



Regulatory, Compliance & Ethics Hotline

At CRH we all agree that **“there is never a good business reason to do the wrong thing”**.
So, if you see, hear or suspect something illegal, unethical or unsafe

“Speak Up!”

Examples of the types of Concerns to Report:

- Creation or ignoring safety or environmental hazards
- Actual, attempted or alleged theft or fraud
- Bribery or any form of corruption
- Anti-trust or competition law activity
- Conflicts of interest
- Accounting or auditing practices
- Whether an offence has been/is being committed
- Human rights violations
- Failure to abide by a legal obligation
- Disclosure of proprietary information
- Misuse of assets
- Improper dealings with customers or vendors
- Use or sale of alcohol and/or drugs
- Any violations of the law
- Information showing any of the above has been/is being destroyed.

There are a number of ways you can report your concerns:

- Talk to your line manager or a member of your management team
- Contact a member of the Regulatory, Compliance & Ethics Team (contact details are on the CRH website)
- Call any of the other resources available to you as set out in our Code of Business Conduct

If you prefer, you may also report your concerns confidentially, in your own language and at any time, by contacting the hotline:



Online at:

www.crhhotline.com

Or



Call the number:

0800 390 0091

Our hotline allows employees to confidentially ask questions or report concerns without fear of retaliation. After you complete your report, you will be assigned a unique number code called a ‘Report Key’ either by the operator or automatically online. Write down your Report Key and password and keep them in a safe place. You will need them to check your report for any feedback or questions.

The hotline should not be used for routine personnel issues that are much better managed by your local HR Department.

