

DECARBONISING OUR OPERATIONS

SUSTAINABILITY REPORT 2022



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ABOUT THIS REPORT

This report covers Bamburi Cement PLC Group's detailed performance overview against its sustainability agenda in accordance with the GRI standard: Core option and NSE Reporting standards. Covering the period from January to December 2022, it is a progress report on account of our membership at the UN Global Compact and the Global Compact Network Kenya.

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WHO WE ARE

Bamburi Cement is an Industry captain and member of the Holcim Group.

As a leading clinker, cement and concrete producer in Eastern Africa, Bamburi Cement is at the forefront of innovative and sustainable building solutions.

VISION

To be the undisputed leader and the preferred partner providing innovative high quality solutions for nation building.

OUR STRATEGY

Our Building for Growth Vision is based on 4 Pillars:



GROWTH

Profitable green growth ahead of market



PERFORMANCE

Be the leading company in the country through innovation & operational excellence



PEOPLE

Become an agile, lean, performance focused organization by empowering our people



DECARBONIZATION

Be the most respected company by all stakeholders by creating shared value with them



4 SUBSIDIARIES

Hima Cement Limited

A Uganda based subsidiary of Bamburi Cement PLC with 3 plants in Kasese, Namanve and Tororo.



Bamburi Special Products Limited

The leading supplier of Readymix concrete and Precast concrete blocks with operations in Nairobi and Mombasa.



Lafarge Eco Systems Limited

The environmental arm of Bamburi Cement whose operations are in sustainable land use and quarry rehabilitation.



Diani Estates Limited

Diani's principal activity is management of land reserves on behalf of its parent company, Bamburi Cement.

OUR PLANTS

The Company operates 5 cement plants from where it serves.

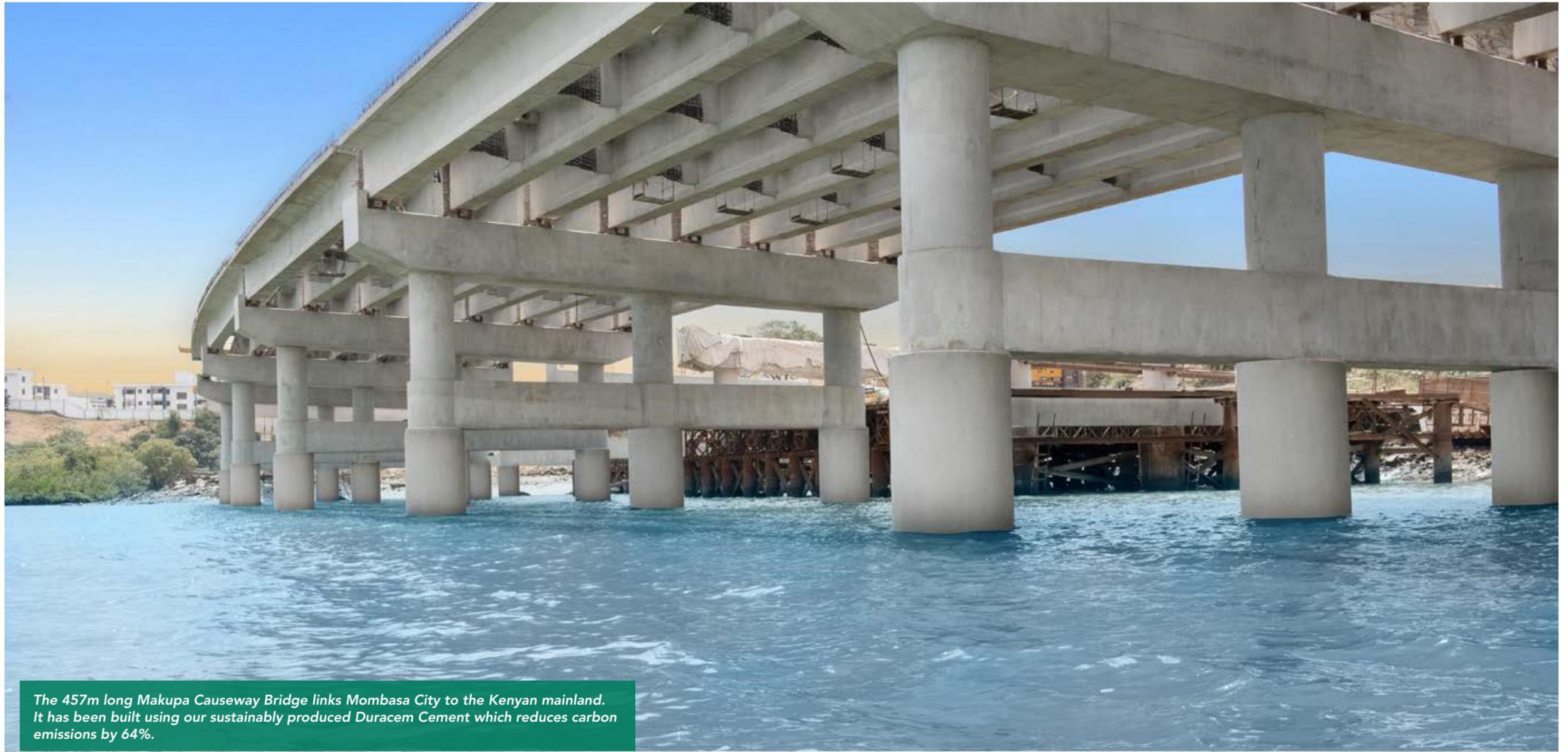
Operate 2 Plants in Kenya

- Integrated Plant (Clinkering and Cement) in Mombasa
- Grinding Plant (Cement) in Athi River

Operate 3 Plants in Uganda

- Integrated Plant (Clinkering and Cement) in Kasese, Western Uganda
- Grinding Plant (Cement) in Tororo
- Blending Station in Namanve

OUR BRANDS



The 457m long Makupa Causeway Bridge links Mombasa City to the Kenyan mainland. It has been built using our sustainably produced Duracem Cement which reduces carbon emissions by 64%.



