

G3.1 Content Index			
Application Level		B	
STANDARD DISCLOSURES PART I: Profile Disclosures			
1. Strategy and Analysis			
Profile Disclosure	Description	Reported	Cross-reference/Direct answer
1.1	Statement from the most senior decision-maker of the organization.	Fully	Introduction
1.2	Description of key impacts, risks, and opportunities.		
2. Organizational Profile			
Profile Disclosure	Description	Reported	Cross-reference/Direct answer
2.1	Name of the organization.	Fully	Hanson UK
2.2	Primary brands, products, and/or services.	Fully	Our products section
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	Our business section
2.4	Location of organization's headquarters.	Fully	Hanson UK, Hanson House, 14 Castle Hill, Maidenhead, SL6 4JJ
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Fully	Our business section
2.6	Nature of ownership and legal form.	Fully	Hanson UK comprises Hanson Quarry Products Europe Limited (registered no. 300002), Hanson Packed Products Limited (026306), Hanson Aggregates Marine Limited (485700), Hanson Marine Limited (545217), Castle Cement Limited (2182762), Civil and Marine Limited (2301423) Structherm Limited (1635024) and Irvine-Whitlock Limited (870262). All are incorporated in England and Wales with registered office Hanson House, 14 Castle Hill, Maidenhead SL6 4JJ and all are members of the HeidelbergCement Group AG. Sitz der Gesellschaft: Heidelberg. Registergericht: Mannheim, HRB 330082
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully	Our business section
2.8	Scale of the reporting organization.	Fully	Our business section
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	Our business section
2.10	Awards received in the reporting period.	Fully	Awards section
3. Report Parameters			
Profile Disclosure	Description	Reported	Cross-reference/Direct answer
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Fully	Calendar Year
3.2	Date of most recent previous report (if any).	Fully	2014
3.3	Reporting cycle (annual, biennial, etc.)	Fully	Annual
3.4	Contact point for questions regarding the report or its contents.	Fully	enquiries@hanson.com
3.5	Process for defining report content.	Fully	Our strategy section
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Fully	Scope of the report section
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	Only subsidiaries owned at 31st December 2014 are included
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	Fully	All operations where Hanson have management control are included
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.		
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Fully	Restatements are identified under data tables
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully	Scope of the report section
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	Scope of the report section
3.13	Policy and current practice with regard to seeking external assurance for the report.		
4. Governance, Commitments, and Engagement			
Profile Disclosure	Description	Reported	Cross-reference/Direct answer
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Fully	Our business section
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	Corporate governance section
4.3	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	Fully	Not applicable
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	Annual General Meeting (shareholders) National Works Councils (employees)
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).		
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.		
4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.		
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.		
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.		
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.		
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.		
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.		
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.		
4.14	List of stakeholder groups engaged by the organization.	Fully	People section
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	Analysis of interfaces with customers, suppliers, neighbours regulators and the environment.
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.		
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.		

DMA EC	Disclosure on Management Approach EC	Goals	Policy	Organisational Responsibility	Training	Monitoring
Aspects	Economic performance	Maintain and improve profitability of business		Hanson UK Finance Director		
	Market presence	Maintain and extend market presence of business		Hanson UK Finance Director		
	Indirect economic impacts			Hanson UK Finance Director		
DMA EN	Disclosure on Management Approach EN					
Aspects	Materials	Increase use of Cement Replacement in Concrete to 45% by 2020	Hanson UK Sustainability Policy	Head of Sustainability and Marketing	Yes	Yes
	Energy	10% reduction in Carbon Emissions 2010-2020	Hanson UK Sustainability Policy	Head of Sustainability and Marketing	Yes	Yes
	Water	25% Reduction in Mains Water use 2010-2020	Hanson UK Sustainability Policy	Head of Sustainability and Marketing	Yes	Yes
	Biodiversity	Establish, publish and implement Biodiversity Action plans and publish performance results for all operational quarries.	Hanson UK Sustainability Policy	Head of Sustainability and Marketing	Yes	Yes
