

Lehigh Hanson Canada Region Community Investment Policy

Revised June 2009

Community Investment Policy

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. The companies that form Lehigh Hanson Canada Region work diligently to fulfill our vision of Working Together To Build Our Communities® by supporting community, education, environment & health and safety focused organizations.

Areas of Focus

This policy is intended to promote and enhance the company's vision within local communities while fully supporting our Region's Strategic Plan. Lehigh Hanson Canada Region focuses on four areas of community investment initiatives. These areas are based on our industry, the local areas we do business in and the responsibilities we have committed to uphold, as well as on an overwhelming need for community support.

Community – by supporting local community activities, services and programs

Education – by participating in school-business partnerships and fundraising initiatives, as well as by providing scholarships and bursaries for university and college programs

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 health and safety awareness

Types of Investments

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

- **Employee volunteering** – employees are encouraged to invest their time for the benefit of the local community
- **Sponsorships** – donations made in exchange for corporate recognition
- **Monetary investment** – a cash donation which should generate a tax deductible receipt
- **Scholarships** – funds given to assist students with post-secondary education
- **Fundraising initiatives** – involvement in an event that includes the purchase of tickets, donation of promotional products or participation in a tournament/event
- **Gift-in-kind** – any donation of product or discount on product
- **Advertisements** – placing an ad in support of a business partnership

Eligibility Criteria

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

- based at locations where Lehigh Hanson Canada Region does business
- complement the company's interests and values and according to HeidelbergCement's values
- support one of Canada Region's four areas of focus (environment, community, education and safety & health)
- not-for-profit organization
- 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 companies in the current budget year
- industry related conventions and conferences

Ineligible Groups

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

- For-profit organizations
- Churches or other religious organizations
- Third-party fundraisers (eg., buying event tickets for re-gifting, professional marketing groups acting for a charity)
- Seeking funding for activities that promote gambling
- Discriminate on the basis of race, religion, gender or sexual orientation

Project Donations

Lehigh Hanson Canada Region will consider donation requests for specific projects. We will give preference to projects where one or more of our companies is a supplier.

Donation Recognition

We encourage donations receiving recognition. Recognition may vary based on the level of support. Please contact the Community Investment Team for ideas or assistance to determine appropriate recognition.

Donations to Employees

Support of our employees will be considered in their community involvement and volunteer efforts. Requests should be consistent with the eligibility criteria.

Donations require the approval of the local management and the Community Investment team.

Requests are not to total more than \$200 per employee, per year.

Employees should make their request using the *Community Investment Request Form*.

Applying for Funding or Support

All requests for support must be submitted in writing using the appropriate form, the *Community Investment Request Form* for requests \$1000 and less or the *Community Investment Extended Request Form* for requests greater than \$1000.

Consideration of Requests

The Community Investment team will meet as frequently as necessary by teleconference and at least twice a year in person to consider requests and allocate funds.