

# Spink Quarry, Knockbaun, Abbeyleix, Co. Laois

## Spink Quarry

### Environmental Impact Assessment Report

#### Appendix 5

#### Breedon Group Policy Statements

2021



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# Biodiversity

## POLICY STATEMENT

APRIL 2021

*Kingfisher fish pass  
at Cavenham Quarry -  
photo by Colin Mayes, Driver*

# Biodiversity Policy Statement

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**We are committed to operating our business in a manner which seeks to protect and enhance biodiversity across all our operational sites through the development and implementation of well-designed biodiversity management plans and rehabilitation plans. We recognise that the delivery of nature based solutions supports the long-term sustainability of our operations.**

To support our commitment, we will:

- comply with applicable legislation and regulations;
- seek to protect and enhance biodiversity at all operational sites, delivering a net gain in biodiversity, wherever possible;
- wherever applicable or practicable, ensure the value of nature and biodiversity is considered in our decision-making processes;
- provide appropriate training resources to increase our awareness and understanding of biodiversity;
- identify and develop partnerships with conservation organisations and other key stakeholders at national, regional and local levels to ensure biodiversity opportunities are understood and realised;
- implement a systematic approach in identifying, categorising and prioritising operational sites where biodiversity opportunities exist;
- develop biodiversity management plans for those operational sites where biodiversity opportunities have been identified;
- develop rehabilitation plans that consider the needs and expectations of our stakeholders whilst working to protect ecosystems, biodiversity and habitats to maximise our contribution to nature conservation;
- set objectives and targets for biodiversity management and site rehabilitation;
- monitor, review and report our performance annually against agreed KPIs and industry best practice to drive continuous improvement;
- ensure all data reported is externally verified by a recognised, accredited body;
- communicate our biodiversity achievements through appropriate channels in order to keep our stakeholders updated on progress.

The Board of Breedon Group is responsible for:

- ensuring an overall biodiversity policy is in place for the Group;
- overseeing the biodiversity performance of each division within the Group;
- the adequate provision of resources and management arrangements to ensure the effectiveness of the policy.

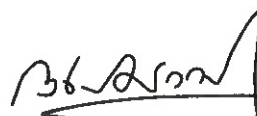
Each Business Director and Functional Head is responsible for:

- setting objectives and targets that relate to the significant biodiversity aspects associated with the business and monitoring and reporting on their effectiveness through a programme of management review;
- ensuring that effective resources, arrangements, training and management controls to deliver these objectives and targets are established and implemented across the operations of the business;
- ensuring implementation, communication and compliance with all Group, legal and regulatory requirements at a local level.

It is the responsibility of everyone who works for the Company to:

- comply with this policy and its associated arrangements as an integral part of their day-to-day duties;
- identify and highlight potential opportunities to protect and enhance biodiversity across our operations.

**We will bring this policy to the attention of our colleagues, supply chain partners and relevant interested parties; and review it on an annual basis.**



