

HEIDELBERG MATERIALS SUPPLIER CODE OF CONDUCT FOR CANADA & THE UNITED STATES

The business activities of Heidelberg Materials and the business activities of Heidelberg Materials are intended to influence the way in which the HM NAM employee or third party goes about his or her duties. Similarly, HM NAM will not offer or give such payments, services, gifts, entertainment or other advantages to any supplier which are intended to influence the way in which the supplier goes about his or her duties. This Supplier Code of Conduct applies to all suppliers dealing with HM NAM and is normally adopted as part of the contractual relationship between the supplier and the relevant HM NAM company. HM NAM values close and productive cooperation with its suppliers and will work with them to meet the standards set forth in this Supplier Code of Conduct.

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Principles and Rights at Work Branch of the International Labour Organization.

This Supplier Code of Conduct imposes these requirements on suppliers:

1. Working Conditions/Labor Relations

1.1 Suppliers must not use child labor in any stage of manufacturing or production.

1.2

2 All products and services will be delivered in compliance with applicable law and the environmental, quality, and safety terms specified in the contract, and will be safe for their intended use.

Business Ethics

1 Business will be conducted with integrity. There will be no payments, services, gifts, entertainment or other advantages offered or given to any HM NAM employee or third party