	Emissions, effluents and waste	85% Reduction in waste to landfill 2010-2020	Hanson UK Sustainability Policy	Head of Sustainability and Marketing	Yes	Yes
	Products and services		Hanson UK Sustainability Policy	Head of Sustainability and Marketing		
	Compliance	100% Compliance with legislation	Hanson UK Sustainability Policy	Head of Sustainability and Marketing	Yes	Yes
	Transport	Reduce transport emissions by 5% per tonne delivered 2010-2020	Hanson UK Sustainability Policy	Head of Sustainability and Marketing	Yes	Yes
	Overall			Head of Sustainability and Marketing		
DMA LA	Disclosure on Management Approach LA					
Aspects	Employment	To attract, motivate and retain the best employees	Hanson UK Sustainability Policy	HR Director		
	Labor/management relations	To maintain good relations with employees and trade unions	Hanson UK Sustainability Policy	HR Director		
	Occupational health and safety	13% Year on year reduction in lost time injuries	Hanson UK Sustainability Policy	Head of Sustainability and Marketing	Yes	Yes
	Training and education	Meet the Requirements of the MPA Safer by Competence Program	Hanson UK Sustainability Policy	HR Director		
	Diversity and equal opportunity	Employment profile representative of society by local area – implement revised equality policy	Hanson UK Recruitment Policy	HR Director		
DMA HR	Disclosure on Management Approach HR					
Aspects	Investment and procurement practices		HC Supplier Code of Conduct	HansonUK Procurement Director		
	Non-discrimination		HC Supplier Code of Conduct	HansonUK Procurement Director		
	Freedom of association and collective bargaining		HC Supplier Code of Conduct	HansonUK Procurement Director		
	Child labor		HC Supplier Code of Conduct	HansonUK Procurement Director		
	Forced and compulsory labor		HC Supplier Code of Conduct	HansonUK Procurement Director		
	Security practices		HC Supplier Code of Conduct	HansonUK Procurement Director		
	Indigenous rights		HC Supplier Code of Conduct	HansonUK Procurement Director		
DMA SO	Disclosure on Management Approach SO					
Aspects	Community	Organise two Annual Stakeholder Events	Hanson UK Sustainability Policy	Head of Sustainability and Marketing		
	Corruption	Compliance with applicable legislation through market leading compliance programme	HC Code of Conduct	Head of Legal	Yes	Yes
	Public policy		HC Code of Conduct	Head of Legal		
	Anti-competitive behavior	Compliance with applicable legislation through market leading compliance programme	HC Code of Conduct	Head of Legal	Yes	Yes
	Compliance		HC Code of Conduct	Head of Legal		
DMA PR	Disclosure on Management Approach PR					
Aspects	Customer health and safety			Head of Technical Services		
	Product and service labelling	Maintain CE marking for all products covered by a harmonised product standard	Hanson UK Sustainability Policy	Head of Technical Services		
	Marketing communications			Head of Sustainability and Marketing		
	Customer privacy			Head of Sustainability and Marketing		
	Compliance			Head of Sustainability and Marketing		

STANDARD DISCLOSURES PART III: Performance Indicators			
Economic			
Indicator	Description	Reported	Cross-reference/Direct answer
Economic performance			
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Fully	Our business section
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.		
EC3	Coverage of the organization's defined benefit plan obligations.	Fully	Our retirement plans are based on money-purchase or defined contribution schemes. The company contribution is linked to the level of employee contribution up to a maximum of 13 and 6 per cent respectively. Employees who were not already members of the scheme were enrolled automatically at the end of July 2013 in line with government legislation. Auto-enrolled members pay just under one per cent of their pay with a similar contribution from the company. A number of defined benefit plans exist, but are closed to both new members and to further accruals from existing members. The liabilities for these various schemes are covered by annual contributions from the company as agreed with the fund trustees.
EC4	Significant financial assistance received from government.	Fully	We received no significant financial assistance from government.
Market presence			
EC5	wage at significant locations of operation.		
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.		
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.		
Indirect economic impacts			
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.		
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.		
Environmental			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
Materials			
EN1	Materials used by weight or volume.		
EN2	Percentage of materials used that are recycled input materials.	Fully	Waste and raw materials section
Energy			
EN3	Direct energy consumption by primary energy source.	Fully	Carbon section
EN4	Indirect energy consumption by primary source.		
EN5	Energy saved due to conservation and efficiency improvements.		
EN6	services, and reductions in energy requirements as a result of these initiatives.		
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.		