About Holcim

DECARBONIZING BUILDING

From our operations to our products to buildings in use, we are decarbonizing building for a net-zero future

GREEN OPERATIONS

DECARBONIZING HOLCIM

We are decarbonizing Holcim with green operations, from green energy and mobility to green product formulation, all the way to next generation technologies like carbon capture, usage and storage.



CIRCULAR CONSTRUCTION

BUILDING NEW FROM OLD

We drive circular construction to build new from the old. As a world leader in recycling we put circularity at the core of everything we do. In Switzerland we launched the world's first cement with 20 percent recycled construction and demolition waste, and upcycle plastic bags in roofing systems.



BUILDING BETTER WITH LESS

DECARBONIZING CONSTRUCTION

We offer the broadest ranges of low-carbon materials such as ECOPact green concrete, delivering 100 percent performance with at least 30 percent less CO₂; as well as enabling smart design systems like 3D printing that can reduce material use by up to 50 percent.



MAKING BUILDINGS SUSTAINABLE IN USE

DECARBONIZING CITIES

Holcim Solutions & Products, from roofing to insulation, are making buildings more sustainable in use to decarbonize our cities, driving energy efficiency and green retrofitting.



- Message from the Board Chair
- Message from the Group Managing Director
- Message from the Country Chief Executive Officer, Hima Cement
- Message from the Sustainability Director

KEY MESSAGES FROM LEADERSHIP

Message from Leadership

Message from the Board Chair



Dr. John Simba EGH, MBS, OGW
Chairman

In the rapidly evolving business environment, climate change and related impacts stand out as one of the highest-ranked risks globally.

Assessing and managing these risks is key to safeguarding and creating a resilient business, by decarbonising our business through innovative and sustainable solutions across the value chain.

The Board's oversight is principal to integrating sustainability across our operations. It ensures that the organisation's ESG strategy is aligned with its material risks, business objectives and drivers and that sustainability is embedded in decision-making.

In the year past, we increased investments in projects that quantitatively impact our ESG contributions and improved our efficiency. We will continue using even more aggressive actions in the joint fight against climate change and uphold our mandate to create sustainable corporate governance frameworks for business continuity.

In this report, we detail our ESG disclosures and reporting and outline the progress we have made on our sustainability agenda to transform our planet and lives.

We have participated in many wonderful ventures and will continue to do so. The Global Cement and Concrete Association (GCCA) provides our industry with a roadmap towards achieving the net-zero ambition by 2050. Our participation in the GCCA helps us identifying our next milestones to build a sustainable world for tomorrow.

Bamburi Cement Group has over 50 years of experience in conservation, caring for our communities while providing sustainable construction solutions to the region. Our endowment towards vulnerable people in communities where we operate has yielded positive transformation of many lives. We remain industry champions on environmental protection with our long-standing commitment to rehabilitation and ecosystem restoration.

On behalf of the board, I would like to express my deepest gratitude to our employees, partners, customers and stakeholders for being part of our sustainability journey as we continue transforming lives and building progress for our people and the planet.

Finally, adoption of sustainable business practices is urgent for all as it will contribute positively to environmental protection and livelihood enrichment.

“
On behalf of the board, I would like to express my deepest gratitude to our employees, partners, customers and stakeholders for being part of our sustainability journey as we continue transforming lives and building progress for our people and the planet.

Message from the Group Managing Director



Mohit Kapoor
Group Managing Director

Bamburi Cement Group sustained exemplary performance across all sustainability pillars.

Climate action is core in Holcim's strategy for accelerating green growth. We are keen on decarbonising our business as a measure towards achieving net-zero ambitions by 2050. Our sustainability strategy is anchored on levers that enable us to achieve climate goals by promoting green operations, use of renewable energy, green mobility, enhancing circularity and building better with less.

To tackle and lower emissions from our processes in 2022, we reduced overall scope 1 specific net carbon emissions by 3.2% and increased the Thermal Substitution Rate (TSR) by 5.5% in our operations. On a circular economy, we leveraged strategic partnerships to provide sustainable disposal of waste through Geocycle.

We continued to lead the cement sector on developing green-sustainable building solutions. As you will note in the report, we developed low-carbon cement solutions and ecolabelled our green application based brands.

Caring for our people, communities and championing human rights is another important pillar. Health and Safety is a core element of this pillar and are committed to creating a zero-harm culture in our operations. In Kenya, we attained superb performance with zero fatalities and no loss time injuries; thanks to a 36% increase of time spent in the field by management engaging shop floor staff on health and safety through our Boots on the Ground (BoG) programme.

On diversity and inclusion, our gender equality measures registered a positive increase in the number of women in the total workforce. As a signatory to the UN Women Empowerment Principles, we continue to apply progressive action to create a bias-free and discriminatory free work environment as well as empowering our workforce through training. Additionally, we partnered with UN Women (Kenya) in advocating for women suppliers.

Community and stakeholder engagement creates shared value. As a member of UN Global Compact and human rights champion, we maintained implementation of Holcim's Human Rights Due Diligence, successfully conducting Human Right Assessments (HRIA and HRSA).

We have many success stories achieved by our remarkably talented and committed people and recognized in various awards and accolades.

I am grateful to all our employees, contractors, stakeholders, customers, suppliers and communities who made 2022 achievements possible. Together we can and we will build a more sustainable future.

“
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Message from the Country Chief Executive Officer (CCEO), Hima Cement



Jean-Michel
Hima Cement Country Chief
Executive Officer

Dear Valued Stakeholders,

I am immensely proud to share with you the remarkable strides Hima Cement has made in our sustainability journey throughout 2022.

We intensified our commitment to reducing carbon emissions in our operations. Our Specific Net CO₂ emissions was 283 kg per tonne of cement (10.4% lower than our 2020 baseline). One of our key initiatives is the use of alternative fuels, substituting fossil fuels in our operations; we achieved Thermal Substitution Rate of 57% in our kilns.

We expanded our sources and types of alternative fuels, introducing dolochar, a waste from the steel industry and continued to increase our usage of Waste Oil. By embracing alternative energy sources, we have substantially diminished our carbon footprint, aligning our operations with our climate and energy pillar goals.

