



Our commitment to human rights

Modern Slavery
Statement of CRH plc

For the year ending 31 December 2023

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This Statement was approved by the Board of Directors of CRH plc on 26 April 2024 and signed on behalf of the Board by Jim Mintern, Chief Financial Officer.

By: 

All statements are available on our corporate website [here](#)

* The California Transparency in Supply Chains Act 2010, the French Loi de Vigilance 2017, The Australian Commonwealth Modern Slavery Act 2018, the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023.

¹ Modern Slavery includes forced labor, compulsory labor, child labor, human trafficking, and any form of slavery or servitude.

Introduction

This statement is made in compliance with Section 54(1) of the UK Modern Slavery Act 2015 and other applicable legislation*, and sets out the measures CRH and its subsidiaries (collectively “CRH” or the “Group”) have taken during the financial year ending 31 December 2023 to ensure that any form of Modern Slavery¹ is not taking place within its own business or in any of its supply chains.

CRH believes that Modern Slavery, in all its forms, is unacceptable and that all CRH companies must do everything they can to prevent any form of Modern Slavery or any other unethical behaviour in their businesses and supply chains.

“

At CRH, we do not tolerate any form of modern slavery and this statement sets out our dedication to the protection of human rights. We expect the same commitment from both our customers and suppliers.

”



2023 achievements

Training and raising awareness



We continue to update and expand our Modern Slavery e-Learning module. This module is an important tool in educating relevant teams in modern slavery, related human rights concerns, and the risks it poses to our business. The training sets out the key indicators of modern slavery across the supply chain and provides an overview of our policies, systems and processes.

Know Your Supplier



Our Supplier Code of Conduct (SCoC) remains at the core of our supplier due diligence processes. We use the SCoC to increase visibility and insights into our suppliers' practices, including modern slavery prevention.

These processes capture a SCoC compliance acknowledgement and automated data points on financial health, sanctions screening and adverse media reports of suppliers in areas such as discrimination, workforce rights, human rights, workforce disputes and workforce health and safety issues.

Code of Business Conduct



Our Code of Business Conduct (CoBC) sets out standards of integrity and ethical conduct for our organization. Our CoBC (available on [crh.com](https://www.crh.com)) includes by reference our Speak Up Policy, which emphasizes each employee's personal responsibility to speak up if they have a genuine concern of possible wrong doing relevant to CRH's CoBC. In 2023, our CoBC was updated to embed training on "Respect". Every CRH employee is required to acknowledge that they have received the CoBC and will abide by its principles. The responsibility to speak up is also addressed in regular Advanced Compliance Training sessions for relevant employees.

Defining salient human rights issues



We recognize the importance of engaging and collaborating with our stakeholders to further develop our culture of doing the right thing and being a key driver for a better world. This includes our annual impact assessment approach for salient human rights impacts and examination of risks to our operations, acquisitions, and supply chain.

In 2022, CRH became a signatory to the United Nations Global Compact and reported its performance across the four key areas of human rights, labor, the environment and anti-corruption for the first time in 2023. This report brings further transparency across these key areas of human rights and sustainability and again helps us to demonstrate our commitment to responsible business. We look forward to collaborating and partnering with other like-minded organizations to continue to develop our culture of doing the right thing and being a key driver for a better world.

Ongoing goals and targets



Update and maintain this annual statement to detail our overarching commitments and governance processes to manage human and labor rights (see page 7 for further details).



Our ambition is to have a culture of safety and wellness, with zero harm across the organization. CRH's mandatory Life Saving Rules focus on the top causes of fatalities. We continue our relentless drive to eliminate fatalities and to meet our ambition of zero harm.



Continue to consider human rights and modern slavery risks through our Enterprise Risk Management processes (see pages 70-71 of the CRH 2023 Sustainability Performance Report for more information, available on [crh.com](https://www.crh.com) [here](#)).



Continue to revise and expand the coverage of our Modern Slavery e-Learning module to address new or emerging risks in more detail and to ensure the training is available to additional colleagues across our business.



Explore new ways of expanding the coverage of our due diligence processes and conducting industry research to identify best practices with the aim of enhancing the effectiveness of our processes and the development of remedial actions.

Responsible corporate governance

CRH plc

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. In 2023, our global footprint spanned 29 countries and over 3,390 operating locations, serving customers across the building materials sector. Our operating companies manufacture and supply a range of integrated building materials, products and innovative solutions which can be found throughout the built environment.

CRH companies purchase more than \$20 billion worth of goods and services each year from more than 100,000 suppliers, across North America (64%), Europe (35%) and the rest of the world (1%). We also extract raw materials such as aggregates, sand, and gravel to use in our own processes, as well as to supply external customers. Responsible sourcing across our supply chain has a critical role in ensuring business continuity, that human rights are upheld, and downstream environmental impacts are managed.

Expectations

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, the world's largest sustainability initiative with ten universal principles, including human rights. We also uphold the UN Guiding Principles on Business and Human Rights.

Governance strategy

Sustainability is embedded in the Company's strategy and business model. The Board of Directors is responsible for promoting the long-term sustainable success of CRH, ensuring that it makes a positive contribution to society while generating value for its shareholders. The Safety, Environment and Social Responsibility (SESR) Committee, to which the Board has delegated primary responsibility for monitoring developments related to sustainability, including climate, and providing strategic direction, oversight and support to the Board on these important topics, meets every quarter. The Board monitors and oversees progress against climate-related targets and goals through detailed reports of discussions and recommendations which are presented to it by the SESR Committee following the conclusion of each Committee meeting.

