



ETHICAL & CORPORATE RESPONSIBILITY POLICY

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Beton Bauen Ltd insists on the highest ethical standards in conducting its business. Doing the right thing and acting with integrity are the two driving forces behind our business. When faced with ethical issues, employees are expected to make the right professional decision consistent with Beton Bauen Ltd's principles and standards.

Beton Bauen Ltd is committed to making a positive contribution in the sector that we serve. We connect with customers, businesses, organisations and communities. Our objective is to ensure a sound and sustainable Universal Service and generate sustainable shareholder value. This Corporate Responsibility Policy provides the framework within which we responsibly manage our relationships with, and impacts on, our people, communities, customers and environment. We are committed to driving responsible behaviours throughout our organisation by setting clear goals for improvement.

We are committed to:

- ▶ Delivering economic and social benefit to the communities we serve
- ▶ Driving colleague advocacy of the Group and its community role
- ▶ Operating with integrity
- ▶ Managing the environmental impacts of our business operations
- ▶ Delivering our transformation responsibly
- ▶ Communicating our management of corporate responsibility openly and transparently

Our Business Standards sets out the standards and values that we expect from our people: following the law, acting honourably and treating others with respect. We commit to obeying the laws, rules and regulations of every country in which we operate. In addition, we act in accordance with the UN Guiding Principles on Business and Human Rights. We respect and support the 30 Articles of the United Nations Universal Declaration of Human Rights as well as the International Labour Organisation (ILO) Fundamental Conventions, covering freedom of association, the abolition, elimination of all forms of forced and compulsory labour, the abolition of child labour, and the elimination of discrimination in the workplace. We welcome the introduction of the UK Government's Modern Slavery Act.

We are committed to playing our part in helping to prevent any incidence of modern slavery or human trafficking in our business and supply chain. We are proud to be a responsible employer and promote good labour standards for our industry. We have employment policies covering key issues like health and safety, reward (remuneration) and working hours.

Signed:



Position: Managing Director

Date: 05/01/2026