



Preventing discrimination and harassment in the workplace



Our statement

CRH is committed to doing business in a sustainable, responsible and ethical manner. This applies to our customers, suppliers, business partners, local governments, communities, shareholders and employees alike, building lasting relationships based on our values of doing what we say and leading with integrity. As we continually reshape and improve our business, one thing that will never change is our commitment to operating with integrity.

Discrimination

Integrity, ability and work ethics are the principles that determine a person's opportunities for advancement in CRH. Our employment policies are aimed at fostering individual initiative and collaboration, providing all employees with the opportunity to develop to their full potential.

CRH will not tolerate discrimination against employees on the basis of, but not limited to, age, race, colour, gender, disability, sexual orientation, religion, political opinion, trade union membership, national extraction or social origin.

Recruitment, selection and promotion decisions are made on individual merit and in line with the principles of equal opportunity and non-discrimination. As well as recruiting fairly and providing merit-based development opportunities, we also reward our people fairly, based on a "pay for performance" philosophy.

Harassment

At CRH, it is important that all employees are treated with respect and dignity. Bullying and harassment will not be tolerated and has no place at CRH. This includes, but is not limited to:

- Verbal or written remarks or "jokes" related to religion, race, ethnicity, sexual orientation, gender or age
- Physical or sexual advances or inappropriate visual displays
- Threatening gestures or expressions of violence from co-workers, supervisors, suppliers, contractors, or customers

We all have a responsibility to ensure that there is mutual respect in the workplace. Bullying or harassment can never be tolerated. We encourage open communication and when we disagree it must be done professionally and respectfully. There is never an excuse for sexist behaviour or remarks.



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Measures to address discrimination and harassment

Our culture as a company is built on our commitment to upholding CRH values, in particular doing what we say and leading with integrity. To ensure that we are continuously meeting these values, everyone who works for CRH has a duty to read, understand, and abide by our Code of Business Conduct (CoBC). Our CoBC, which establishes clear expectations for employee compliance with policies related to ethical business conduct, states that discrimination and harassment are not tolerated in CRH. Our CoBC is available in 21 languages and can be found on crh.com, with related training materials available to employees via the CRH training portal.

We are on a journey to develop a more positive, inclusive environment, ensuring that all our employees feel respected and supported. This is highlighted by the establishment of our Global Inclusion & Diversity (I&D) Council.



Raising a concern

There are a number of resources available to employees who wish to report an issue or concern, including:

- Immediate Manager
- Company Managing Director, President, Human Resource Manager or Finance Manager
- General Counsel, Divisional or Country Compliance Coordinator
- Head of Internal Audit or the Global Head of Compliance
- Divisional Chief Financial Officer

When it is difficult or impractical to communicate to any of the resources above, we also have a confidential CRH 'Hotline' reporting service that allows employees, customers, suppliers and other external stakeholders to raise concerns they may have relevant to our CoBC, inappropriate or illegal behaviour or violations of any CRH policies. The CRH Hotline is available 24 hours a day, seven days a week (contact details are available at all CRH locations or on crh.com).

All concerns are handled discreetly and are professionally investigated with appropriate actions taken based on investigation findings. We regard any suspected violation of law, policy or the CoBC as a serious matter. Retaliation or reprisals are not tolerated at CRH. Employees are made aware that disciplinary procedures can be invoked in the event of a proven breach of CRH policies or any rule of law.

More information on CRH's policies, business ethics and approach to anti-discrimination and harassment can be found in our annual Sustainability Report, available on crh.com/sustainability/publications. In addition, our CoBC, Supplier Code of Conduct and other relevant documents can be found at crh.com/sustainability/codes-of-conduct.