**Rob Wood, Chief Executive Officer**  
April 2021

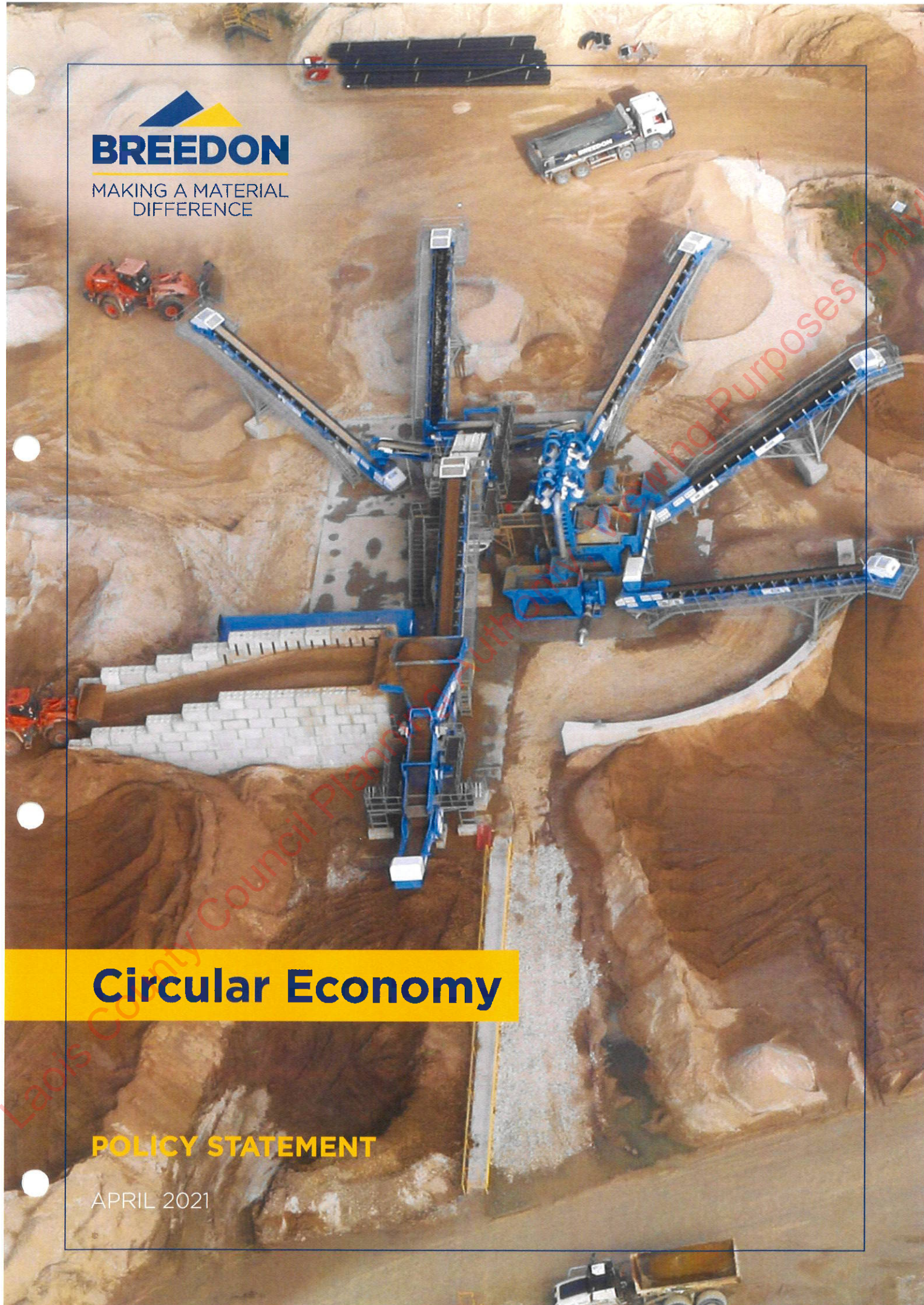


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# Circular Economy

**POLICY STATEMENT**

APRIL 2021



# Circular Economy Policy Statement

**We are committed to the principles of the circular economy and the responsible use of resources, and will seek to minimise waste and maximise the reuse and recycling of materials throughout our operations.**

**To support our commitment, we will:**

- comply with applicable legislation and regulations;
- ensure that waste is not deposited in a manner that is likely to cause pollution or harm to health;
- optimise the use of water and ensure prudent management;
- seek to maximise resource use in line with the waste hierarchy of waste prevention, reuse, recycling, co-processing and energy recovery;
- ensure that waste material is reused or recycled wherever practicable, with consideration to life cycle assessment;
- endeavour to use resources appropriately and sustainably and, where practicable, seek to substitute primary resources with alternative materials;
- seek to maximise the use of alternative fuels and raw materials in cement manufacture, where practicable, by enhancing mutually beneficial relationships with external industries;
- enhance product lifespan, and reduce wastage, by ensuring optimum initial product quality and design;
- promote innovation in product design to prioritise sustainable development and responsible resource use and minimise carbon footprint;
- seek to ensure that our colleagues and our contractors comply with applicable waste management rules and legislation by having a clear induction, communication and reporting procedure;
- promote the development and use of sustainable and responsibly sourced materials;
- look for opportunities to optimise the use of raw materials and promote the principles of the circular economy across our value chain;
- monitor, review and report our performance against agreed KPIs and industry best practice to drive continuous improvement;
- comply with the requirements of ISO 14001 and BES 6001 at accredited sites.

The Board of Breedon Group is responsible for:

- ensuring an overall circular economy policy is in place for the Group;
- overseeing the circular economy policy performance of each division within the Group;
- the adequate provision of resources and management arrangements to ensure the effectiveness of the policy.

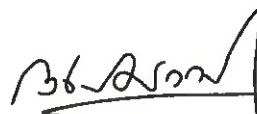
**Each Business Director and Functional Head is responsible for:**

- setting objectives and targets that relate to the significant circular economy aspects associated with the business and monitoring and reporting on their effectiveness through a programme of management review;
- ensuring that effective resources, arrangements, training and management controls to deliver these objectives and targets are established and implemented across the operations of the business;
- ensuring implementation, communication and compliance with all Group, legal and regulatory requirements at a local level.

**It is the responsibility of everyone who works for the Company to:**

- comply with this policy and its associated arrangements as an integral part of their day-to-day duties;
- identify and highlight potential opportunities for the responsible use of resources and to minimise waste and maximise the reuse and recycling of materials throughout our operations.

