

Sustainability Charter

Australia
August 2024 update

heidelbergmaterials.com.au



Our sustainability charter



The Heidelberg Materials Australia group of companies are leaders in the heavy construction materials industry. However, we never take it for granted. We help to build the infrastructure of communities by working with them and being a part of them. While we are known for our “we’ll make it happen” attitude, we are conscious of our socio-economic and environmental impacts.

One of our strategic goals is to drive operational excellence and innovation, which means we are always looking for new ways of working to help preserve and protect our planet’s natural resources.

Heidelberg Materials sustainability commitments 2030 serve as a guiding principle for our sustainability strategy.

The strategy is comprised of four strategic pillars and supports initiatives that focus on CO₂ Emissions, Sustainable Products, Biodiversity, Water and Corporate Social Responsibility.

To realise these sustainability goals, individual plans will be developed for our operations, addressing their unique sustainability challenges. We will also build sustainability targets into everyone’s roles, recruit sustainability champions and invest in resources and projects that support our sustainability plans. Our plans and commitments align directly with each of our core values: Care, Collaboration and Ownership.

Committing to these goals as a team is an important part of being a truly sustainable business.

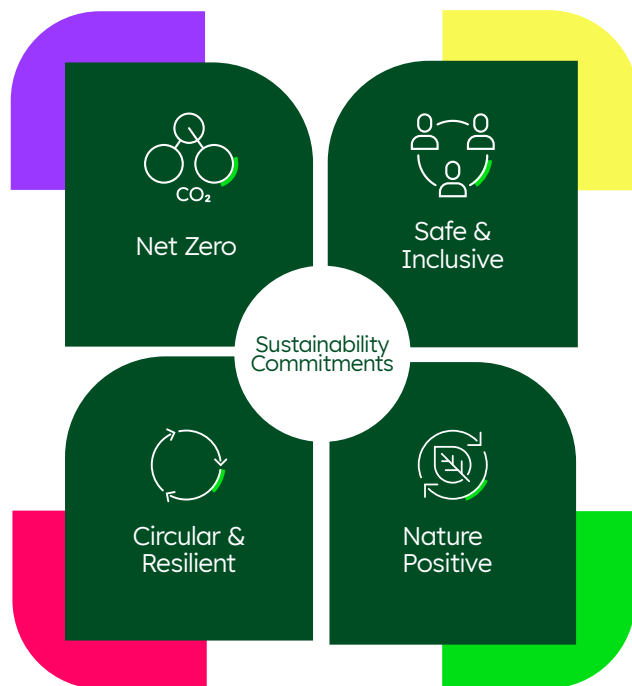
I look forward to working together to realise better outcomes for our people, our communities and our planet.

Phil Schacht
Chief Executive
Heidelberg Materials Australia

“Driven by excellence and high performance, together we will shape Australia’s construction materials industry, building a legacy for generations to come”

Our sustainability commitments 2030 targets

The world needs smart, sustainable, and resilient infrastructure, buildings, and public spaces. Challenges like climate change and resource limitations mean that the production and use of heavy building materials must evolve. At Heidelberg Materials, we are transforming our business to address these challenges and placing social considerations at the core of what we do alongside sustainable corporate governance and environmental responsibility.



Our Sustainability Commitments 2030 support our vision to build a more sustainable future. They embrace the following topic areas: **Net Zero, Circular & Resilient, Safe & Inclusive, and Nature Positive.**

- We drive the decarbonisation of our sector and provide low-carbon products.
- We drive circularity to reduce and reuse materials and natural resources.
- We place the health and wellbeing of employees, communities, and suppliers at the core of our business operations.
- We contribute to a nature positive world through our industry-leading biodiversity programme and sustainable water management.

We continuously monitor the achievement of our sustainability commitments.

Building a net-zero future



Heidelberg Materials group targets

50% Group revenue

We achieve 50% of our revenue from **sustainable products** that are either low-carbon or circular.

1.5°C

We are **reducing** our total **CO₂ footprint** according to the SBTi 1.5 °C pathway.

10 MT CO₂ EMISSIONS

captured by 2030 through our already launched **CCUS projects**.

compared with 2008
-40%

reduction of sulphur and nitrogen oxide emissions (SO_x and NO_x) by 2030.

Australian targets



2025

Scope 1

-10%

Commitment to reduce our scope 1 emissions by 10%.

Scope 2

-30%

Commitment to reduce our scope 2 emissions by 30%.

First Environmental Product Declarations (EPDs) published for Aggregates.

2030

Scope 1

-27%

Commitment to reduce our scope 1 emissions by 27%.

Scope 2

-65%

Commitment to reduce our scope 2 emissions by 65%.

Working with our supply chain to reduce scope 3 emissions (main source of our emissions)

Building a circular and resilient future



Heidelberg Materials group targets

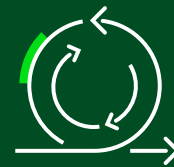
50%
revenue

We achieve **50% of our revenue from sustainable products** that are low-carbon, circular, or both.

50%
circular alternatives

We offer **circular alternatives for 50% of our concrete products** – aiming for full coverage.

Australian targets



We're constantly developing our circular material offer and are aiming to increase the use of circular materials in our products



Recycled Aggregates play a major part in our long-term strategy

Building a safe and inclusive future



Heidelberg Materials group targets

25%

of leadership positions filled
by women.

-50%
compared with 2020

reduction in LTIFR (lost time injury
frequency rate) and zero fatalities.

80%

By 2030, 80% of our critical
supplier spend will be confirmed
with a green ESG rating.

100%

of our sites to have community
engagement plans **by 2030.**



of paid leave for voluntary community
work per year offered to all employees.

Australian targets

We are fully aligned with our Group targets



Building a nature positive future



Heidelberg Materials group targets

100%

of our active quarries contribute to the global goal of nature positive, with



15%

space for nature



100%

of sites in water-risk areas implement water management plans and water recycling systems.

Australian targets



2025

“Helping to make the future nature positive”.

We’re looking forward to the upcoming 6th version of the Quarry Life Awards.

The continuing participation in this competition is just one aspect of our ongoing contribution to fight the globally observed biodiversity loss.



Completed Net Impact Assessment for all our active quarries.



Biodiversity management plans in all sensitive sites.

2027



Completed Water Management Plans for all our sites in Australia

A close-up photograph of eucalyptus leaves, showing their characteristic silvery-green color and veined texture. The leaves are arranged in a cluster, with some in sharp focus and others blurred in the background. A graphic overlay is present on the left side, consisting of a purple rounded rectangle at the top and a dark green rounded rectangle below it. The word "Roadmap" is written in white, bold, sans-serif font within the green rectangle.

Roadmap

Our sustainability milestones roadmap (selected highlights only)

towards 2030