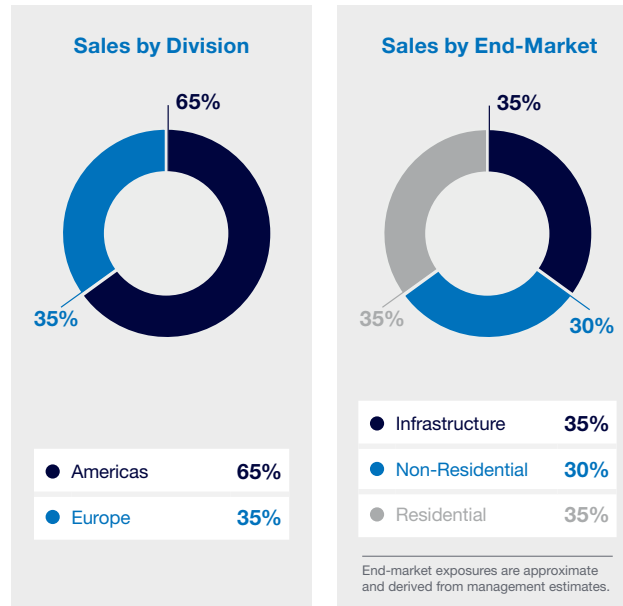
In the area of procurement specifically, our Group Procurement Council oversees all aspects of purchasing strategy, policy, targets and objectives, and the global procurement team is supported by the Procurement Head of Risk, Sustainability & Innovation. In addition, the wider CRH Sustainability team facilitates reporting in all areas of sustainability. Our global Legal & Compliance team provides support to the foregoing in these responsibilities.



CRH at a glance

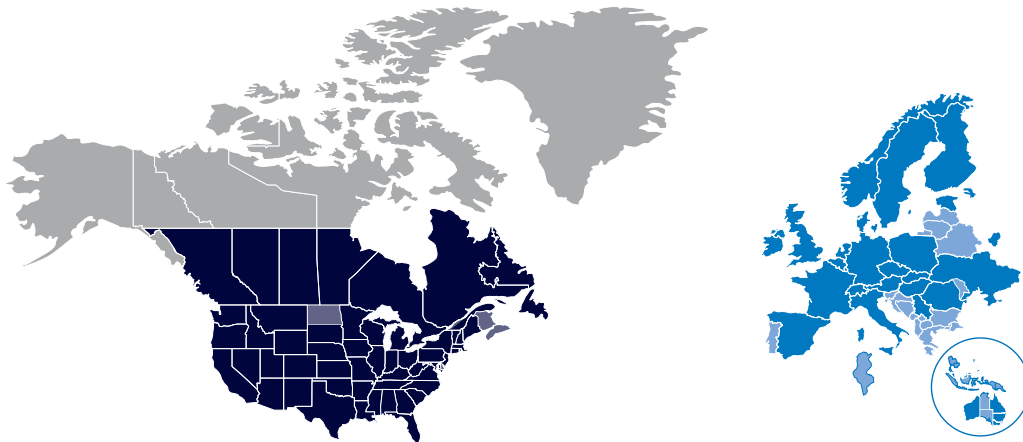
Leading the transition to smarter, more sustainable construction to help reinvent the way our world is built.

CRH reimagines and reinvents ways to build, connect, and improve our world. Employing approximately 78,500 people at 3,390 operating locations in 29 countries, CRH is a fully integrated building solutions provider, with market leadership positions in both North America and Europe. Please refer to page 86 of the CRH 2023 Sustainability Performance Report for further information. Ranked among sector leaders by Environmental, Social and Governance (ESG) rating agencies, CRH's building materials solutions play an important role in shaping a more sustainable built environment. You can find further information [here](#).



Examples of our Fully Integrated Solutions Strategy in Action

CRH's differentiated strategy captures value across the supply chain, optimizing profits, cash, and returns for shareholders.



Leadership Positions¹

- #1 Aggregates – North America
- #1 Asphalt – North America
- #1 Concrete Products – North America and Europe
- #3 Readymixed Concrete – North America
- #3 Cement – North America and Europe

¹ Market leadership positions are based on annualized sales volumes. This includes volumes which are used internally (e.g. aggregates supplied internally for cement production).

Our policies

Our high standards are underpinned by our unwavering values. There are a number of key codes and policies that demonstrate our commitment to our values. These include*:

Social Policy

The Social Policy is outlined in the CRH 2023 Sustainability Performance Report on page 78 (available on [crh.com here](#)) and requires all CRH companies to:



Comply at a minimum, with all applicable legislation and continuously improve our social stewardship, aiming at all times to meet or exceed industry best practice standards



Support freedom of association and recognize the right to collective bargaining



Apply the principle of equal opportunity, valuing diversity regardless of age, gender, disability, creed, ethnic origin or sexual orientation, while insisting that merit is the ultimate basis for recruitment and selection decisions



Manage our businesses in a fair and equitable manner, meeting all our social responsibilities including working conditions, as both a direct and indirect employer



Ensure that we deal responsibly with our suppliers and customers in accordance with our Code of Business Conduct, Supplier Code of Conduct and proper business practice



Prohibit forced, compulsory and child labor in all forms, including modern slavery



Code of Business Conduct

Our Code of Business Conduct (CoBC) affirms our commitment to doing the right things in the right way, complying with the law, and working responsibly. Each section of the CoBC (updated in 2023) gives clear guidance to our workforce on how to live up to our values: people are our priority, character is our strength, performance is our commitment and innovation is our way forward. Our CoBC is available in 22 languages on [crh.com here](#).



Speak Up Policy

Our Speak Up Policy outlines our commitment to supporting all persons, including current, potential, and former employees, independent contractors, customers, and suppliers in coming forward with any genuine concerns of wrongdoing within CRH. This Speak Up Policy is available in 22 languages on [crh.com here](#).