**We will bring this policy to the attention of our colleagues, supply chain partners and relevant interested parties; and review it on an annual basis.**



**Rob Wood, Chief Executive Officer**  
April 2021



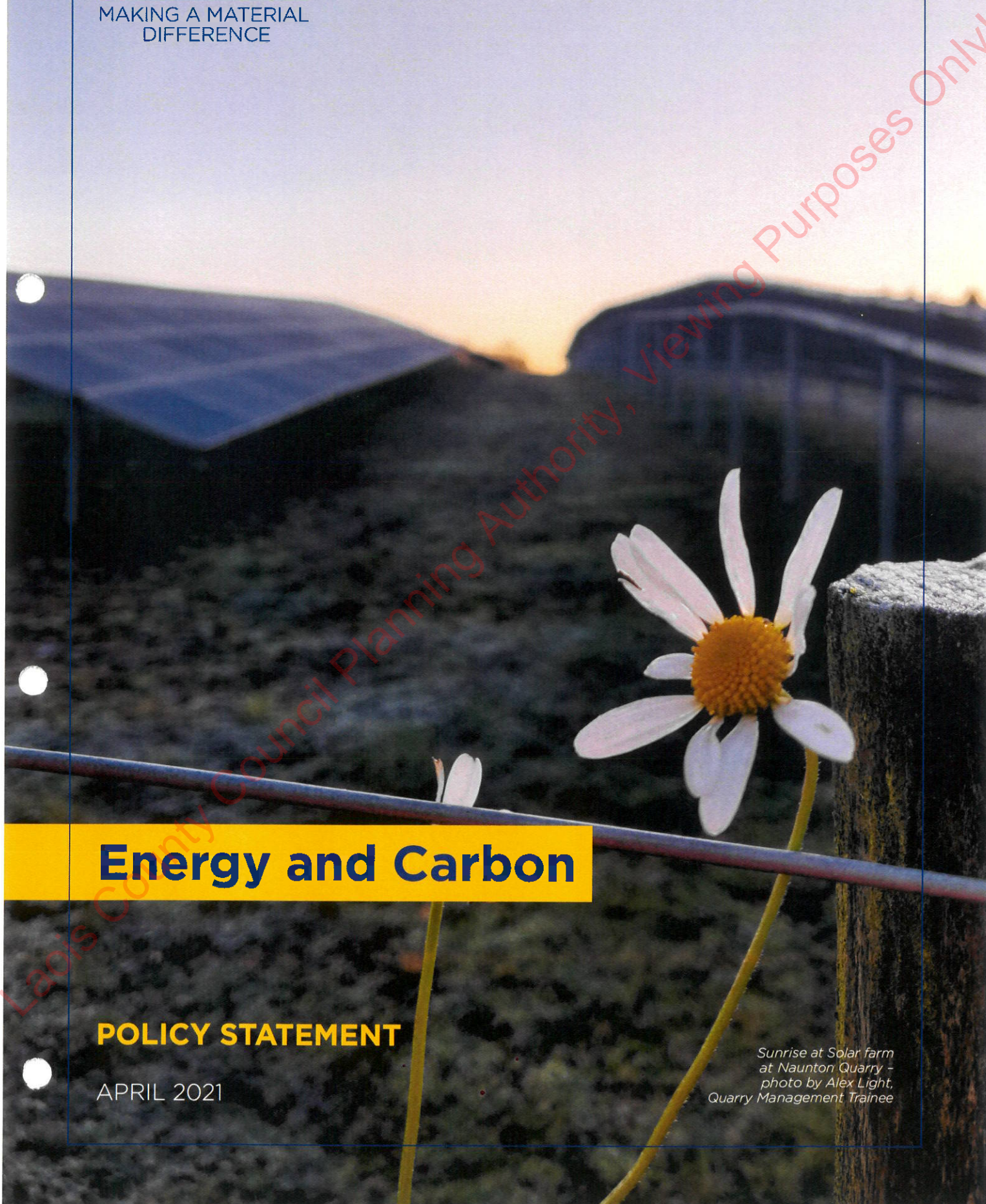
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# Energy and Carbon

## POLICY STATEMENT

APRIL 2021

*Sunrise at Solar farm  
at Naunton Quarry -  
photo by Alex Light,  
Quarry Management Trainee*



# Energy and Carbon Policy Statement

**We recognise that climate change is one of the greatest challenges currently facing humanity and we are committed to operating our business in a manner that ultimately eliminates its contribution to global warming by seeking to mitigate our climate change impacts through industrial innovation and the application of industry best practice.**

