




Responsible Management

Sustainability strategy and fields of action

At HeidelbergCement, sustainable management means pursuing revenue opportunities while never losing sight of the future health of our business.

We always weigh the **social and environmental impacts** of our activities. Our sense of responsibility to people and the environment is not just motivated by ethical concerns, however – it is also good for our bottom line.

The [Sustainability Commitments 2030](#) set forth the most important fields of activity of our company. They define the key topics and core principles of the future sustainability strategy at HeidelbergCement.

Find out more

 [Sustainability Commitments 2030](#) (PDF, 760.01 KB)

Sustainability Strategy

[Responsible Management](#)

[Sustainability Commitments 2030](#)

[Sustainability Report](#)

[Ratings + Rankings](#)

[Sustainability Newsletter](#)



Our Sustainability Commitments 2030 apply Group-wide to more than 3,000 locations in over 50 countries.

Principles and Guidelines

HeidelbergCement's globalization process – characterized by rapid growth and geographical expansion – has required the integration of many different cultures. Being successful as one Group requires the sharing of common values. In our Corporate Mission, the company's culture and our fundamental values are laid down in general. Group-wide **leadership principles** build the foundation of a common management culture.

Our company's ambition for operational excellence and a prime position among the best in our industry needs a solid foundation of commitment to lawful and ethical conduct. Therefore, the **Code of Business Conduct** describes our values of high ethical and legal standards for all our business activities from strategic planning to day-to-day procedures in all countries in which we operate.

Moreover, HeidelbergCement commits to its responsibility to respect human rights. This commitment is summarized in the HeidelbergCement **Human Rights Position**.

In all countries in which we are active, we comply with the applicable laws and regulations as the legal basis of our business activity. As a globally active company, we are moreover committed to global values and standards. We are committed to the principles of the following internationally recognized standards:

- ▣ The Universal Declaration of Human Rights
- ▣ The eight core labour standards of the International Labour Organization (ILO)
- ▣ The OECD Guidelines for Multinational Enterprises
- ▣ The United Nations Guiding Principles for Business and Human Rights ("Protect, Respect and Remedy"-Framework)

We expect our employees and business partners to comply with the key guidelines and recommendations.

Find out more

[Code of Business Conduct](#) (PDF, 401.16 KB)

[Leadership Principles](#) (PDF, 1.62 MB)

[Human Rights Position](#) (PDF, 221.57 KB)

Corporate Governance

The **management and supervisory structures** at HeidelbergCement comply with the regulations under the German Stock Company Act, the company's Articles of Association, the procedural rules of the Managing Board and Supervisory Board, and – with a few exceptions (see statement of compliance) – the German Corporate Governance Code (GCGC).

Further information on Corporate Governance

Taking Stakeholder Expectations into Account

We know that we can only be successful as a company if we maintain cordial and cooperative relationships with the various stakeholders in society who are affected by our business operations on the local, national, and international levels. That's why we place great value on open communication that directly addresses problems, as well as on maintaining a constructive dialogue with all the relevant stakeholder groups.

The expectations of our external and internal stakeholders play a key role in the development of our sustainability strategy. We identify these expectations systematically through a materiality analysis and incorporate them into our plans for the further development of our sustainability strategy.

Worldwide HeidelbergCement is a member of cross-sector as well as industry-specific associations that represent their members' interests through a continual dialogue with governments, businesses, and the general public. The associated cooperative partnerships focus on challenges that are specific to individual countries and to the cement industry with regard to raw materials security, environmental protection, energy conservation, health and occupational safety, and compliance.

Memberships HeidelbergCement Group

- ▣ [United Nations Global Compact](#)
- ▣ [GCCA \(Global Cement and Concrete Association\)](#)
- ▣ [econsense - Forum Nachhaltige Entwicklung der Deutschen Wirtschaft e.V.](#)
- ▣ [CEMBUREAU \(The European Cement Association\)](#)
- ▣ [UEPG \(European Aggregates Association\)](#)
- ▣ [ERMCO \(European Ready Mixed Concrete Organisation\)](#)
- ▣ [EUCOPRO \(European Association for Co-processing\)](#)

- [ECRA \(European Cement Research Academy\)](#)
- [CEPS \(Centre for European Policy Studies\)](#)
- [Nanocem](#)
- ["Biodiversity in Good Company" Initiative e.V.](#)