



SUSTAINABILITY REPORT 2015 HIGHLIGHTS

Visit our full report online at: www.sustainability-report.tarmac.com

OUR STRATEGY

Sustainability is about securing long-term success – not just for our business, but for our customers, our employees, and the communities within which we work. This means continually improving our environmental, social and economic performance over time.

To do this we need to consider the negative, as well as the many positive impacts of our business. This requires us to understand how the goods we buy are produced by our suppliers, our operations, how our raw materials and products are transported, how our products perform during the construction process and in use and what happens to them when they are no longer required. Only by adopting this whole life-cycle approach can we continually improve sustainability, continually rethink our business, products and services, and develop innovative ideas that allow our customers to create sustainable buildings and infrastructure.

During 2015 we have continued to drive sustainability forward supporting the delivery of CRH objectives that create value for our customers, communities and business in a sustainable and responsible way. Our sustainability performance plays an important role in helping Tarmac to win business and maintain strong relationships with our communities. Some of our key achievements are summarised here in this highlights document.



PEOPLE

Keeping people healthy and safe is of paramount importance to us. We recognise that our long-term success depends on our ability to attract and develop a talented and diverse workforce and build strong relationships with our communities.



ZERO HARM

We've made good progress with health and safety performance but we need to do much more to achieve our commitment to zero harm. During the year we achieved our target of implementing a certified OHSAS 18001 health and safety management system across all sites, relaunched our employee health management programme, gained full employee engagement during safety week and continued to focus on road safety with our contract hauliers.



AN EMPLOYER OF CHOICE

We want employees to feel positively engaged in our business, to understand their career and development opportunities and how they contribute to achieving business goals. We've launched a new campaign 'Make you mark' to attract new talent, continued with our graduate and apprenticeship programme and supported on the job learning through our Discovery Zone.



NET POSITIVE CONTRIBUTION TO OUR COMMUNITIES

We build trust and understanding through active involvement with local communities. In 2015 we introduced Community Involvement Action Plans and a new toolkit that provides local managers with advice on how to work most effectively with communities. We held 29 major community events and continued our work with young people through our schools programmes 'Solutions for the Planet' and our Forest School at Panshanger.



1.9

Total Recordable Case Frequency Rate



109

Graduate trainees and Apprentices recruited



3,500

Employee volunteer hours

PLANET

We've set demanding commitments to help tackle climate change, enhance environmental stewardship and use resources efficiently.



DESIGN CO₂ OUT OF OUR PRODUCTS AND SERVICES

We're helping customers create sustainable, low carbon buildings and infrastructure. In 2015 we achieved certification to ISO 50001 energy management standard across our business, continued to convert to lower carbon fuels, implemented energy efficiency programmes and invested in new efficient plant and equipment. This work helps to reduce CO₂ emissions and reduce cost.



NET POSITIVE BIODIVERSITY CONTRIBUTION

We aim to deliver a lasting legacy at our sites by providing a net positive contribution to biodiversity. In 2015 we introduced new ISO14001 environmental management system, worked closely with our local partners such as Wildlife Trusts and the RSPB and undertook award winning work through the pilot of the UK Government's Natural Capital Accounting Framework at our Mancetter quarry.



ACCELERATE THE TRANSITION TO A CIRCULAR ECONOMY

We design out waste from every stage of the product life-cycle and assist our customers in designing for durability and reuse. We use waste and secondary materials from other industries as raw material and fuel and are a net user of waste. We're also continuing to design products that last longer and can be reused or recycled more readily, such as the use of recycled asphalt to make new roads.



27%

CO₂ Reduction since 1990



MPA

MPA Special Award for Natural Capital accounting



8.2

million tonnes of waste and secondary materials used

PERFORMANCE

By ensuring we offer sustainable construction solutions and uphold the highest standards of governance and ethics, we can create the best value for our customers, employees, communities and shareholder.



CREATE SUSTAINABLE ECONOMIC VALUE

Creating economic value ensures the continued growth and profitability of our business, and allows us to invest in our employees, suppliers and product innovation. Construction activity in the UK showed strong growth trends in 2015 and this was reflected in sales volumes and price growth in all our major business lines. Lower input costs also contributed to a strong operating profit performance.



UPHOLD THE HIGHEST CORPORATE GOVERNANCE AND ETHICAL STANDARDS

We are dedicated to upholding the highest standards of governance and ethics. Our work in this area has been strengthened following acquisition by CRH plc. We've introduced a new Code of Business Conduct, a confidential employee 'speak up service' and developed anti-bribery and corruption training programmes.



BE RECOGNISED AS THE PREFERRED CHOICE FOR SUSTAINABLE CONSTRUCTION SOLUTIONS

It is important that our many stakeholders understand the contribution we make to a sustainable built environment. We have continued to talk to our customers about the whole life performance benefits of our products through the provision of Building Information Modelling (BIM) and Environmental Product Declarations (EPD).



CONTINUED BUSINESS INVESTMENT

New asphalt plant at Harper Lane and Readymix plant at Paddington



NEW

CRH Code of Business Conduct



TARMAC

New Branding

SOLUTIONS

We adopt a whole life approach to provide innovative construction solutions that support our customers' needs and contribute positively to the development of sustainable communities



RESPONSIBLY PROCURE ALL GOODS AND SERVICES

We aim to procure all our goods and services responsibly and ensure our products are certified as responsibly sourced to meet the needs of our customers. We have continued to embed the principles of BS 8903, the standard for responsible procurement and work with our suppliers to improve the performance of the products they supply. In partnership with one of our key customers, we also held our first sustainable supply chain day attracting 148 suppliers.



DEVELOP NEXT GENERATION SUSTAINABLE SOLUTIONS

We focus on innovation and quality to develop new sustainable solutions. Working with a network of University partners and centres of research excellence, 2015 saw the start of research projects on disruptive technologies, 3D concrete printing and carbon capture technology. We've also supported customers through the development of innovative packaging helping to improve product performance, ease of use and reduce wastage.



ENABLE CUSTOMERS TO USE INNOVATIVE SOLUTIONS TO CREATE A SUSTAINABLE BUILT ENVIRONMENT

We are supporting customers to adopt whole life construction solutions that deliver a positive contribution to the built environment. We've achieved this through the development of sustainable solution guides, helped to reduce the carbon footprint of major construction projects and achieved industry recognition for innovation with Utilow our low temperature asphalt.



All Products

Certified as responsibly sourced to BES 6001

ePOD

New ePOD system

New electronic point of delivery system piloted



ULTILOW A WINNER

Product of the year.

Sustainability is a cornerstone of managing the long term future of our business, and plays a fundamental role in shaping our growth strategy. It also underpins our Group vision of being the world's leading building materials company.



We welcome your feedback. If you have any comments or questions, please get in touch: sustainability@tarmac.com



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