## To support our commitment, we will:

- comply with applicable legislation and regulations;
- create and maintain a robust energy and carbon data collection and reporting system, that provides the data required to assess performance, identify opportunities for progress and to deliver improvements in performance;
- set targets for the short and medium-term with a goal of achieving carbon neutrality by 2050;
- monitor and measure performance regularly to ensure continual improvement and sharing of best practice;
- report annual climate-related emissions data and ensure that the reported data is externally verified by a recognised, accredited body;
- seek to reduce carbon emissions through optimising energy efficiency and, where practicable, the use of alternative and renewable energy sources;
- regularly audit operations for energy efficiency opportunities and implement cost-effective solutions;
- use resources appropriately and sustainably and, where practicable, substitute primary resources with alternative materials;
- actively seek out partners for collaboration in order to further research and develop innovative solutions to reduce the climate change impact of our business;
- seek to develop products that contribute towards improved quality and sustainability in the built environment over their life cycle;
- communicate, through a transparent system of disclosure, our products' whole life benefits to allow our customers to deliver optimal, low-carbon solutions that help mitigate and adapt to climate change;
- engage with our suppliers and contractors to reduce impacts associated with the products and services we buy;
- actively engage with trade and public bodies to develop and implement good practice;
- endeavour to transition our operational fleets from traditional combustion engines to alternative forms of energy and, through collaboration with suppliers, make our fleets more efficient through new technology;
- actively seek to engage colleagues in carbon and energy efficiency;
- comply with the requirements of ISO 50001 at accredited sites.

## The Board of Breedon Group is responsible for:

- ensuring an overall energy and carbon policy is in place for the Group;
- overseeing the energy and carbon performance of each division within the Group;
- the adequate provision of resources and management arrangements to ensure the effectiveness of the policy.

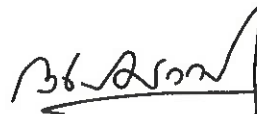
## Each Business Director and Functional Head is responsible for:

- setting objectives and targets that relate to the significant energy and carbon aspects associated with the business and monitoring and reporting on their effectiveness through a programme of management review;
- ensuring that effective resources, arrangements, training and management controls to deliver these objectives and targets are established and implemented across the operations of the business;
- ensuring implementation, communication and compliance with all Group, legal and regulatory requirements at a local level.

## It is the responsibility of everyone who works for the Company to:

- comply with this policy and its associated arrangements as an integral part of their day-to-day duties;
- identify and highlight potential opportunities to reduce energy consumption or to improve efficiency of Group operations.

**We will bring this policy to the attention of our colleagues, supply chain partners and relevant interested parties; and review it on an annual basis.**



**Rob Wood, Chief Executive Officer**  
April 2021



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# Environment

## POLICY STATEMENT

APRIL 2021

Planning Authority, Viewing Purposes Only



# Environment Policy Statement

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**We are committed to operating our business in a sustainable manner, seeking to protect the environment, prevent pollution, mitigate our environmental impacts on surrounding communities and improve sustainable development.**

To support our commitment, we will:

- maintain a robust certified environmental management system, with appropriate policies and procedures that provide a framework to manage risks and to deliver improvements in compliance, competency and sustainable performance;
- comply with all applicable legal and regulatory requirements and codes of practice;
- assess the environmental impacts of our operations and transport fleet and develop effective mitigation plans and controls to monitor, minimise or prevent pollution and environmental harm;
- set objectives and targets and monitor and measure performance regularly to ensure continual improvement and sharing of best practice;
- reduce carbon emissions through optimising energy efficiency, and, where practicable, the use of alternative and renewable energy sources.
- use resources appropriately and sustainably and, where possible, substitute primary resources with alternative materials;
- adopt the waste hierarchy of waste prevention, reuse of materials, recycling, co-processing and energy recovery to minimise waste disposal and maximise productivity;
- use water efficiently, recycle where possible and responsibly manage water discharges;
- develop products that contribute towards improved quality and sustainability in the built environment over their life cycle;
- develop rehabilitation and restoration plans that consider the needs and expectations of our stakeholders and, where feasible and relevant, work to protect ecosystems, biodiversity and habitats to maximise our contribution to nature conservation;
- engage with our operations' local communities and stakeholders and use local sourcing for products and services where practicable;
- maintain effective communications with our wider stakeholders, encourage dialogue and investigate, monitor and report on our environmental performance;
- comply with the requirements of ISO 14001, ISO 50001 and BES 6001 at applicable sites, and commit to implement ISO 14001 at all relevant newly acquired operational locations within 12 months of commencement of operations.

The Board of Breedon Group is responsible for:

- ensuring an overall environment policy is in place for the Group;
- overseeing the environmental performance of each division within the Group;
- the adequate provision of resources and management arrangements to ensure the effectiveness of the policy.