Furthermore, our focus on innovation and research has increased our green products portfolio; a testament to our unwavering commitment to sustainability, ensuring that our customers receive top-notch products that are eco-friendly. Minecem remains our greenest cement with up to 90% CO₂ reduction; this is a product used in mine stopes. Our other green products include Multipurpose (45% less CO₂) and Fundi Cement (54% less CO₂) than ordinary Portland cement.

None of these accomplishments would have been possible without the dedication and hard work of our employees, partners, and communities. Ensuring the health and safety is of our employees and stakeholders remains our top priority, we dedicated time and resources putting in place our Critical Controls program and our well-being framework.

In 2022, we invested KES 32 million in community development programs in our host communities with a focus on education, livelihoods development, infrastructure, water and health and safety,

As we move forward, we remain steadfast in our commitment to decarbonization, social responsibility, and ethical business practices. We will continue to explore innovative solutions, engage with our stakeholders, and contribute positively to the communities we serve. We have strong foundations and a roadmap to move forward.

Thank you for your ongoing support and trust in Hima Cement. Decarbonize.



As we move forward, we remain steadfast in our commitment to decarbonization, social responsibility, and ethical business practices. We will continue to explore innovative solutions, engage with our stakeholders, and contribute positively to the communities we serve.

Message from the Sustainability Director



Jane Wangari
Sustainability & Geocycle Director

Our second sustainability report details our 2022 sustainability performance in all our sustainability pillars, key performance indicators and metrics.

Demonstrably, we continue to build progress in our sustainability journey to improve our operations, and to minimise our environmental impact and decarbonize our business.

Our performance this year validated our commitment to doing business sustainably and reflects our concern for our environment, people, and stakeholders as we work towards our sustainability goals.

Our net-zero levers are hinged on our sustainability strategies to achieve our targets and goals. Our partnerships with various lobby groups have enabled us to remain accountable to achieving and realising them. In 2022, we actively participated in COP 27 under the manufacturing sector to showcase our performance as a sustainable business

Our advocacy for women rights and unrelenting support to underrepresented groups sustained exemplary performance. We continued to be highly involved in Women Empowerment Programmes such as the Weconnect forum that promotes the inclusion of women suppliers in corporate spaces.

The Bamburi Group & Holcim continues to be an industry leader in sustainability and innovation displayed through our efforts to provide the widest range of green products to our customers.

We are cognizant of our responsibility to accelerate climate actions and initiatives to achieve net zero by 2050. We have purposed to ensure that we make constant and consistent contributions towards achieving our climate targets and goals. We continue to strive to make positive contributions and integrate Environmental, Social and Governance considerations across our entire value chain. We hope you enjoy reading our sustainability report and our contributions to building progress for people and the planet in 2022.



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- Kenya and Uganda Targets
- Our Approach to Reporting Key ESG Topics
- Our Compliance to the GRI Standards
- Summary of the NSE Mandatory ESG Disclosure
- Highlights of Our 2022 Performance

OUR SUSTAINABILITY STRATEGY

Kenya and Uganda Targets by 2030



CLIMATE AND ENERGY

Reduce carbon emissions in manufacturing by **40%** Scope 1 against a baseline of 2018

Substitute

30%

grid power with solar (KE) Scope 2

Substitute

30%

Increase green mobility utilisation by 50% (KE)

CIRCULAR ECONOMY

Increase in waste diverted from landfills by **700%**



Preserve natural resources by use of alternative raw materials **10%**

SUSTAINABLE PROCUREMENT

Achieve **100%** integration of sustainable procurement, both sourcing and supplier relationship management.

Achieve **100%** pre-qualification of existing suppliers using the ESG/H&S qualification criteria.

Achieve **100%** closure of implemented remediation plans for suppliers with gaps identified

Direct **30%** of our local addressable spend to underrepresented groups

PEOPLE AND HUMAN RIGHTS

People



Achieve gender diverse workforce of **30%** by 2030



Ensure **SAFE WORKING** places by achieving zero LTIs and maintaining zero fatalities at our sites



CUSTOMER PRODUCT AND INNOVATION
Transition to 100% **GREEN CEMENTS** by 2025



GOVERNANCE
Manage Bamburi Cement PLC with integrity and in compliance to the benefit of all stakeholders

Human Rights and Social Initiatives



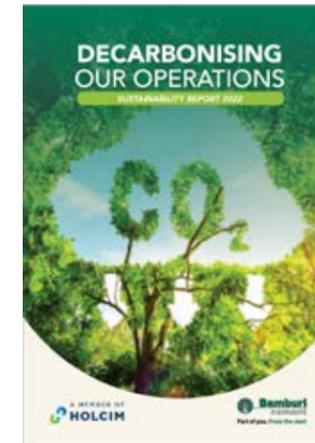
Maintain **100%** implementation of Holcim Human Rights Due Diligence

Maintain regular stakeholder engagement



Uplift livelihoods of the vulnerable and needy in our communities - **50,000** beneficiaries

Our Approach to Reporting Key ESG Topics



This report discloses our positive contributions and milestone achievements aligned with our sustainability goals across our pillar areas.

It communicates our collaborations and involvement with communities, our people, our progress on stewarding the environment as well as our sustainability targets. It reflects our sustainable business approach, which has led to long-term value generation for all of our stakeholders in a continuously changing business environment.

Guided by our materiality assessment updated once in every three years, it provides a balanced, accurate reflection and future outlook of our Environmental, Social and Governance (ESG) performance, risks and opportunities.

The report supplements our 2022 Integrated Annual Report, transparently disclosing our non-financial performance; successes and impacts of our operations and mitigating actions. It comprises our Sustainability Performance data disclosing the metrics within our predetermined reporting boundary across our pillars.

Our 2022 sustainability highlights included: achieving a lower carbon footprint, diversity and inclusion progress, community social initiatives, a wide range of low-carbon building products, and demonstrable proof of protecting and preserving natural resources through quarry rehabilitation and ecosystem restoration.

Reporting Boundary and Period



This report covers the period from January 2022 to December 2022. We have referred to other periods for comparison purposes.



It covers Bamburi Cement PLC Group.



Guided by GRI standards: Core option and Nairobi Securities Exchange (NSE) Reporting standards.