Supplier Code of Conduct

Our Supplier Code of Conduct (SCoC) sets out our expectations of suppliers in relation to the natural world, people and communities, responsible business, circularity, decarbonization, and water (available on [crh.com here](#)). It applies the concepts, principles and recommendations of the United Nations Guiding Principles on Business and Human Rights, the International Labour Organisation's Core Labour Practices, and other applicable legislation. SCoC requirements and acceptance is a founding principle in our standard contract clauses and terms and conditions of purchase.

Our suppliers must specifically undertake the following in relation to modern slavery:



Adhere to practices that respect human rights aligned with the International Bill of Human Rights and other core UN human rights conventions.



Prohibit all forms of modern slavery including forced labor, bonded labor, compulsory labor and child labor.



Support the principles of equality, inclusion and respect when dealing with potential, current, and past employees.



Respect freedom of association and the effective recognition of the right to collective bargaining by employees.

*Other Policies are available on pages 77-78 of the CRH 2023 Sustainability Performance Report [here](#)

Our supply chain risks

We align our major areas of spend with ISO 20400 - Sustainable Procurement best practices. Our assessment includes criteria for areas that affect our supply chain including health, safety, labor practices (human rights and modern slavery), circularity and compliance with regulations.

Based on the risks identified, our teams review appropriate action within their areas.

Country risk is a significant part of this assessment, and the vast majority of our suppliers replicate our operational footprint with 99% of our spend in North America and Europe. We are continually improving our spend visibility platforms to enhance country insights for suppliers in countries with a higher prevalence of modern slavery. This allows us to focus our resources on suppliers with a higher potential for issues with modern slavery.

When specific issues are identified, this approach enables us to implement further due diligence processes, such as the SCoC process, third party assessments, and additional contractual assurances to manage supplier performance relating to the issues. We do this with human rights issues and other issues covered by ISO 20400.

Following the divestment of the Oldcastle Building Envelope (“OBE”) business in 2022, CRH no longer has any businesses with involvement in conflict minerals.



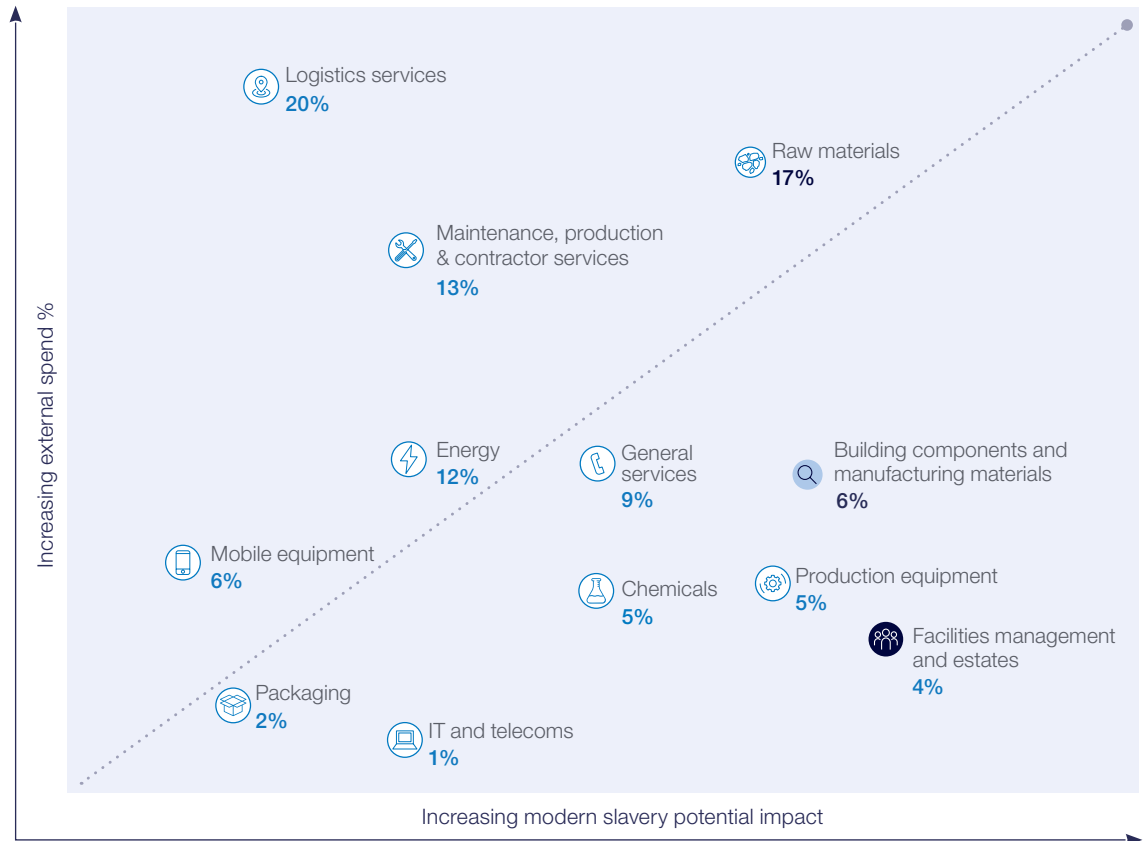
Our supply chain risks - continued

Sustainable procurement approach

Our approach ensures our businesses are well-equipped to understand and manage responsible supply chains through:

- Our CRH Group Procurement Council overseeing all aspects of purchasing governance including strategy, sustainability targets and objectives.
- Assessing risk at a commodity level, in line with ISO 20400 – Sustainable Procurement best practice, and at a country level utilizing internal and external data sources.
- Supplier selection and ongoing assessment processes include sanctions screening, supplier's business relevance, and a review of their approach to environmental, social and governance issues.
- Annual procedures to ensure all CRH companies are actively engaged in requiring a SCoC compliance acknowledgment from suppliers.