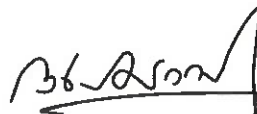
Each Business Director and Functional Head is responsible for:

- setting objectives that relate to the significant environmental aspects associated with the business and monitoring and reporting on their effectiveness through a programme of management review;
- ensuring that effective resources, arrangements, training and management controls to deliver these requirements are established and implemented across the operations of the business;
- ensuring implementation, communication and compliance with all Group and legal requirements at a local level.

It is the responsibility of everyone who works for the Company to:

- comply with this policy and its associated arrangements as an integral part of their day-to-day duties.

**We will bring this policy to the attention of our employees, supply chain partners and relevant interested parties, and review it at least annually to ensure it is appropriate for the business.**



**Rob Wood, Chief Executive Officer**  
April 2021



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# Health, Safety and Wellbeing

**POLICY STATEMENT**

APRIL 2021

# Health, Safety and Wellbeing Policy Statement

**We are committed to preventing injuries and work-related ill-health by achieving and maintaining the highest standards of health, safety and wellbeing, through continuous improvement and the promotion and sharing of good practice.**

## To support our commitment, we will:

- ensure that health, safety and wellbeing are core to our business and considered in all business decisions;
- conduct all our activities in a manner designed to eliminate hazards and reduce our health, safety and wellbeing risks;
- provide a safe and healthy working environment for colleagues, contractors and all persons who may be affected by our activities;
- comply with all applicable health, safety and wellbeing legislation, codes of practice and industry standards;
- comply with the requirements of ISO 45001, and commit to implement ISO 45001 at all relevant newly acquired operational locations within 12 months of commencement of operations;
- ensure that our independently assessed safety management system is continually improved to provide a solid framework for the ongoing management of risk;
- provide policies, procedures and suitable control measures for health, safety and wellbeing risks arising from our activities;
- set and review objectives and targets to achieve continual improvement in health, safety and wellbeing performance;
- provide regular training and coaching to ensure that our colleagues are competent and properly equipped to carry out their work safely;
- engage and consult with colleagues and business partners on health, safety and wellbeing matters and ensure participation and involvement in our health and safety management system;
- empower colleagues to challenge unsafe behaviour and conditions and stop work that is unsafe;
- report our health, safety and wellbeing performance, including the annual publication of our injury frequency rates as Group KPIs;
- support and enable employees to become more active in and around work, to make healthy lifestyle choices and to create a workplace environment that promotes the mental wellbeing of all employees.

## The Board of Breedon Group is responsible for:

- ensuring that an overall health, safety and wellbeing policy is in place for the Group;
- overseeing the health, safety and wellbeing performance of each division within the Group;
- the adequate provision of resources and management arrangements to ensure the effectiveness of the policy.

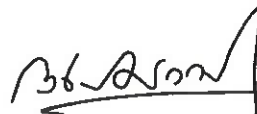
## Each Business Director and Functional Head is responsible for:

- setting objectives that relate to the significant health, safety and wellbeing aspects associated with the business and monitoring and reporting on their effectiveness through a programme of management review;
- ensuring that effective resources, arrangements, training and management controls to deliver these requirements are established and implemented across all operations of the business;
- reporting the health, safety and wellbeing performance of the company and ensuring compliance with and communication of all Group, legal and other requirements at a local level;
- demonstrating a visible commitment to health, safety and wellbeing, leading by example and actively engaging with their teams on this.

## It is the responsibility of everyone who works for the Company to:

- comply with this policy and its associated arrangements as an integral part of their day-to-day duties, never compromising on safety;
- report risks and take appropriate action to ensure the health, safety and wellbeing of themselves and others.

