

SpeakUp!

heidelbergmaterials.com

With SpeakUp, you have the ability to report potential violations of laws, corporate policies and values – such as human rights – 24 hours a day, 7 days a week. The SpeakUp platform is operated for Heidelberg Materials by a service provider that guarantees complete anonymity on request. You can submit reports either online via the internet/app or by telephone. All messages are kept strictly confidential.

If something is not right within the company, let us know!

We recommend the following order of reporting your concerns:

1. Talk to your supervisor, or their supervisor.

This is the easiest and quickest way to solve an issue.

2. Contact the Compliance Department,

if you don't feel comfortable to raise the topic directly with your supervisor.

3. Use SpeakUp,

if you prefer to submit your concerns through the system or if you wish to remain completely anonymous.

Internet: <https://heidelbergmaterials.speakup.report/speakup>

Toll-free phone number: 0080044145924

Access code: 107810

Please note that SpeakUp is not suitable for emergencies that require an immediate response, such as reporting a burglary on company premises or if a colleague is injured. In these cases, call the usual emergency numbers.

For more information on SpeakUp, please contact the Compliance Department.