Progress on account of our membership at the UN Global Compact (UNGC) and the Global Compact Network Kenya (GCNK).

Our Compliance to the Global Reporting Initiative Standards

Bamburi cement PLC has reported in accordance with the GRI 2021 Standards with reference to the Nairobi Securities Exchange (NSE) Guidelines – Mandatory Disclosures.

The material in this report references the following disclosures:

GRI FOUNDATION 2021				
GRI General Disclosures	Material Topics	Economic	Environment	Social
GRI 2: General Disclosures	GRI 3: Material Topics	GRI 201: Economic Performance GRI 202: Market Presence GRI 203: Indirect Economic Impacts	GRI 302: Energy GRI 303: Water and Effluents GRI 304: Biodiversity GRI 305: Emissions GRI 306: Waste GRI 308: Supplier Environmental Assessment GRI 308: Supplier Environmental Assessment	GRI 401: Employment GRI 402: Labor/Management Relations GRI 403: Occupational Health and Safety GRI 404: Training and Education GRI 405: Diversity and Equal Opportunity GRI 406: Non-discrimination GRI 407: Freedom of Association and Collective Bargaining GRI 408: Child Labour GRI 409: Forced or Compulsory Labour GRI 410: Security Practices GRI 411: Rights of Indigenous Peoples GRI 413: Local Communities GRI 414: Supplier Social Assessment GRI 415: Public Policy GRI 416: Customer Health and Safety GRI 417: Marketing and Labelling GRI 418: Customer Privacy

Summary Inclusion of the NSE ESG Mandatory Disclosure Manual within Our Reporting Framework

GENERAL	Closure/ GRI reference	ECONOMIC	SOCIAL	ENVIRONMENTAL	Material Disclosure/ GRI reference
Governance	Corporate Governance GRI 2: General Disclosures 2021	Economic Performances	Human Rights	Environmental Compliance	Environment and Energy: Monitoring and Measurement
Environmental and Social Risk Management	Corporate Governance: Internal Controls and Minimum Control Standards (MCS)	Taxes	Labour and Working Conditions	Emissions (Carbon footprint assessment)	Environment and Energy (Material Topic and Performance Data Sheet) GRI 305: Emissions
Stakeholder Engagement	General Disclosures 2021	Anti-corruption	Occupational Health and Safety	Health Safety and Environment (HSE)	GRI 403: Occupational Health and Safety
Regulatory Compliance	General Disclosures 2021		Training and Education	Our People and Culture	GRI 404: Training and Education
Supply chain screening	Production and Supply Chain GRI 308: Supplier Environmental Assessment GRI 414: Supplier Social Assessment		Equal Opportunity	Governance	GRI 405: Diversity and Equal Opportunity

Highlights of Our Performance in 2022



CLIMATE AND ENERGY

Scope 1 net CO2 Emissions

438 | **284**

Kg/CO2/ton (KE) | Kg/CO2/ton (UG)



CIRCULAR ECONOMY

744,859

ton of Recycled Waste in 3 years (KE & UG)

PEOPLE AND HUMAN RIGHTS

Social Initiatives



127,993

Beneficiaries in 3 years (KE & UG)

HEALTH AND SAFETY



70%

increase in hours spent in the field through BoG programme (KE & UG)

DIVERSITY, EQUITY AND INCLUSION

35.6%

of women at all management levels;

36%

females at board level



LEARNING AND DEVELOPMENT

24,000

training hours (KE)



SUSTAINABLE PROCUREMENT

Scope 3 emissions:

25

Kg CO2/ton (KE)

Consolidated spend on local underrepresented groups;

14.4%

(KE)

DIGITIZATION

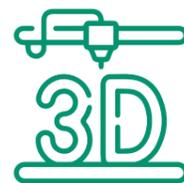


E-permit-to-work system (UG)

Digital Driver's Pass & App (KE)



INNOVATION



11 3D printed houses (KE)



Agric-lime fertiliser (UG)





Materiality Assessment

Our Materiality Matrix

Stakeholder Engagement

Stakeholder Groups
Kenya and Uganda

OUR MATERIALITY PROCESS

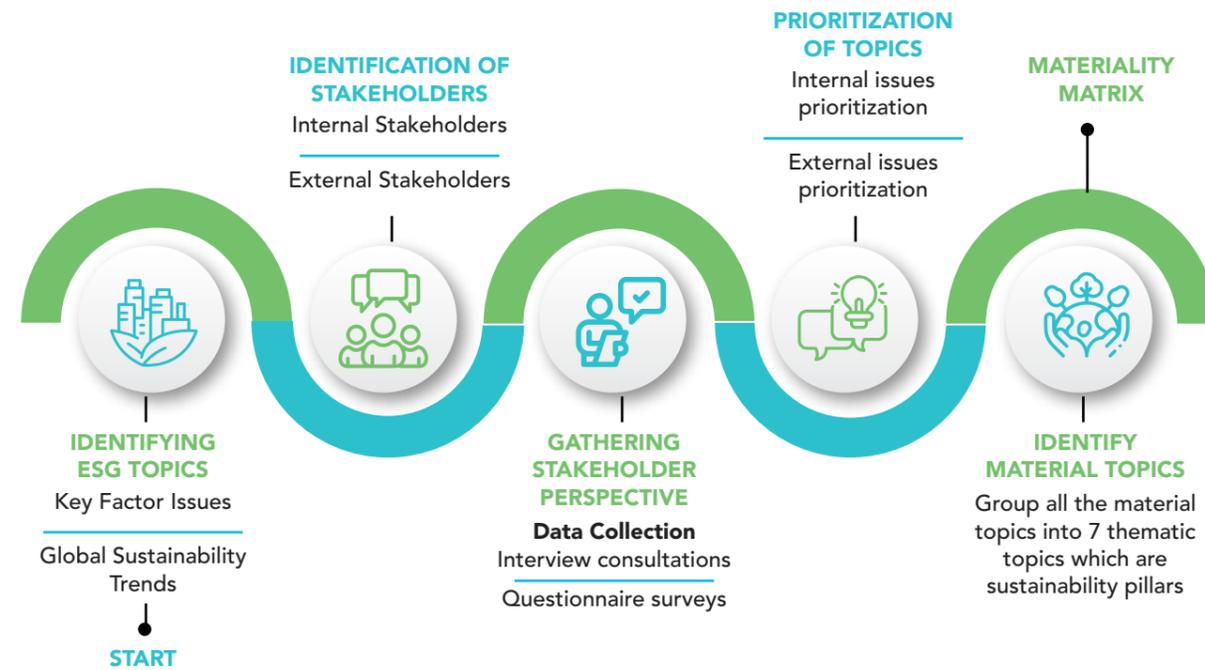
Materiality Assessment

In 2021, we conducted a materiality assessment to determine environmental, social and governance (ESG) topics of material concern to our business and stakeholders. The assessment considered external indices, new academic research on sustainability practices, ESG policy and regulatory developments, and emerging best practices in the sustainability materiality field. Potential ESG topics were identified and evaluated based on gathered stakeholder perspectives and their internal and external impacts.

