**MODERN SLAVERY STATEMENT**

**MODERN SLAVERY STATEMENT OF NORTHSTONE (NI) LIMITED**

**INTRODUCTION**

Northstone (NI) Limited is a wholly owned subsidiary of CRH plc, a leading diversified internatural building materials group, employing almost 100,000 people in 31 countries across the world.

As a CRH company, Northstone (NI) Limited is committed to doing business in a sustainable, responsible and ethical manner with its customers, suppliers, business partners, local governments and communities, shareholders and employees alike. We build lasting relationships based on trust and underpinned by the core values of integrity, honesty and respect for the law.

**ABOUT CRH**

CRH has a long standing commitment to human and labour rights and insofar as they are applicable to CRH companies, it supports the principles set out in the articles of the United Nations’ Universal Declaration of Human Rights and the International Labour Organisation’s Core Labour Principles.

CRH believes that slavery in all its forms (slavery, servitude, forced or compulsory labour, human trafficking and exploitation) is abhorrent and that all CRH companies have a responsibility to ensure it does not occur in their sphere of influence. The CRH Code of Business Conduct (COBC) specifically refers to the prohibition of Forced Labour.

**IMPLEMENTING ROBUST POLICIES**

All CRH companies implement a COBC which sets out policies, guidelines, training, monitoring and review mechanisms to uphold CRH’s principles to abide by good business practices and standards. Company Managing Directors are responsible for the implementation of CRH core principles and policies.

The CRH Social Policy is applied rigorously across all Group companies and requires the following:-

* **Compliance** as a minimum with all applicable legislation and continuously improve our social stewardship, aiming at all times to meet or exceed industry best practice.
* **Prohibiting** forced, compulsory or child labour.
* **Managing** our business in a fair and equitable manner, meeting all our social responsibilities as both a direct and indirect employer.
* **Applying** the principle of equal opportunity, valuing diversity regardless of age, gender, disability, creed, ethnic origin or sexual orientation, while insisting that merit is the ultimate basis for recruitment and selection decisions.
* **Supporting** freedom of association and recognise the right to collective bargaining.
* **Ensuring** that we deal responsibly with our suppliers and customers in accordance with the COBC and proper business practice.

CRH also implements a Supplier Code of Conduct which outlines the CRH principles on ethical procurement. The Code sets out the human rights and labour standards, practices and related procedures that CRH expects of suppliers with which it does business, both directly and indirectly.

**UNDERSTANDING RISK**

95% of CRH employees are in the US, EU, Canada or Switzerland.

The CRH Enterprise Risk Management Framework provides a basis for CRH to assess and manage risks associated with business and strategic decisions, including all aspects of sustainability and corporate social responsibility, human rights and labour rights. In addition, CRH conducts an annual review of social performance in all its operations and human and labour rights are a focus of this review.

CRH has determined the greatest risk area for modern slavery to occur is within its supply chain and the Group’s actions are therefore focused on this area.

CRH assesses supply chain risk at a commodity level against a set of 15 different sustainability criteria that are tailored to its business and in accordance with its Supplier Code of Conduct. A commodity heat map is utilised, which identifies both a risk profile and an opportunity assessment to understand and leverage areas where improvements can be made. By managing risk and opportunity at a commodity level, CRH is able to obtain a greater insight into its supply chain and ensure that the required improvements are integrated into commodity strategy plans and procurement decisions.

CRH actively addresses any risk identified within its own operations and also implements policies, such as the CRH Social Policy. The employment policies of all CRH subsidiaries require that these policies are embedded within its business. In general there is a low risk of modern slavery connected with direct employees because CRH operates mainly in countries where employment legislation incorporates the relevant international accords and conventions and local employment policies, processes and controls ensure that such risks are negligible.

**ASSURING STANDARDS**

CRH completes an annual Social Review which tracks compliance with CRH’s policies regarding human and labour rights. In addition, CRH carries out an annual compliance certification process which requires the Managing Director of each operating company, globally to confirm implementation and compliance with CRH’s Code fo Business Conduct and its underlying policies. The positive results of these review exercises support the fact that CRH takes its responsibilities in these areas very seriously and that its policies are embedded within its operations.

Human and labour rights are of particular concern to CRH when entering emerging economies. For this reason, acquisition due diligence covers human rights and other corporate social responsibility issues. CRH also conducts a high level human rights risk assessment, which takes into account countries of operation and vulnerability.

CRH has developed a number of assurance processes for supplier performance and compliance with the CRH Supplier Code of Conduct within its business structures. CRH verifies and ensures that relevant suppliers identified in the Supplier Code of Conduct as potentially high risk, by way of a questionnaire, operate to CRH’s ethical standards. A declaration of adherence to the Supplier Code of Conduct and its principles is required when entering into a contract with CRH.

CRH also has a due diligence process to ensure conflict minerals are absent from its supply chain.

**DEVELOPING AWARENESS**

All relevant CRH employees are trained on the Code of Business Conduct and the CRH Social Policy. In the current training cycle, some 23,500 employees completed this training. CRH has also delivered a series of modern slavery training sessions to the procurement teams as well as customers, suppliers and stakeholder groups. This raises awareness and knowledge of the international legislation banning modern slavery, not just within CRH, but also in the wider industry.

**ENABLING A CULTURE OF OPENNESS**

CRH encourages colleagues and partners within its supply chain to raise any suspicions they may have that slavery, in any form, may be taking place in any part of the business by way of a 24/7 multi-lingual confidential “Hotline” facility to allow reporting of issues, including possible human rights violations and infringements of labour standards. Every report is investigated thoroughly with appropriate actions taken based on investigation findings.

**CONCLUSION**

CRH is committed to taking all necessary steps needed to ensure, in as much as possible, that slavery in any form does not take place within its sphere of influence. CRH implements its Supplier Code of Conduct and Social Policy to address any issues identified. CRH also has processes in place to assure standards, understand risks, develop awareness and enable a culture of openness.

CRH will use this annual voluntary Policy Statement to demonstrate progress and to drive continuous improvement in the associated processes. For further information please see [www.crh.com](http://www.crh.com)



Director January 2022