



Canada Region

**Lehigh Hanson**  
HEIDELBERGCEMENT Group

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## Working Together To Build Our Communities®

Building communities takes more than just planning, engineering and construction. What happens within a community is as important as how it is built. Lehigh Hanson Canada Region and affiliated companies work diligently to fulfill our vision of Working Together To Build Our Communities® by supporting initiatives in our local communities and focusing on Community, Arts and Education, Environment, and Health and Safety.

### Areas of Focus

This policy is intended to promote and enhance the company's vision within local communities while fully supporting the Canada Region strategic plan.

Lehigh Hanson Canada Region acts as a positive corporate citizen in the communities where we operate. We focus on four areas of community investment initiatives. These areas are based on our industry, the local areas where we do business, and the responsibilities we have committed to uphold, as well as the overwhelming need for community support.

**Community** – by supporting local community activities, services and programs.

**Arts and Education** – by participating in school-business partnerships and fundraising initiatives, as well as by providing scholarships and bursaries for university and college programs; by supporting local community and cultural art initiatives, and artist development.

**Environment** – by supporting environmental research or education and providing support to programs that encourage partnerships with environmental groups.

**Health and Safety** – by supporting organizations that promote the safety and wellbeing of individuals and families, and building healthy communities.

Lehigh Hanson Canada Region's employees have insight into the most pressing needs in our communities. Lehigh Hanson Canada Region incentivizes our employees' involvement with community, and the initiatives that they consider to be most important, both personally and to the company.

## Types of Investments

Community Investment can be made in any of the following forms:

### Corporate Support

Corporate support can be provided to the community as either monetary or in-kind (product) contributions.

#### Monetary

- Corporate Grant – a cash donation which should generate a tax deductible receipt.
- Corporate Sponsorship – donations made in exchange for corporate recognition.
- Fundraising Initiatives - involvement in an event that includes the purchase of items to support fundraisers.
- Scholarships - funds given to assist students with post-secondary education.

#### In-kind

- Gift-in-kind – any donation of Lehigh Hanson product or discount on a product to community projects and initiatives.

### Employee Support

Lehigh Hanson Canada Region recognizes our employees' contributions to community, and their ability to facilitate good will in our areas of operation on behalf of the company. To encourage this behavior, Lehigh Hanson Canada Region supports employee giving and volunteering.

#### Giving

- Employees are encouraged to make financial contributions for the benefit of the local community.

#### Volunteering

- Employees are encouraged to invest their time for the benefit of the local community.

## Corporate Support

### Eligible Groups

We consider requests for donations from organizations that meet the following criteria:

- Based at locations where Lehigh Hanson Canada Region conducts business.
- Complement the company's interests and values in accordance to HeidelbergCement Group's values.
- Support one of the Canada Region's four areas of focus (Community, Arts and Education, Environment, and Health and Safety).
- Not-for-profit organization; CRA (Canada) and IRS (US) registered charities only.
- Fill a recognized need and benefit the community at large.
- Promote positive awareness and goodwill for the company.
- Have not already received a contribution from any of the Lehigh Hanson Canada Region and affiliated companies in the current calendar year.

### Ineligible Groups

We do not consider requests from organizations based on the following criteria:

- For-profit organizations.
- Requests to support religious ventures.
- Professional marketing groups acting on behalf of charitable organizations.
- Seeking funding for activities that promote gambling.
- Discriminate on the basis of race, religion, gender or sexual orientation.
- Requests for political donations.

## Employee Support

Supporting our employees in their giving and volunteer efforts can deepen Lehigh Hanson Canada Region's connection to our local communities.

Lehigh Hanson Canada Region recognizes that some employees have money to give, and others have time. Employee Support incentives can be accessed through matched giving, volunteering, or a combination of the two.

### Giving

To promote positive awareness and good will for the company, Lehigh Hanson Canada Region will match employee donations to company supported initiatives and non-profit organizations that are identified annually.

Eligibility guidelines follow corporate granting requirements (pg. 5).

### Volunteering

To promote positive awareness and good will for the company, Lehigh Hanson Canada Region will provide a maximum of \$200 per employee per year to registered charitable and non-profit organizations for employee community involvement and volunteer efforts.

Contributions require the approval of the local management and the Community Investment Team. Requests should be consistent with the eligibility criteria.

Eligibility guidelines follow corporate granting requirements (pg. 5).