Non-compliance with the SCoC can have several consequences, including exclusion from any current or future tendering process or termination of contract. However, our preference is to work with our suppliers to develop remediation plans for those affected and build the capacity of suppliers to ensure these issues are properly managed on an ongoing basis.



Building components and manufacturing materials - Sometimes sourced in low-cost countries through our Global Direct Sourcing team. See page 12 to see how we manage this risk.



Facilities management and estates - Consolidated spend to a single supplier in North America to reduce potential risks.

Assessing and managing risk

We have developed our approach to risk management over many years. It is integrated into our business and identifies and assesses the material threats and opportunities allowing us to make appropriate decisions.



Our core salient human rights have remained similar to previous years and are outlined below:

Labor rights

We want to ensure that all those working on our sites are doing so freely, ensuring no forced labor. We want to ensure that everyone working for CRH is treated fairly and equitably, free from discrimination, with freedom of association and just and favourable conditions of pay and employment.

Our Commitment

At CRH we are committed to creating a culture where everyone feels respected, listened to, valued, and treated fairly.

Our Actions

- Our global Inclusion and Diversity (I&D) Council is chaired by our Chief Executive and sets out our strategy on I&D
- Our Annual Review processes collect data around the working conditions of our employees and contractors. For more information on our labor practices see page 58 of CRH 2023 Sustainability Performance Report
- Managers at CRH are responsible for implementing the Social Policy, supported by a network of HR managers and regional and company specialists, working to ensure fair and equitable remuneration for all employees
- Everyone at CRH must comply with our Code of Business Conduct

Grievance mechanisms

We understand the importance of putting in place effective grievance mechanisms and our Speak Up Policy and CRH Hotline allow all stakeholders to report their grievances and concerns. These are publicly available and therefore operate at Group and site level, ensuring potentially affected parties have a trusted mechanism to raise issues of concern and ensure they're appropriately dealt with.

Our Commitment

CRH is committed to doing business in a sustainable, responsible and ethical manner.

Our Actions

- Everyone at CRH must comply with the Code of Business Conduct, which includes a new module on Respect, and our Social Policy
- All suppliers must agree to adhere with our Supplier Code of Conduct
- Provide employees with CoBC training and support freedom of association

Local community rights

Growing and strengthening relationships is vital for maintaining a license to operate. It is important that we ensure the health and safety of the communities where we operate and respect their land rights ensuring they have free, prior and informed consent.

Our Commitment

CRH aims to use our reach and influence to positively impact our local communities.

Our Actions

- 100% of companies to have community engagement plans by 2030
- Investing in community relations and development and aligning our transition planning where we can most effectively support our people and communities. For further information on local communities refer to pages 61 to 63 of the CRH 2023 Sustainability Performance Report

Health and safety

The building materials industry involves potentially high-risk activities that may impact health and safety. The health, safety, and well-being of all those who come into contact with our business is paramount.

Our Commitment

We believe everyone has the right to a safe and healthy workplace. Our ambition is to have a culture of safety and wellness, with zero harm across the organization.

Our Actions

- Investing in safe systems by implementing the CRH Life Saving Rules
- Clear focus on eliminating hazards at source
- Employee and contractor engagement and training
- Continuing to protect employees during conflict
- For further information on health and safety refer to pages 48 to 53 and 55 to 59 of the CRH 2023 Sustainability Performance Report

Labor rights of those working in our extended supply chain

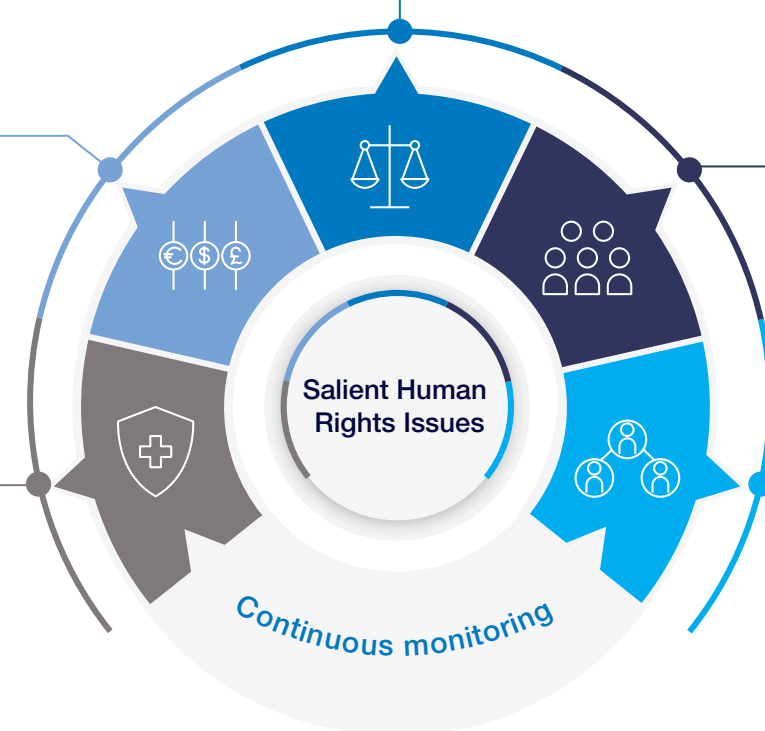
Our operating companies purchase more than \$20 billion worth of goods and services each year. The health and safety, working conditions, labor rights and access to grievance mechanisms to raise concerns of the workers within this supply chain must be protected.

Our Commitment

We expect our circa 100,000 suppliers worldwide to match our unwavering commitment to good ethical practices. We work with suppliers to promote human rights.