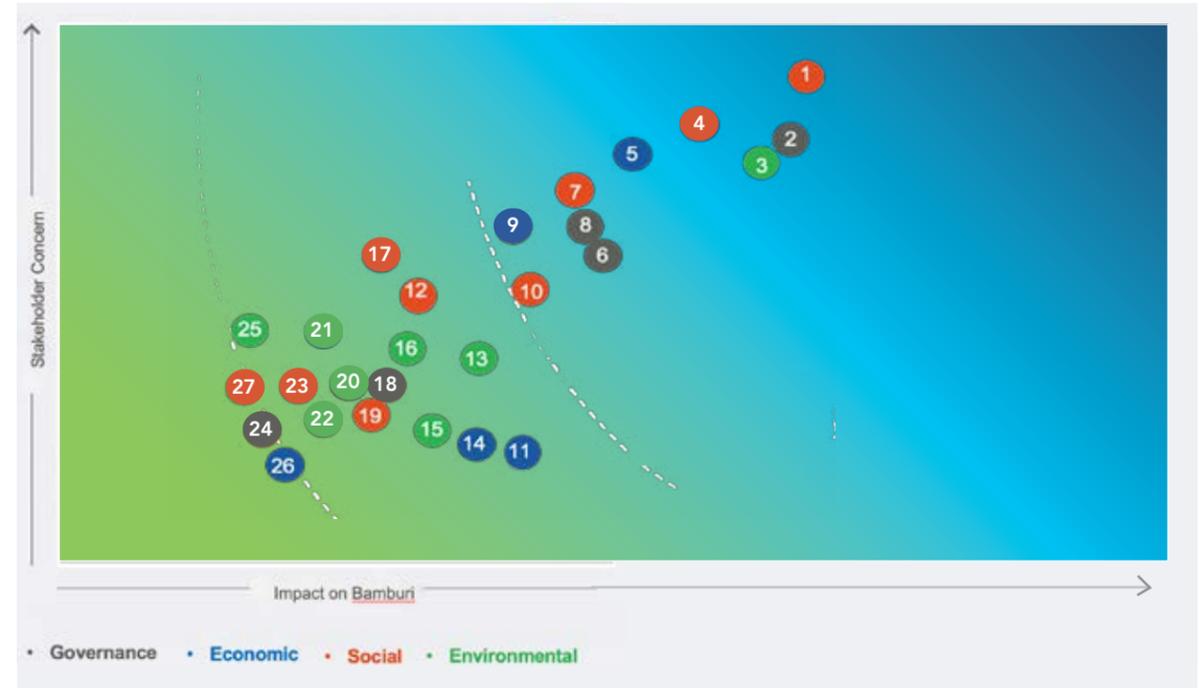
Our materiality assessment process started with an intense desktop research on industry-level evaluation, and researched economic, environmental, and major social trends and challenges with the aim of identifying and benchmarking with the specific frameworks such as the GRI, Sustainability Accounting Standards Board (SASB), business associations such as the Global Cement and Concrete Association (GCCA) and potential ESG Topics. We also mapped out the topics which the larger Holcim Group have been reporting on for the past years..

We identified individuals from internal and external stakeholder groups with whom we should engage to achieve a fair representation of our key stakeholder groups. To engage our stakeholders, we undertook a systematic stakeholder engagement to collect data through the use of questionnaires, key informant interviews and one-on-one interviews whose results were quantitatively and qualitatively analysed.

Quantitative and qualitative analysis of the data collected resulted in the prioritisation of ESG topics on the basis of internal and external issues and impacts. The analysis identified 27 material issues, which were then organised into 7 key material topics. These findings were plotted on a materiality matrix which highlighted all the priority topics based on their importance and impact to our business operations and our stakeholders.



Our Materiality Matrix



Environment	Social	Governance	Economic
03. Climate Change	01. Occupational health and safety	02. Business Ethics and Compliance	05. Product Quality
13. Alternative Fuels and Raw Materials	04. Customer relations and satisfaction	06. Business Continuity	09. Energy Costs and Efficiency
15. Circular Economy	07. Employee well-being	08. Pricing integrity and anti-trust compliance	11. Return on Capital Employed
16. Air quality and Dust Management	10. Corporate Social responsibility	18. Cyber threat and data protection	14. Research and development
20. Innovation and Technology	12. Employee Engagement and development	24. Corporate Governance	26. Sustainable finance value creation
21. Sustainable Products	17. Employee Diversity and Inclusion		
22. Water	19. Sustainable Procurement		
25. Nature and Biodiversity Management	23. Human Rights		
	27. Community infrastructure and housing		

Our Material Topics

Climate and energy	People and Human Rights	Governance
Circular economy	Sustainable Procurement	
Nature and Water	Customer, Product, and Innovation	

Stakeholder Engagement

We transparently communicate with our stakeholders through engagement initiatives that influence how we create shared value. Our impact is tracked by mapping out the outcomes of our impact on society.

The table below is a demonstration of our interaction with stakeholders which resulted in establishing an understanding of their key issues and concerns and how it affects our ESG outcome.