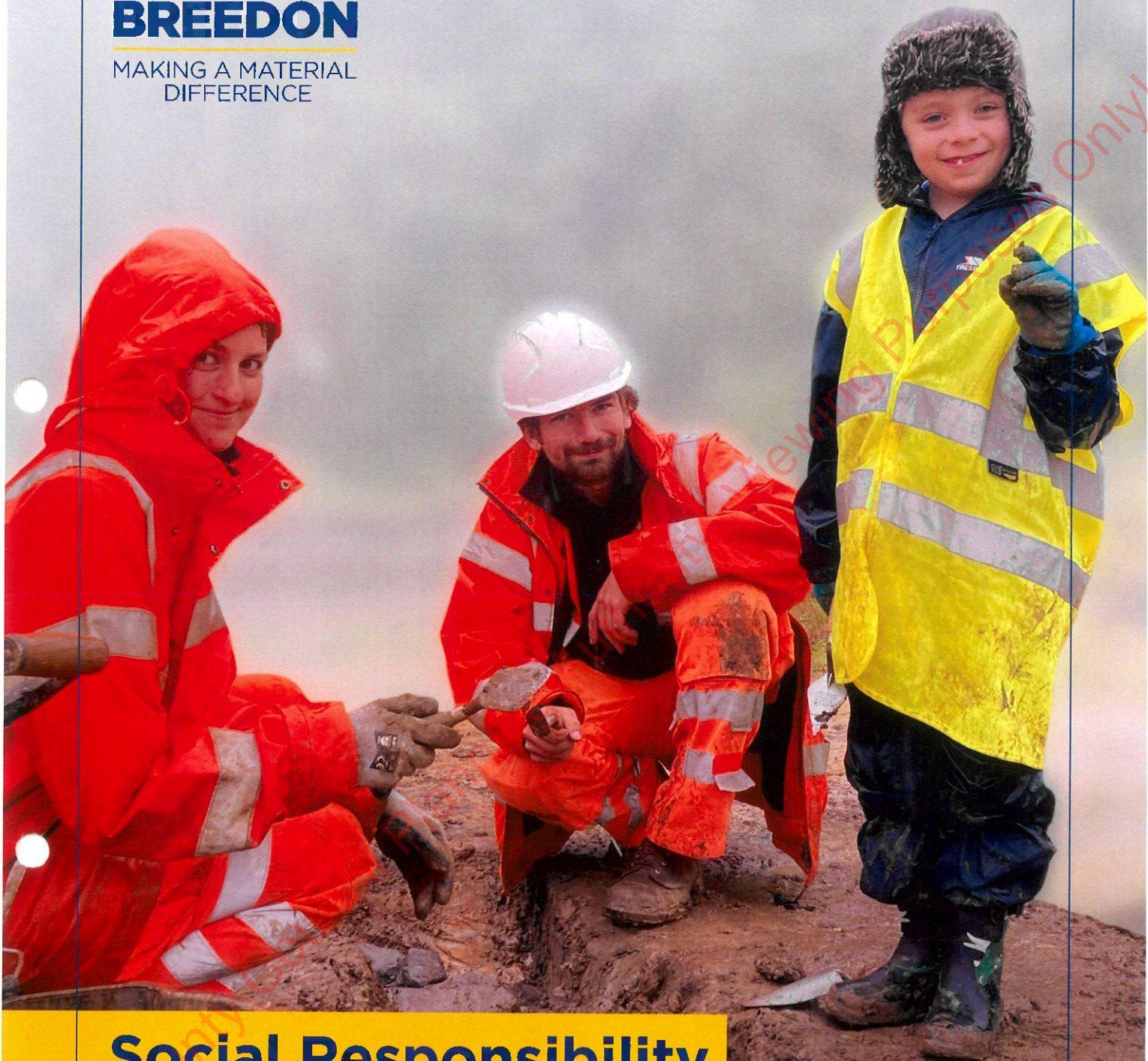
**We will bring this policy to the attention of our employees, supply chain partners and relevant interested parties, and review it at least annually to ensure it is appropriate for the business.**



**Rob Wood, Chief Executive Officer**  
April 2021



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# Social Responsibility

## POLICY STATEMENT

APRIL 2021

*Young volunteers experience  
an archaeological dig  
at Hope Cement*

# Social Responsibility Policy Statement

**We have a history of acting in a responsible and ethical manner, and of being actively and positively present in the communities where we operate. This statement reflects the commitment embedded in our core purpose that guides our business: To make a material difference to the lives of our colleagues, customers and communities.**

## To support our commitment, we will:

- comply with applicable legislation and regulations;
- maintain a comprehensive code of business conduct incorporating the principles of internationally proclaimed human rights;
- establish a systematic dialogue process with stakeholders;
- seek to minimise the impact of our activities on, whilst maximising their benefit to, the environment, our colleagues and local communities;
- endeavour to integrate social responsibility considerations into our business decisions;
- foster a fair culture within a respectful, supportive workplace, providing an environment in which colleagues can thrive;
- promote flexible work practices where appropriate to encourage a healthy work-life balance;
- provide our colleagues with new skills for the future and their own personal development;
- nurture a culture of success based on honesty and integrity;
- create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all colleagues are recognised and valued;
- promote and foster diversity through the principles of equal opportunity of employment and reward regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation;
- seek to create employment opportunities within the communities that we work in;
- contribute to the social and economic development of the communities in which we operate through community engagement and employee volunteering;
- develop community engagement plans in all relevant locations, to help us understand and address local concerns and take responsibility for the potential impact of our activities;
- apply fair competition law rules, ensuring our customers obtain the best products and services at a fair price;
- adopt a responsible sourcing approach which ensures that our businesses are equipped to deal with the challenges of implementing and managing a sustainable supply chain;
- procure goods and services locally where appropriate and practicable;

- provide our customers with adequate information about the functional, environmental and safety performances of our products;
- monitor issues material to our social performance, recognising ISO 26000 as a reference document, and publicly report on performance to ensure continual improvement.