Our Actions

- Category level assessments in line with ISO 20400
- Supplier Code of Conduct
- Review labor practices annually
- CRH Hotline available for employees and stakeholders to report any grievances and concerns



Potential at risk stakeholders: ◆ Employees

◆ Contractors

◆ Third parties working on our sites

◇ Workers in the supply chain

◆ Local communities

◆ Partners

Case studies

CASE STUDY

Safety and well-being

Our training programs ensure employees understand and uphold our strict safety protocols. Employee learning styles and development vary, so we adapt our approach and use technology to maximize effectiveness. Tarmac, in CRH's Europe Division, created the National Skills and Safety Park, to provide first-class practical training for apprentices, graduates, and those retraining from other sectors. Since 2020, over 10,000 visitors have completed training. The Park was recently awarded an "Outstanding" rating by Ofsted, the UK Office for Standards in Education, Children's Services, and Skills.

In CRH's Americas Division, Minnesota Paving and Materials uses a mobile friendly, micro-learning training platform for frontline staff. This supplements the on-boarding process and reinforces annual refresher training. RiverBend Materials in CRH's Americas Division, is piloting an innovative way to attract, train, and re-train current and potential employees to achieve and maintain their commercial driver's license (CDL), required to operate heavy trucks. CRH's \$250m Venturing and Innovation Fund enabled the purchase of two mobile training simulators to develop and improve skills in a safe environment.



Inclusion and diversity

In 2023, our I&D Team identified "Respect" as an area of focus. The I&D team, together with the Global Leadership Team, embedded training on 'Respect' into our Code of Business Conduct e-learning that relevant employees are required to complete regularly. For those not in an office setting, tailor made 'Toolbox Talks' are available to support site-based discussions for frontline employees.

Within our procurement processes we endeavor to remove barriers to participating in our supply chain for minority owned businesses and sub-contractors. CRH companies partner closely with the sub-contractors to progress standards across the industry and protect their employees' health and safety.



CASE STUDY

Standing with our Colleagues in Ukraine

At CRH, we continue to monitor the needs of our communities and our employees in line with evolving global events. The physical and psychological safety of our employees in Ukraine remains a priority as the war there continues. Safety on site is paramount.

Every employee has access to voluntary health insurance from the company. Over the past year, Cemark in CRH's Europe Division, has significantly expanded the insurance program to introduce the "Doctor to Work" program in small towns where they operate, and where there is no longer access to private clinics. Twice a month, a doctor visits these sites for employees to seek advice. The insurance also covers cases of injuries from shelling. A psychological support service has been put in place for all employees, which gives them the opportunity to use the services of professional psychologists, psychotherapists, and coaches. In 2023, Cemark noted that counselling was in great demand because people found it difficult to concentrate, set priorities, and get involved in the work process in these extremely challenging circumstances.

Cemark has also created a plan for the reintegration of veterans, taking full account of each individual's condition and needs. Some are eager to work, while others need some time to rest and spend time with family.



Case studies - continued

CASE STUDY

Community Engagement in Action²

CRH takes a collaborative approach to developing strong community relationships. For example, hosting site visits for schools and community groups is important to hear from the community, build understanding about our activities and any upcoming changes, discuss safeguards to protect the community, and explain initiatives to conserve and enhance nature. At its Platin site, Irish Cement, in CRH's Europe Division, hosted about 25 visits in 2023 and held four community forums.

CRH is committed to creating positive community and social impacts. We engage our local stakeholders via one-to-one meetings, open days, site tours, virtual sessions, and participation in community events. Our engagements allow us to learn from communities and build further confidence in our businesses and activities.

Through community engagement, we can help the communities we work in, understand their needs and priorities, and address or remediate any potential impacts or concerns, including any which may arise from CRH's due diligence processes and sustainable development goals. CRH's efforts regarding Community Engagement are further illustrated in the CRH 2023 Sustainability Performance Report, starting at page 61.

CRH's goals include expanding upon its community engagement so that all of its operating companies having community engagement plans in place by 2030.



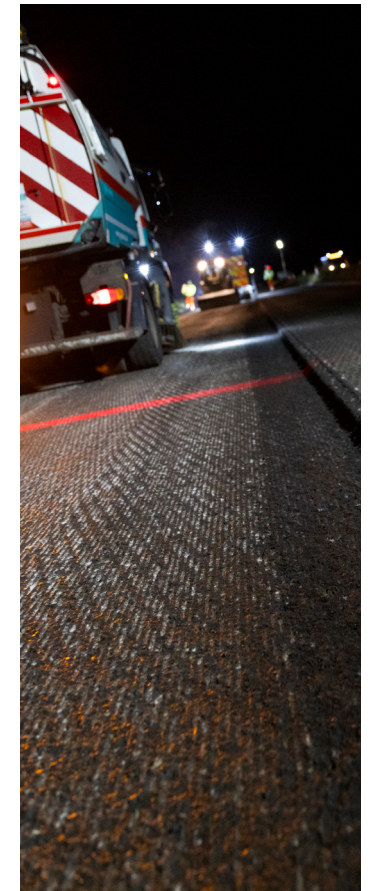
CASE STUDY

Supply chain Ethical Labor standard

Tarmac, part of CRH's Europe Division, is the UK's leading building materials and construction solutions business. In 2023, Tarmac was again verified under BES 6002 in 2023, the Ethical Labour Sourcing (ELS) standard, which was developed by the Building Research Establishment (BRE) in response to the 2015 Modern Slavery Act.

