated impacts including but not limited to:
  - Responsible land use practices
  - Protecting, restoring and where applicable enhancing biodiversity and land conservation
  - Halting the net loss of natural forests aligned with applicable deforestation regulations

## 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 mandatory applicable law that is stricter than this SCoC, that law prevails.





## Raising a Concern

CRH has an independent, confidential hotline service allowing employees, customers, suppliers or other external stakeholders to raise good faith concerns they may have about unethical, inappropriate or illegal behavior. This is a multi-lingual, 24-7 service and provides the option for concerns to be raised anonymously.

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](http://www.crhhotline.com)

## Supplementary information

More information about CRH's CoBC, approach to responsible sourcing, and other relevant documents, available on [www.crh.com](http://www.crh.com)

For any enquiries, please contact [mail@crh.com](mailto:mail@crh.com)



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