Water			
EN8	Total water withdrawal by source.	Fully	Water and biodiversity section
EN9	Water sources significantly affected by withdrawal of water.		
EN10	Percentage and total volume of water recycled and reused.		
Biodiversity			
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.		
EN12	in protected areas and areas of high biodiversity value outside protected areas.		
EN13	Habitats protected or restored.		
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.		
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.		
Emissions, effluents and waste			
EN16	Total direct and indirect greenhouse gas emissions by weight.	Fully	Carbon section
EN17	Other relevant indirect greenhouse gas emissions by weight.		
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.		
EN19	Emissions of ozone-depleting substances by weight.		
EN20	NOx, SOx, and other significant air emissions by type and weight.	Partially	People section
EN21	Total water discharge by quality and destination.		
EN22	Total weight of waste by type and disposal method.	Partially	Waste and raw materials section
EN23	Total number and volume of significant spills.	Fully	No significant spills during reporting period
Products and services			
Compliance			
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Fully	No fines or sanctions during the reporting period
Transport			
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Partially	Carbon section
Overall			
EN30	Total environmental protection expenditures and investments by type.		
Social: Labor Practices and Decent Work			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
Employment			
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	Fully	The total permanent workforce at December 31, 2014 was 4,604. This comprised 1,647 white collar management, supervisory and administrative staff and 2,957 blue collar production staff including foremen, supervisors and tradesmen. The split between men and women was 3,995 to 609 respectively.
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Fully	During the year we recruited 686 staff – 569 men and 117 women
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Fully	There were no benefits provided to full-time employees that were not provided to temporary or part-time employees.
LA15	Return to work and retention rates after parental leave, by gender.	Fully	The number of women who took maternity leave was 25. Of these, 24 returned to work. The number of men who took paternity leave was 32. Of these 100 per cet returned to work.
Labor/management relations			
LA4	Percentage of employees covered by collective bargaining agreements.		
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.		
Occupational health and safety			
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.		
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	Partially	People section
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Fully	Our employee assistance programme Employee Care provides staff with confidential advice and counselling on a range of issues
LA9	Health and safety topics covered in formal agreements with trade unions.		
Training and education			
LA10	Average hours of training per year per employee by gender, and by employee category.		
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.		
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	Fully	100%
Diversity and equal opportunity			
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.		
Equal remuneration for women and men			

LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.		
Social: Human Rights			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
Investment and procurement practices			
HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.		
HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.		
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.		
Non-discrimination			
HR4	Total number of incidents of discrimination and corrective actions taken.	Fully	There were no incidents of discrimination during the reporting period. There were 31 grievances filed, addressed and resolved through formal procedures.
Freedom of association and collective bargaining			
HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.		
Child labor			
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Fully	No operations or suppliers were identified
Forced and compulsory labor			
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	Fully	No operations or suppliers were identified
Security practices			
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.		
Indigenous rights			
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Fully	There were no violations during the reporting period
Assessment			
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.		
Remediation			
HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	Fully	There were no grievances filed during the reporting period
Social: Society			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
Local communities			
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Fully	People section
SO9	Operations with significant potential or actual negative impacts on local communities.		
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.		
Corruption			
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Fully	All five (100%) of our business units were analysed for risk related to corruption.
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Fully	100% of management employees received anti-corruption training during the reporting period.
SO4	Actions taken in response to incidents of corruption.	Fully	There were no cases brought against the company and no fines or non-monetary sanctions.
Public policy			
SO5	Public policy positions and participation in public policy development and lobbying.		
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.		
Anti-competitive behavior			
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Fully	There were no legal actions during the reporting period
Compliance			
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Fully	There were no significant fines for non-compliance with laws and regulations.
Social: Product Responsibility			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
Customer health and safety			
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Fully	The health and safety impacts of products and services for R&D, certification, manufacturing and production, marketing and promotion, storage distribution and supply, use and service, disposal, reuse or recycling, are continually assessed for improvement as part of our product certification process. 100 per cent of significant product or service categories are covered by and assessed for compliance with such procedures
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	Fully	No incidents recorded during reporting period
Product and service labelling			
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.		
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	Fully	No incidents recorded during reporting period
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.		
Marketing communications			
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.		
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	Fully	No incidents recorded during reporting period
Customer privacy			
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Fully	No Complaints received during reporting period
Compliance			
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Fully	There were no significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.