While the ELS scheme is closing later this year, the ELS standard has served to verify that Tarmac applies due diligence around human rights and ethical concerns when sourcing materials, products and services, including labor, and actively identifies and works towards eradicating the exploitation of vulnerable workers. Tarmac is considering alternative approaches for the future so that it can continue to apply appropriate due diligence and comply with any applicable new standards which emerge.

BRE's ethical sourcing standard assesses organizations across 12 areas, such as management structure and systems, learning and development, bribery and corruption, procurement and supply chain management.



² The Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023 requires reporting on any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labor or child labor in its activities and supply chains. Our goal is to work towards a better understanding of any potential impacts that CRH's due diligence processes may have on the most vulnerable families to allow for the development and subsequent implementation of remediation plans to address them. An initial step in this regard are CRH's community engagement efforts and its goal to expand these efforts across CRH operating companies.

Internal due diligence

Across the Group, companies complete detailed Health and Safety, Environment and Social assessments through our annual Review process and where possible, associates and joint venture partners also complete these assessments. The key objective of these annual Reviews is to verify the implementation of the CRH Health and Safety, Environment and Social policies and to review performance against our salient human rights issues.

Measuring effectiveness and year-on-year progress

The Review process covers areas such as policy implementation, safety across the employee and contractor value chain together with employee diversity, discrimination, freedom of association, forced labor, and fair payment. Overall our annual Review process assesses over 85 human rights criteria. Data around employee development across different categories and types, including employee training, career development and employee engagement is also collected through the Review. Data is also collected around community engagement and the types of initiatives in place across the Group. The results of the Health and Safety, Environment and Social Reviews are included in the report to the SESR Committee.

As part of our CRH Health and Safety, Environment and Social Reviews, a human rights assessment is conducted annually. In addition, our operating companies complete individual human rights assessments and have systems in place to ensure compliance with human rights best practices. Where issues are identified, mitigation plans are put in place to ensure steps are taken to bring these companies up to CRH best practices within a specific time frame.



Outcomes

At CRH we respect the rights of our employees to take part in collective bargaining and to form and join trade unions. In 2023, approximately 20% of our employees were members of trade unions (20% in 2022), with some of our operating companies unable to disclose this information due to legal restrictions. There were zero cases of forced or compulsory labor reported in 2023 and no employees or contractors under the relevant legal age working at any location among our businesses (zero cases reported in 2022). The Social Review also found that all migrant workers have similar legal protection to other employees.

Labor practices

We comply with local wage and working time laws. Our operating companies offer entry-level wages at or above the minimum wage, with companies having policies in place to ensure fair and equitable remuneration.

Operating companies comply with all required regulatory standards to prevent excessive working hours.



Due diligence processes

Human rights due diligence is completed across our value chain, including our suppliers, our operations and all CRH acquisitions. If required, mitigation plans are put in place to remediate and prevent reoccurrences. For example as new companies are acquired, Health and Safety audits are completed and improvement plans implemented as required, together with the relevant investment needed to ensure the safety of employees, contractors, and the communities where we operate.

In 2023 there were a total of 22 acquisitions. Due diligence was carried out and included our Health and Safety audit programs and Human Resources checks. As a result of these processes, specific plans were put in place to improve Health and Safety standards as required. Measures are taken to ensure the new acquisitions align with the CRH Life Saving Rules. In some cases this may involve the installation of further machine guarding, improving access to heights and pedestrian vehicle segregation. These improvement plans help progress our ambition to have a culture of safety and wellness working towards zero harm across all CRH companies. The performance of these companies is tracked through the specific health and safety audits and the annual Review process, with these acquisitions being integrated into our reporting processes in 2023.

External due diligence

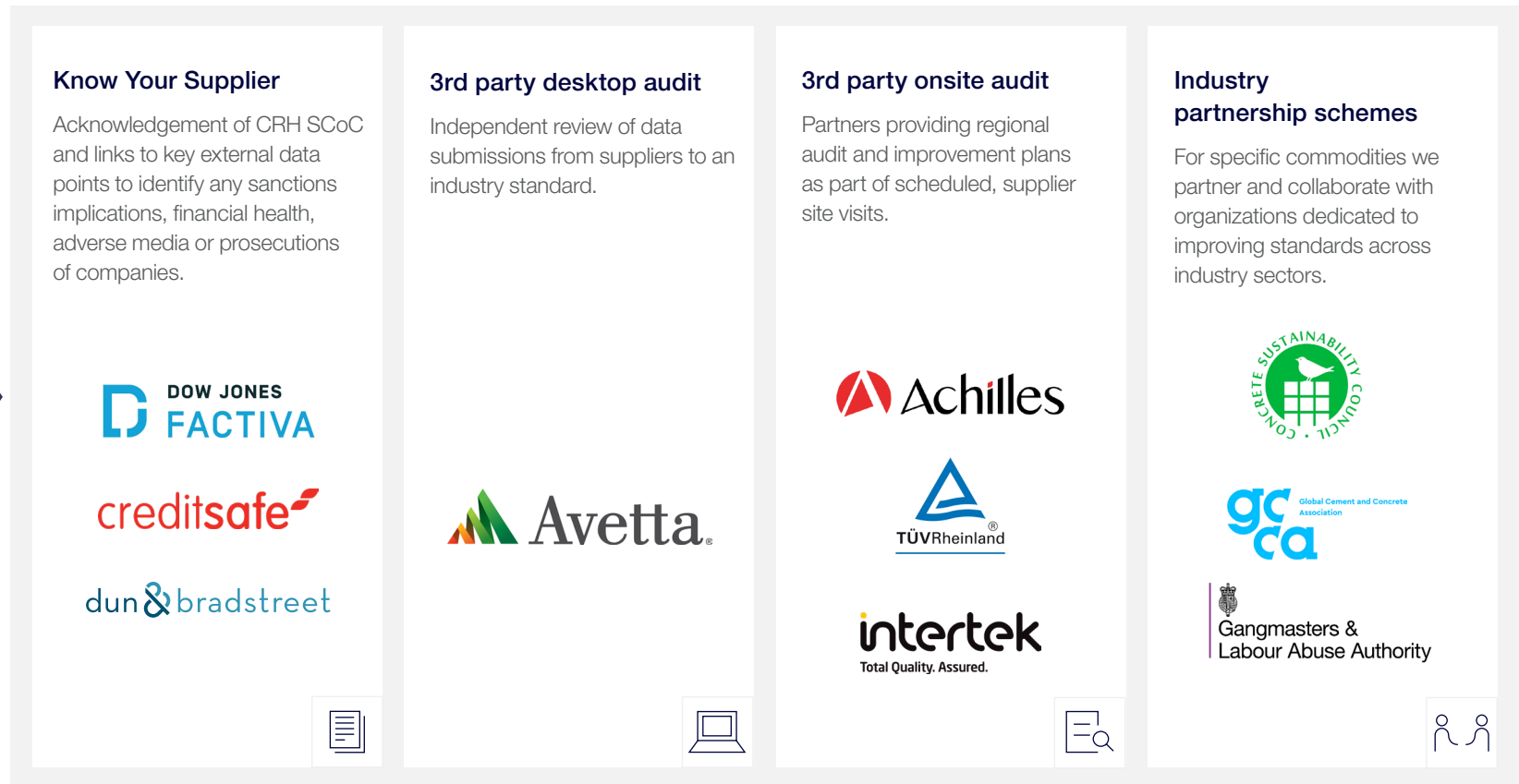
Measuring effectiveness and year-on-year progress

