



Canada Region  
**Lehigh Hanson**  
HEIDELBERGCEMENT Group

**LEHIGH HANSON CANADA REGION**  
**Community Investment Policy**

December 2016

## 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 and the arts, environment, and health and safety focused initiatives.*

### 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 Region Canada 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 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 health and safety awareness.



## Types of Investments

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

### Monetary

- Sponsorships – donations made in exchange for corporate recognition.
- Monetary investment – a cash donation which should generate a tax deductible receipt.
- Fundraising initiatives - involvement in an event that includes the purchase of tickets, donation of promotional products, or participation in a tournament/event.
- Scholarships - funds given to assist students with post-secondary education.

### In-kind

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

### Employee Requests

Employee volunteering– employees are encouraged to invest their time for the benefit of the local community.



## Eligibility Criteria

### Eligible Groups

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 in accordance to HeidelbergCement Group's values.
- Support one of the Canada Region's four areas of focus (environment, community, education and the arts, 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.
- 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.

### Political Donations

Lehigh Hanson Canada Region will consider donation requests for specific projects. Requests should be consistent with the eligibility criteria.



## **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.

## **Consideration of Requests**

The Community Investment Team will meet as frequently as necessary by teleconference or in-person to consider requests and allocate funds.