Stakeholder Group	Engagement Platform
<p>Employees</p>	Periodic HSE stand downs Employee experience survey Open dialogues and meetings with leaders including town halls HR teams and HR process platforms with Managing Director and Executive Committee Newsletters Educational Webinar
<p>Our Customers</p>	Regular commercial Events Regular customer visits Market Storms Customer satisfaction surveys Service centres and helplines Social media engagements
<p>Local Communities</p>	Ongoing dialogues with communities Annual open house days at operating sites Ongoing educational programs and training Community infrastructure,volunteering, and social investment initiatives Co-creation of inclusive business programs
<p>Suppliers</p>	Daily interactions Ongoing training and capacity building programs Health and safety and sustainability verification platforms
<p>Shareholders & Financial Investors</p>	Regular meetings, webcasts, and conference calls Half year financial updates and guidance Annual integrated reports, and mandatory filings Ongoing website updates and press releases

Stakeholder Engagement

Stakeholder Group	Engagement Platform
<p>Government & Regulatory bodies</p>	Annual reports and conservation books Company position papers Ongoing public policy discussions Long-term partnerships Working groups Periodic plant visits Events and conferences
<p>Associations</p>	Periodic meetings Annual conferences Ongoing working groups and research studies
<p>Academia</p>	Permanent collaborative research portfolio Subject matter expert Participation in internal training Collaboration on research papers Advisory services Yearly best practices and methodologies Playbooks

Stakeholder Groups Kenya

**Our
Commitments**

Local communities

			
Business Ambition For 1.5° C	Science Based Targets Network	World Business Council For Sustainable Development	World Green Building Council

Local communities

**Lobby Groups
and associations**

			
Un Global Compact	World Business Council For Sustainable Development	Global Cement & Concrete Association	Task Force On Climate-Related Disclosures

			
Concrete Action For Climate	Concrete Sustainability Council	UN Women	Global Reporting Initiative

			
East Africa Business Council (EABC)	Kenya Private Sector Alliance (KEPSA)	Kenya Association of Manufacturers (KAM)	Nairobi Securities Exchange

Stakeholder Groups Uganda

**Our
Commitments**

Local communities

			
Uganda Chamber of Mines and Petroleum (UCMP)	Uganda Manufacturers Association	Private Sector Foundation	Safe Way Right Way

	
United Nations Development Program	Federation of Uganda Employers



- Climate and energy
- Circular economy
- Nature and Water
- People and Human Rights
- Sustainable Procurement
- Customer, Product, and Innovation
- Governance

OUR SUSTAINABILITY PILLARS



Climate and Energy



Stephen Arowo
Industrial and Emissions
Pillar Champion

We set our targets using a science-driven approach by the Science Based Targets Initiative (SBTi), with goals across the entire value chain; Scope 1, 2, and 3 emissions aligned with the 1.5°C decarbonization pathway.

Emissions management

Our operations in Kenya and Uganda are committed to reducing carbon emissions and align with Holcim Group's ambitious Net Zero goal by 2050.

Bamburi Cement's 2030 target is to lower Net CO₂ emissions per tonne of cementitious material by 40% relative to a base year of 2020. This commitment propels our strategic initiatives execution.

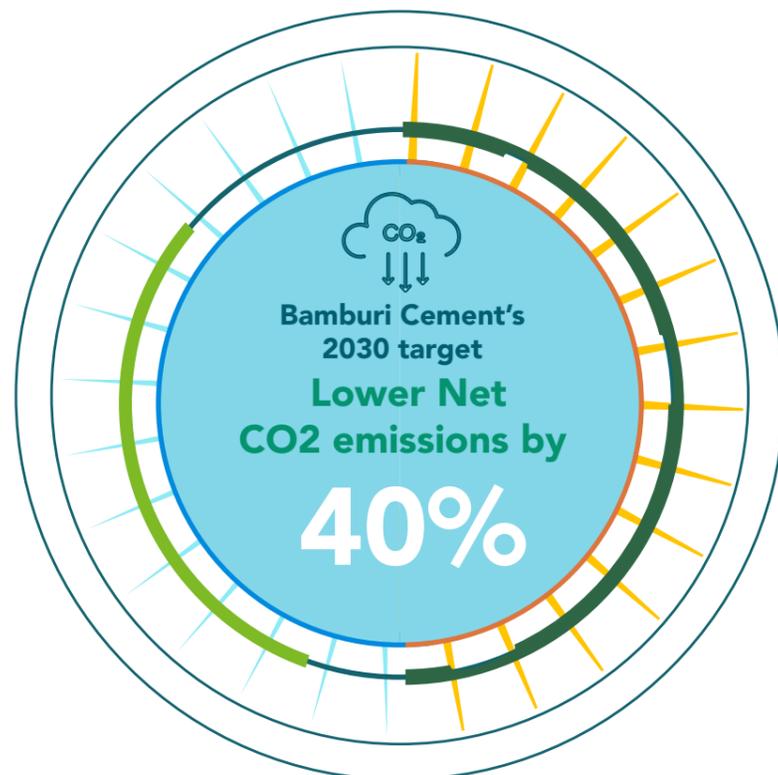
Through alternative raw materials and alternative fuels, energy efficiency, emission measuring, monitoring, and reporting, and clinker reduction in cement, our operations action-oriented strategy reduced CO₂ emissions by 3.3% in 2022.

Emission Monitoring

Our emission monitoring and reporting (EMR) systems have enabled us to develop resilient systems for managing stack emissions for dust, NOX, and SO₂ pollutants. These systems' agility ensures that our manufacturing process stack emissions are minimised and comply with regulatory requirements and our group environmental policy.



We are committed to cut carbon emissions across our businesses and value chain to meet our 2050 net-zero targets.



Improved Energy Efficiency



Eric Kithome
Energy Efficiency Pillar
Champion

We are intentional about improving our thermal and electrical energy efficiency in our operations.

We signed a renewable energy Power Purchasing Agreement (PPA) with an independent power producer that will see solar power augmenting around 30% of our energy needs.

Other essential levers of thermal efficiency in our business consist of monitoring and actions to improve kiln and fuel efficiency and increasing the specific thermal energy consumed.

Power Saving Program

We began a power-saving programme at all of our sites in 2022 to boost efficiencies and reduce Scope 2 CO₂ emissions through energy assessments and actions. We minimised electricity waste by using power factor correction, LED lighting, motion sensors, and variable speed drives, as well as installing motor cells and motion sensors to manage lights.

