Safety, Health, Environment & Quality Integrated Management Systems Policy

Ibstock
At the heart of building

Ibstock Plc design and manufacture a diverse range of building products and solutions, operating from multiple UK site locations.

MANAGEMENT SYSTEMS POLICY & SCOPE

Our commitment to the continual improvement of health, safety, quality, environment, energy, carbon reduction and responsible sourcing for all stakeholders is central to how we operate our business. Our Environment, Social, and Governance (ESG) 2030 Strategy, guides our management system approach against three core pillars to improve lives, address climate change and manufacture materials for life. All underpinned by a structured governance approach.

As CEO, I am ultimately accountable for health, safety, quality and environment across the business and ensure effective arrangements, compliance to legislation, targets and reviews are in place. Implementation responsibility is clearly articulated, monitored and maintained across the divisional management team, coupled with clear, open and consistent communication to drive personal accountability at all levels of the business.

WE WILL improve lives HEALTH SAFETY & WELLBEING

Our people and partners are our greatest asset. The **leaders** of the business recognise their responsibility and accountability for the Health and Welfare of employees. We commit to prevent occupational injuries and ill health by actively communicating and involving employees in the provision and development of our **workplace environment & equipment**, **systems & procedures**, including a specific focus on mental **health and wellbeing**. Eliminating hazards and **risk management** through a zero harm philosophy is the basis of this commitment. We will ensure that any employee or contractor is suitably **trained and competent** in their role to achieve their own and business goal.

WE WILL address climate change ENVIRONMENT & ENERGY

Our products, processes and materials are designed and manufactured with sustainability and energy efficiency as a priority. Our equipment standards are continually under review to ensure we procure the lowest carbon impact when purchasing new or refurbishing existing equipment. We monitor environmental impact and continually seek opportunities to improve energy efficiency, by investment and adopting new technologies and minimising resource use.

Environmental considerations are a fundamental part of our business decision making and focus. We regularly monitor our sustainability performance and annually publish a sustainability report detailing our short term progress and longer-term commitment, as we progress our journey to reduce our scope 1 and scope 2 CO2 emissions by 40 %*, become a net zero operation by 2040, to reduce our mains water use by 25 % per tonne of production*, and to achieve biodiversity net gain across our estate. (*against a 2019 baseline)

WE WILL do business responsibly LEADERSHIP & COMPLIANCE

Our management system approach and procedures form the central framework for the operation, risk management and continual improvement of our business. The system supports compliance with all legal, corporate and regulatory requirements. We collate and review performance data to support the setting of objectives, targets and drive improvement. Our workplace environment, equipment and arrangements are optimised to support business goals, which includes supporting the health and welfare of employees whilst ensuring we minimise energy use and deliver ambitious embodied carbon reduction targets.

WE WILL manufacture materials for life QUALITY

The quality of our products and service to customers is at the heart of what we do. We continue to drive quality and the continuous improvement of our products, processes and systems through our Management and Production Systems and reinforcing us as a leading industry organisation with the implementation of the Ibstock Safe Reliable Production System. Ibstock Safe Reliable Production System will further enhance our core commitments and continual improvement. We ensure compliance to all applicable product, customer and legal obligations.

Commitment to the protection of the environment and the prevention of pollution are amongst the first steps in this compliance, along with health and safety

Joe Hudson

CEO – Ibstock Plc

January 2026

Underpinned by values of TEAMWORK | TRUST | CARE | COURAGE