## The Board of Breedon Group is responsible for:

- ensuring an overall social responsibility policy is in place for the Group;
- overseeing the social responsibility policy performance of each division within the Group;
- the adequate provision of resources and management arrangements to ensure the effectiveness of the policy.

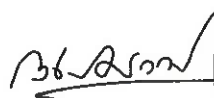
## Each Business Director and Functional Head is responsible for:

- setting objectives and targets that relate to the significant social responsibility associated with the business and monitoring and reporting on their effectiveness through a programme of management review;
- ensuring that effective resources, arrangements, training and management controls to deliver these objectives and targets are established and implemented across the operations of the business;
- ensuring implementation, communication and compliance with all Group, legal and regulatory requirements at a local level.

## It is the responsibility of everyone who works for the Company to:

- comply with this policy and its associated arrangements as an integral part of their day-to-day duties;
- identify and highlight potential opportunities to act in a responsible and ethical manner in our operations and to make a material difference to the lives of our colleagues, customers and communities.

**We will bring this policy to the attention of our colleagues, supply chain partners and relevant interested parties; and review it on an annual basis.**



**Rob Wood, Chief Executive Officer**  
April 2021

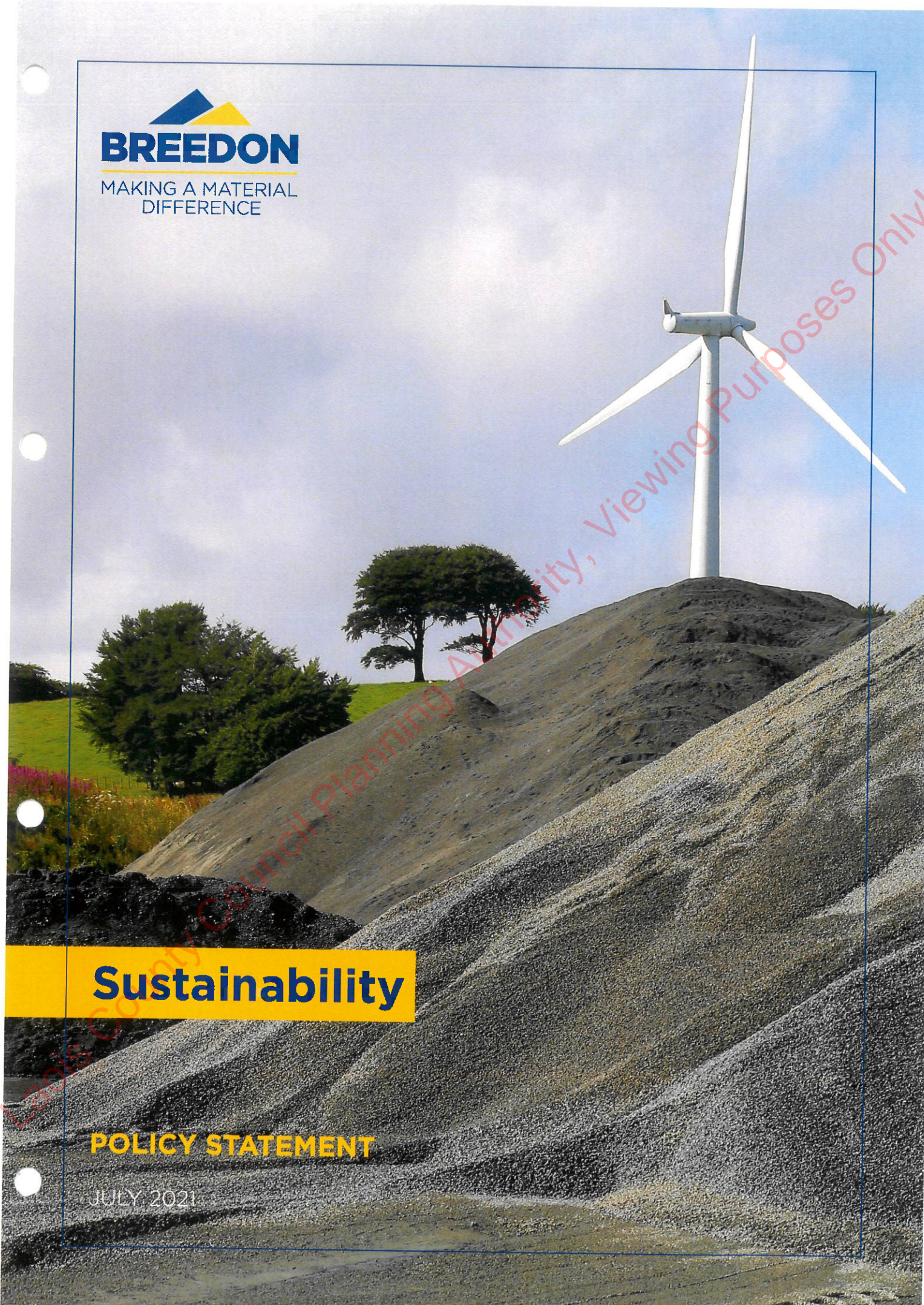


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# Sustainability

## POLICY STATEMENT

JULY 2021



# Sustainability Policy Statement

**Our commitment to sustainability is reflected in our purpose – to make a material difference to the lives of our colleagues, customers and communities – and this is embedded as a key part of our corporate strategy. We are committed to ensuring that our actions and decisions are sustainable, balancing the long-term economic, social and environmental impacts of our activities for the benefit of all our stakeholders.**

## To support our commitment, we will:

- comply with applicable legislation and regulations;
- identify our most material impacts and set relevant goals and targets to drive improvements;
- develop a culture of sustainability awareness and engagement with our colleagues, suppliers and customers;
- seek to improve sustainability-related data collection and granularity to ensure we monitor our performance and to enable transparent reporting and disclosure;
- communicate with our key stakeholders regularly, transparently and honestly.

## We focus our efforts on the issues that are of highest importance to Breedon and our stakeholders:

### Responsible business

- Keep our people safe and well, eliminate risk in the workplace and put plans in place to support occupational health and mental wellbeing;
- Provide quality assurance and demonstrate continuous improvement;
- Operate compliantly, transparently and with integrity, providing an anonymous mechanism to raise concerns;
- Ensure ethical operations and responsible sourcing through the accreditation of key sites to an appropriate responsible sourcing standard;
- Source locally wherever feasible and appropriate to do so;
- Adopt a systematic and integrated approach and comply where relevant with internationally recognised management systems and appropriate accreditation bodies;
- Maintain engagement with our customers, investors, colleagues, suppliers and other relevant stakeholders.

