

# SpeakUp!

[heidelbergmaterials.com](https://heidelbergmaterials.com)

With SpeakUp, you have the ability to report potential violations of laws, corporate policies and values – such as human rights – 24 hours a day, 7 days a week. The SpeakUp platform is operated for Heidelberg Materials by a service provider that guarantees complete anonymity on request. You can submit reports either online via the internet/app or by telephone. All messages are kept strictly confidential.

**If something is not right within the company, let us know!**

We recommend the following order of reporting your concerns:

**1. Talk to your supervisor, or their supervisor.**

This is the easiest and quickest way to solve an issue.

**2. Contact the Compliance Department,**

if you don't feel comfortable to raise the topic directly with your supervisor.

**3. Use SpeakUp,**

if you prefer to submit your concerns through the system or if you wish to remain completely anonymous.

**Internet:** <https://heidelbergmaterials.speakup.report/speakup>

**Toll-free phone number:** 800-2100645

**Access code:** 107810

Please note that SpeakUp is not suitable for emergencies that require an immediate response, such as reporting a burglary on company premises or if a colleague is injured. In these cases, call the usual emergency numbers.

For more information on SpeakUp, please contact the Compliance Department.