Energy Treasure Hunt: Kenya and Uganda

We initiated an on-site event, Energy Treasure Hunt, in 2022 as part of Holcim Group's Office Goes Green initiative, to mobilise and involve staff in identifying opportunities for boosting energy efficiency in day-to-day operations. 1180 energy-saving opportunities were identified including lighting improvement projects for all Bamburi and Hima Cement sites.

“ We have significantly eliminated wasteful use of electricity in line with our Scope 2 emissions reduction targets.

PRODUCTION SITES (INCL. OFFICES)

- Lighting
- Compressed Air
- HVAC
- Motors
- Production Processes

HEAD OFFICES

- Lighting
- Appliances
- HVAC
- Building Insulation



Circular Economy



William Mwangi Circular Economy Pillar Champion

Bamburi Cement has played an integral role in providing sustainable solutions to Kenya's waste disposal challenges through Geocycle Kenya, contributing to a zero-waste future.

With waste volumes increasing globally, Geocycle offers safe and sustainable waste management solutions applying the internationally recognized technology of co-processing, which contributes positively to enabling a circular economy by reducing the use of fossil fuels and primary raw materials.

The recycling of waste provides economic benefit to local communities, governments, and industries and solves the waste crisis in the region.

Recycled Waste

We have recycled over 740,000 tons in three years in our cement manufacturing process in Kenya and Uganda. We use alternative fuels, derived from waste such as biomass residues, to replace traditional fossil fuels.

Recycled waste in 2022 was lower due to stalling of major government projects which were the highest consumers of low carbon products that are manufactured using recycled materials.

“ Our geocycle efforts repurpose waste materials that might otherwise be relegated to disposal ”

On World Environment Day 2022, we collaborated with Takataka ni mali, a non-profit organisation that innovates waste management into a circular economy, the County Government of Nairobi, and Vints Plastics to organise a successful clean-up event that collected two truckloads of waste from Nairobi's Central Business District.



In 2022, Geocycle partnered with policymakers and business associations such as Kenya Private Sector Association (KEPSA) Kenya Association of Manufacturers(KAM), Kenya Extended Producer Responsibility Organisation (KEPRO), Kenya Revenue Authority (KRA), Kenya Ports Authority (KPA), Anti-Counterfeit Authority (ACA) and National Environment Management Authority (NEMA) in advocating for favourable market policies in waste management.



Tabitha Talemwa, Circular Economy Pillar Champion

Promoting circularity

Increasing the circularity of our products is a key component of our sustainability strategy. We work intensively to develop and produce innovative, environmentally and socially responsible products that meet the highest quality standards over their entire life cycle.

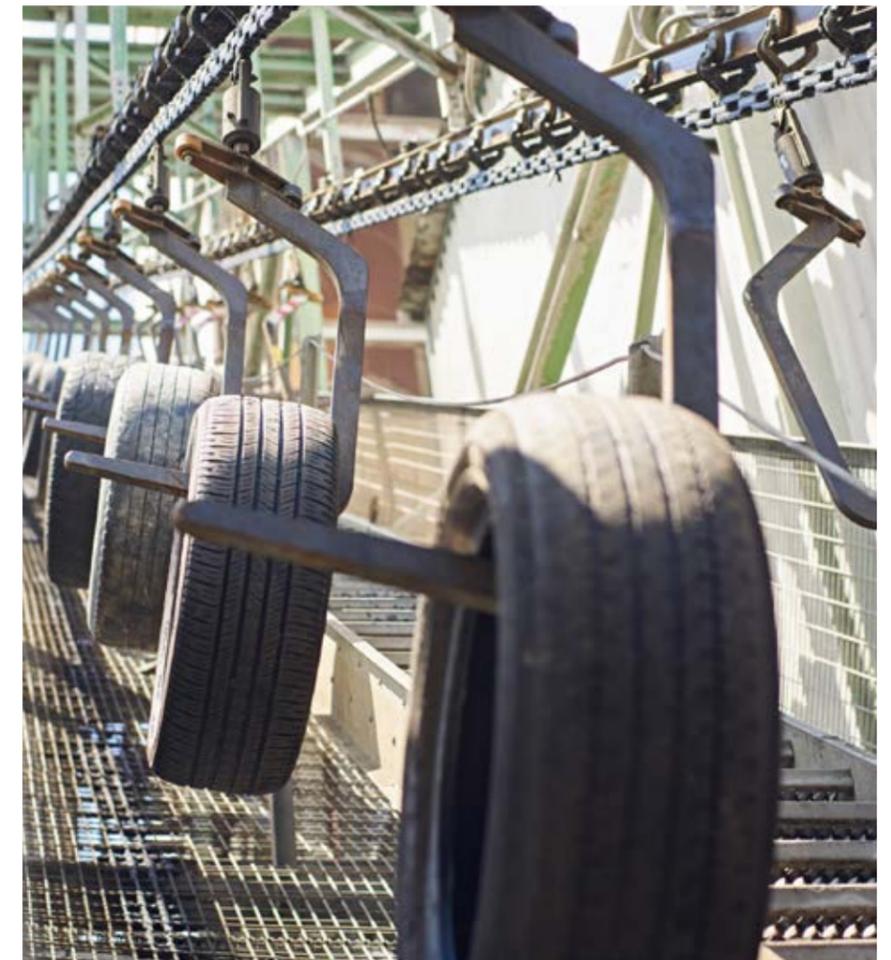
Our remarkable partnerships

More than 70% of our co-processed waste is sourced from women and youth-owned and led businesses in the informal sector.

Our strategic engagement framework to create economic, social and environmental empowerment for women and youth in waste management have been informed by the triple bottom line of people, planet and profit.

Through our Geocycle business in Uganda, we offer comprehensive waste management services, effectively managing various industrial and agricultural wastes. This enables us to repurpose, optimize, and recycle waste, ultimately diminishing our dependence on fossil fuels and non-renewable raw materials. In 2022, we entered a new partnership to manage waste from the steel industry.