### Climate change, energy and carbon

- Reduce the level of carbon emissions and energy consumption, with a long-term carbon reduction goal to achieve net zero by 2050;
- Seek to reduce reliance on fossil fuels and introduce more sustainable energy substitutes into our business;
- Improve driver training and reduce fuel consumption in our transport fleets;
- Continue research, development and trial of technologies and solutions to achieve a reduction in emissions.

### Responsible resource use and the circular economy

- Maximise resource use in line with the waste hierarchy of waste prevention, reuse, recycling, coprocessing and energy recovery;
- Promote responsible resource use, increase the materials reused and/or recycled, and explore alternative raw materials at our cement plants;
- Minimise our impact on water resources by reducing mains water usage, promoting recycling and water efficient practices, and a responsible management of water discharges.

### Environment and nature

- Manage the environmental impacts of our operations, reducing emissions to air and water;
- Aim to protect and enhance biodiversity across all our operational sites through the development and implementation of well-designed biodiversity management plans and restoration plans.

### People and communities

- Develop and empower a diverse, talented workforce;
- Provide a positive impact on the communities in which we operate through actions such as implementing Good Neighbour plans at key sites, and colleague volunteering.

### Contributing to a sustainable built environment

- Increase transparency and disclosure of embodied product impacts to help guide our customers towards lower carbon, resource efficient products and solutions;
- Continue to collaborate and engage with our customers and suppliers to develop solutions that help customers mitigate impacts of climate change;
- Develop relationships with external bodies to research, develop and trial innovative products and services that improve our sustainability performance or enable resource efficient or low carbon sustainable construction solutions.

### The Board of Breedon Group is responsible for:

- setting the overall strategic direction and ensuring a Sustainability Policy is in place for the Group;
- overseeing adherence to the Sustainability Policy and ensuring each division within the Group demonstrates a positive contribution towards the Sustainability Policy aims and objectives;
- the adequate provision of resources and management arrangements to ensure the effectiveness of the policy;
- working towards external disclosure of the Group's Sustainability performance.

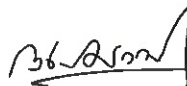
### Each Business Director and Functional Head is responsible for:

- setting objectives that relate to the Sustainability Policy aims associated with the business and monitoring and reporting on their effectiveness through a programme of management review;
- ensuring that effective resources, arrangements, training and management controls to deliver these requirements are established and implemented across the operations of the business;
- ensuring implementation, communication and compliance with all Group and legal requirements at a local level.

### It is the responsibility of everyone who works for the Company to:

- comply with this policy and its associated arrangements as an integral part of their day-to-day duties.

**We will bring this policy to the attention of our colleagues, supply chain partners and relevant interested parties; and review it on an annual basis.**



**Rob Wood, Chief Executive Officer**  
July 2021