We monitor compliance with our human and labor rights policies in relation to issues such as modern slavery across all CRH companies. Within our supply chain, we increase our assurance and due diligence responses in accordance with the perceived risk profile. Methods we prescribe in our SCoC include:

Due Diligence

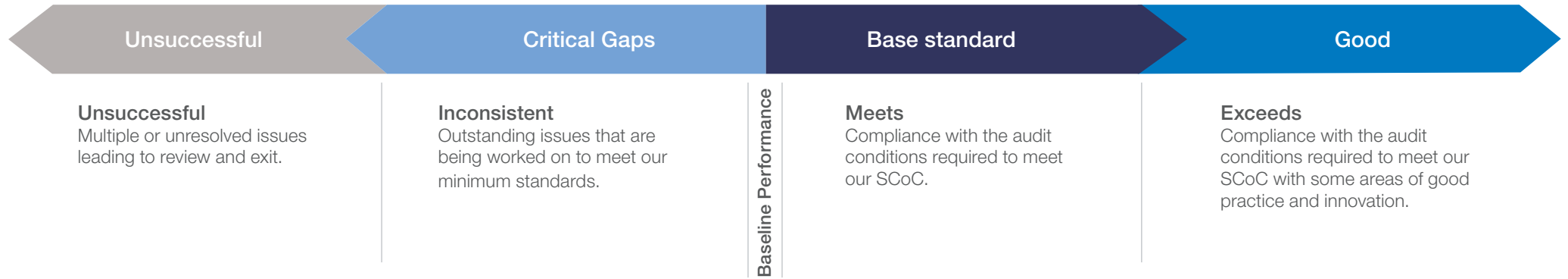


Mitigation Partners

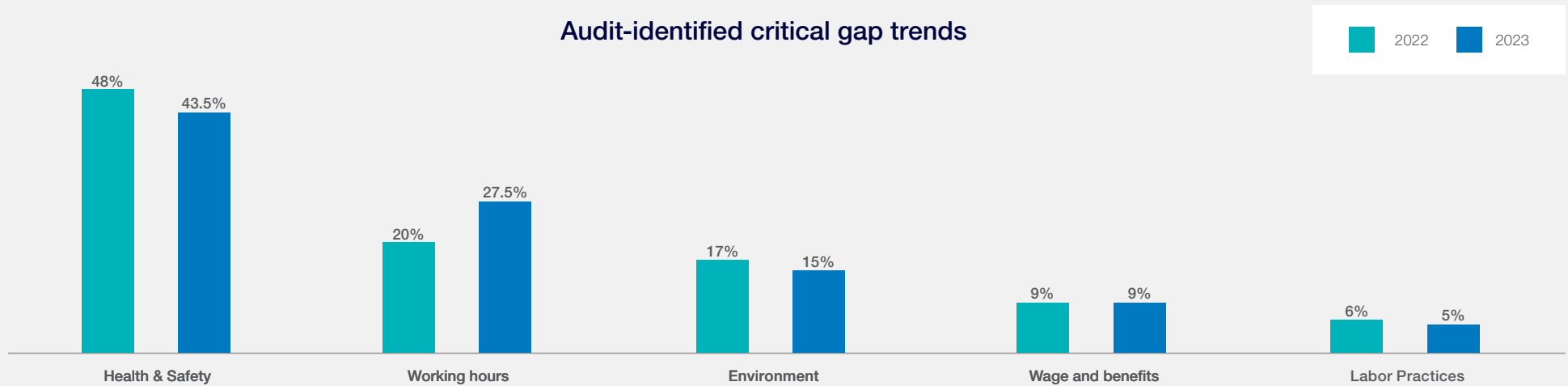


Global direct sourcing audit summary

We source 99% of goods and materials from North America and Europe. For the remaining 1% sourced from the rest of world, where human rights and modern slavery risks may vary, our due diligence processes expand when sourcing from these suppliers. Such processes include the engagement of our Global Direct Sourcing (GDS) team, based in Shanghai, who work to ensure that all of these suppliers meet our expectations, as determined through pre-sourcing and on-going audits.



