Irish Cement
A CRH COMPANY

RESPONSIBLE SOURCING POLICY
FOR SUSTAINABLE CEMENT PRODUCTION

Irish Cement Limited operates two modern cement production facilities at Limerick and Platin. In operation for over 80 years, Irish Cement has continuously invested to improve the efficiency of its cement manufacturing.

Irish Cement is committed to conducting business responsibly and sustainably throughout its value chain. The company works with suppliers and business partners to uphold high standards of ethical, environmental, and social performance while delivering value and quality to its customers.

Irish Cement ensures that its complete supply chain, both under its direct control and in partnership with its suppliers, is based on sound principles of responsible sourcing and focused on delivering value and quality to our customers.

HOW IRISH CEMENT MANAGES RESPONSIBLE SOURCING

DIRECT CONTROL

- Health & Safety of staff, contractors and visitors. Resource use and environmental impacts.
- Integrated management systems, monitoring and reporting of performance, investment in efficient modern technology.

PARTNERSHIPS

- Supply chain partnerships for incoming materials and cement production distribution.
- Local community, interest groups and other stakeholders.

GOVERNANCE

- CRH Procurement is responsible for implementing Company sustainable procurement policies. All employees have a role in supporting sustainable responsible sourcing by considering environmental, social and ethical factors in decisions that influence the sourcing of goods and services.
- Ethical behaviour is always expected. Maintain a knowledge of and ensure legal compliance for all business activities.
- Proactive engagement in policy development. Guidance in the quality and sustainability of the 'built' environment.

Irish Cement, through its parent company CRH, supports industry sustainability initiatives and collaborates with sector organisations to advance sustainable practices across the cement and concrete value chain. These initiatives recognise the following key sustainability challenges facing the sector:

Health & Safety
Irish Cement is committed to reducing workplace accidents and eliminating fatalities. The Company partners with a supply chain that priorities prevention of injury and harm.

Human Rights and Labour Standards
Irish Cement is committed to respecting internationally recognised human rights and fostering an inclusive workplace.

Environmental Protection
Irish Cement aims to minimize environmental impacts associated with its operations and associated procurement.

Climate Protection
Irish Cement is committed to a decarbonization roadmap. Suppliers are encouraged to support the transition to a lower carbon economy.

Circular Economy and Resource Efficiency
To support both a lower carbon future and resource efficiency, Irish Cement has invested in modern energy efficient kilns and has initiated alternative fuel and alternative raw material programmes.

Biodiversity
Irish Cement aims to protect habitats and all living species on our sites, adapting operations to offer more sustainable solutions.

Transportation
Irish Cement seeks to minimize the social and environmental impacts of transport under our direct control, while encouraging improvements in supplier transportation.

Ethical business
Irish Cement has zero tolerance for bribery and corruption, in line with the CRH Code of Business Conduct.

People

Managing health and safety at our facilities is our daily priority. The Company Safety Statements detail the requirements of safe operations and work practices at the facilities. Risk assessments, safety inductions and detailed safety training are dedicated to ensuring the on-going welfare of our employees, contractors, visitors and neighbours. Measurement and reporting against challenging targets ensures this remains a highly visible priority for management and workers alike.

Maintaining a motivated and skilled workforce is integral to the cement production process. Opportunities for development and training are identified through employee appraisals and departmental reviews.

Irish Cement is dedicated to providing timely and relevant information to our stakeholders. Open communication promotes mutual understanding and allows effective co-operation throughout the full supply chain.

Protecting the trust and respect of our local communities is a responsibility of all at Irish Cement. It is our goal to be open and responsive to all reasonable requests and to ensure that stakeholder needs are considered during the decision-making process.

Irish Cement is committed to respecting internationally recognized human rights, by prohibiting all forms of labour exploitation and human rights abuse, while supporting fair, inclusive, equal opportunities.

Business

Irish Cement expects its managers and employees to behave ethically when carrying out activities where they represent the company. Management is charged with the responsibility to ensure that at a minimum Irish Cement operates in compliance with legal and corporate obligations.

As part of CRH, Irish Cement expects all suppliers to comply with the CRH Supplier Code of Conduct, which aims to ensure ethical business, human rights, health & safety and environmental standards are upheld.

As a CRH Company, we promote equal access to businesses of all sizes in our supply chain and build supplier relationships based on trust and integrity.

CRH has an independent, confidential hotline service allowing employees, customers, suppliers or other external stakeholders to raise concerns about any suspected unethical, inappropriate or illegal behavior. **www.crhhotline.com**

Through our quality management system Irish Cement maintains its leadership role in delivering high-quality products and value for money to our clients. We recognise the role our products play in the provision of a high quality and sustainable built environment

Environment

Irish Cement recognises its responsibility to safeguard both the local and wider environment in which we operate. We are committed to promoting biodiversity and the protection of our ecological heritage.

Efficient use of resources, including water and waste minimization, are key business drivers that deliver tangible environmental benefits.

Environmental stewardship among our suppliers is a key requirement of our supply chain, which is achieved through reviewing suppliers' environmental performance and encouraging continuous improvement.

Irish Cement is committed to continually improving environmental performance through;

- Investments in energy efficient technology & systems
- Promotion of eco-efficient CEM II cements
- Replacement of fossil fuels and materials with sustainable alternatives
- Investment in solar electricity generation onsite
- Replacement of older vehicles with new lower emission vehicles

These measures assist in reducing the carbon footprint of cement manufacturing and contribute to addressing the sustainability challenges in the cement sector. Measurement and reporting of our environmental performance provides an opportunity to deliver continuous improvement.

Irish Cement Limited is committed to implementation of the Responsible Sourcing Policy throughout its operations and supply chain.

Raymond Molyneaux.

Ray Molyneaux
Managing Director – Irish Cement

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