Audit-identified critical gap trends



100% of Corrective Action Plans were completed within eight weeks

Case study

CASE STUDY

Demonstrating performance throughout the value chain

We engage with suppliers, governments, industry bodies, businesses, and other partners to support the transition towards more sustainable supply chains across the entire industry. We continue to demonstrate the sustainability credentials of our solutions to our clients and customers by achieving responsible sourcing certification of our products.

Customers look to us to provide solutions and insights into our shared responsible supply chains. To support this, CRH continues its active membership of the Concrete Sustainability Council (CSC). As a founding member, we helped to develop a responsible sourcing industry standard for concrete.

We have also partnered with the Global Cement and Concrete Association (GCCA), the Portland Cement Association in the U.S. and CEMBUREAU, the European cement association, on various projects to increase the sustainability of our supply chains to enable more sustainable buildings and infrastructure.

Ethical labor and business practices are a key element of the CSC scheme and it is aligned with the BES 6001.

The CSC and BES 6001 are the dominant responsible sourcing certification schemes in many markets and provide credits to the major building sustainability certification schemes BREEAM® and LEED®.



Training

At CRH, we are working to ensure our commitment to human rights is integrated into all levels of the business. Our investment in learning and development is integral to embedding our culture and values, ensuring compliance, and attracting, retaining, and developing top talent.

All policies are available online for employees and the CoBC and SCoC can be downloaded from crh.com. Every CRH employee is required to read, confirm understanding of, and abide by our CoBC. All in-scope employees are required to complete mandatory CoBC training annually. An external auditor independently assures the training completion rates are accurately reflected in CRH's data.

Procurement teams are continuously trained in responsible sourcing issues, tools and techniques. In 2023, we updated our Modern Slavery e-Learning and assigned it to additional employees across the Group.

This training was developed to increase employee awareness of the potential of modern slavery to occur and the steps to take to report any issues that can help stop modern slavery. We also provided updated training in key sustainability areas including climate change and Inclusion & Diversity.

At CRH, we take a holistic approach to training. Our frontline leadership and senior management development programs include strategic modules covering the spectrum of human rights issues, including health and safety, developing an inclusive workplace and leading with integrity.



Speak Up Policy

Our Speak Up Policy outlines CRH's commitment to providing various ways for employees to Speak Up and treating those employees with fairness and respect when they speak up. To ensure a strong "Speak Up" culture at CRH, we provide an independent, confidential way to report concerns through a "Hotline" facility. The Hotline is hosted by a third party, is available 24/7, offers multi-lingual services, and allows for anonymous reporting. 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. CRH investigates all reported concerns and takes appropriate action in response to investigation findings. For more information about Speaking Up at CRH, please see our Speak Up Policy on crh.com. CRH does not tolerate any form of retaliation for Speaking Up. Reports are handled discreetly and in a confidential manner, to the extent reasonably possible and allowed by local laws.

In 2023, a total of 338 concerns were raised globally and 37 proven incidents resulted in disciplinary action. For more information see page 69 in the CRH 2023 Sustainability Performance Report, available on crh.com [here](#).

CRH encourages employees and partners within its supply chain to "Speak Up"



Appendix - Country Specific Requirements

Australian Reporting Entity

Leviat Pty Ltd is the Australian reporting entity for the purposes of the Australian Commonwealth Modern Slavery Act 2018. It is a proprietary Limited Company and the holding company of the following Australian incorporated proprietary limited companies: Connolly Key Joint Pty Ltd, Helifix (Australia) Pty Ltd, Isedio Australia Pty Ltd and Universal Concrete Lifting Systems Pty Ltd (each a Subsidiary Company). None of the Subsidiary Companies carry on business and are dormant companies.

Leviat Pty Ltd is part of the global CRH group of companies and is 100% owned by CRH (UK) LTD.

Leviat Pty Ltd is classed as a large proprietary company under the Australian Corporations Act 2001 (Cth). The company and its controlled entities are ultimately governed by its Board of directors, comprising two executive directors who are ordinarily resident in Australia and one non-resident director. Leviat Pty Ltd has circa. 200 employees.

Canadian Specific Requirements

This statement is the joint report pursuant to subparagraph 11(2)(b) of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, SC 2023, c 9 (the "Act") of CRH Canada Group Inc., Oldcastle Building Products Canada, Inc. and Ash Grove Cement Company (together, the "Canadian Reporting Entities"), for the financial year ending December 31, 2023.

This statement was approved pursuant to subparagraph 11(4)(b)(i) of the board of directors of each of the Canadian Reporting Entities. In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this statement for the entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this statement is true, accurate and complete in all material respects, for the purposes of the Act, for the reporting year listed above.

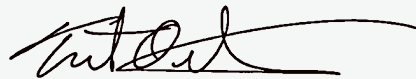
I make the above attestation in my capacity as a director of the board of CRH Canada Group Inc. for and on behalf of the board of CRH Canada Group Inc. I have the authority to bind CRH Canada Group Inc.



CRH Canada Group Inc.

Robert Bourbeau
Director
Date: 26 April 2024

I make the above attestation in my capacity as a director of the board of Oldcastle Building Products Canada, Inc. for and on behalf of the board of Oldcastle Building Products Canada, Inc. I have the authority to bind Oldcastle Building Products Canada, Inc.



Oldcastle Building Products Canada, Inc.

Timothy Ortman
Director
Date: 26 April 2024

I make the above attestation in my capacity as a director of the board of Ash Grove Cement Company for and on behalf of the board of Ash Grove Cement Company. I have the authority to bind Ash Grove Cement Company.



Ash Grove Cement Company

John J. Keating
Director
Date: 26 April 2024

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