“ Numerous secondary products derived from various industries play a pivotal role in meeting our thermal energy requirements ”





Nature and Water



Rose Ssali
Biodiversity (Nature) Pillar
Champion

“
We have to date rehabilitated over 360 hectares of quarries into productive ecosystems with sustainable land use activities.
”

In line with our environmental sustainability targets, Bamburi Cement Group maintained 100% quarry rehabilitation plans (QRP) for all the quarries. The company's restoration efforts ensured quarry safety and progressive rehabilitation, through cliff sloping, creation of habitat features for ecosystem development and sustainable land use. We also developed new rehabilitation and biodiversity plans in compliance with both the Environmental and Management Act of Kenya as well as the Holcim Environmental Directive.

In 2022, we rehabilitated over 9 hectares of the open pit mines in Mombasa and Kilifi where we achieved an initial plantation of 22, 500 pioneer trees. We planted over 300 indigenous trees in the young forest for ecosystem restoration and biodiversity conservation. Bamburi continued plantation maintenance to achieve productive forest growth and ecosystem development in the vipingo quarry and the new south quarry rehabilitation site.



a.) Creation of drainage and aquatic habitats in a disused quarry



b.) Young casuarina plantation in the rehabilitated quarry

53+

IUCN conservation-listed plant species identified in Bamburis rehabilitated showcase and factored in conservation actions.

Biodiversity Monitoring and Conservation

In 2022, over 582 plant species were recorded with 295 Birds, 582 Plants, 112 Butterflies, 14 amphibians, 36 reptiles, 9 fish, 18 dragonflies and 14 bats hosted in rehabilitated sites under our active Biodiversity Management Plans (BMPs) for all rehabilitated quarries.

Biodiversity actions were developed for threatened species identified in each group (taxa) for focused species and habitat conservation.

Over 53 species of IUCN conservation-listed plant species have been identified in Bamburis rehabilitated showcase and are factored in conservation actions.

Implementation of Biodiversity Indicator Reporting System (BIRS)

The Biodiversity Indicator Reporting System (BIRS) methodology has been implemented across sites, with the Biodiversity index being used to determine net positive impact and change in our areas of activity.

Actions to address threats to habitats and species were addressed on a site-specific basis. Overall, biodiversity actions at the five quarries included the use of the BIRS approach, which included site habitat delineation and mapping using GIS tools, as well as biodiversity surveys across the quarries.

Ecosystems maintenance for Resilience

To create the emergence of resilient ecosystems and promote restoration, aquatic and terrestrial subsystems in forest trails were rejuvenated to give room for development of coastal indigenous forests of grasslands, mixed forest woodland and wetlands.



a) LES Scientists conducting vegetation growth monitoring.



b) Engaging Dr. R. Haller in Forest trails on Ecosystems maintenance.



c) Bateleur, Endangered Bird found in Bamburi sites.

Water



Lawrence Maiteri
HSE, Water and Waste Pillar
Champion

To maintain sustainable water management in our operations, the water use cycle is efficiently managed from withdrawal to transmission to utilisation and discharge.

Optimising and effectively managing our water use has resulted in saving energy and lowering our carbon footprint. Ecosystem resilience guarantees that communities around our operations have sufficient water domestic consumption while the biotic life is preserved.

With an ambition of meeting our water goals, we continuously track and manage our water balance.

Our sustainable water use principles are embedded freshwater withdrawal reduction, zero water pollution and freshwater replenishment

Our industry-leading commitments to replenish freshwater in water-risk areas by 2030 aim to reduce water intensity across all our product lines.

“ Our water process management is governed by the fundamental fact that water is an inexhaustible resource but freshwater is exhaustible. ”

Water Pillar	Freshwater withdrawal reduction	Zero Water pollution	Freshwater replenishment
Key actions on our sustainable water use pillars	<ul style="list-style-type: none"> Efficient water consumption through reducing leakages on our operations 100% water treatment and recycling. Ensuring efficiency in our conveyance by using a good quality piping system 	<ul style="list-style-type: none"> Discharge monitoring Mitigative actions to prevent water contamination such as containment of possibly harmful fluids 	<ul style="list-style-type: none"> Freshwater replenishment programmes that give back to the community such as drilling boreholes, giving away water at our sites

Water Management Roadmap



People and Human Rights



Robert Muhita
People Pillar Champion

Our People and Culture

Our talent agenda continues driving our employee experience and growth. In 2022, we hired 25 talents in different business portfolios to establish a solid talent base and a diverse workforce, which resulted in national and international recognition for our efforts. Internal mobility within the organisations between roles, vertically and laterally, demonstrated our commitment to grow and nurture talent based on diverse competencies and skills.

In 2022, we closed out all our Collective Bargaining Agreement with Kenya Plantation & Agricultural Workers Union (KPAWU).

Diversity Equity and Inclusion

Within the year Bamburi Cement Plc staff participated in various gender mainstreaming platforms including Kenya Association of Manufacturers (KAM) gala dinner in honour of Women in Manufacturing; Bamburi Balance for Better Master Class graduation on escalating growth; UN Global Compact & UN Women Kenya Forum and the Seventh Annual International Day for Women and Girls in Science, Technology, Education and Mathematics (STEM). Bamburi Women in STEM also hosted female STEM students from Technical University of Mombasa and the University of Nairobi.

To create a safe and inclusive work environment, within the year, we participated in the Kenya Business and Disability Network (KBDN) breakfast meeting hosted by Standard Chartered Bank and trained a total of 22 staff members and contractors (including receptionists and security) on Basic Sign Language training.

To develop youth leadership and prepare them for a future-fit organisation, our unique Bamburi Cement Youth Council held its annual election and continued to create platforms for growth. We launched Toastmasters Clubs in Mombasa and NAI Plants, tapping into Toastmasters global reputation and network to groom in public speaking and leadership skills. Four Bamburi Cement Youth Employees participated in the global 2022 Young SDG innovators program. To foster cultural inclusivity and celebrate our Indian community customer and supplier base, we hosted a 'Doing Business with the Indian Community' webinar on World Day for Cultural Diversity for Dialogue and Development.

22

Staff members and contractors trained on Basic Sign Language.

“ Employee training, competency models and leadership development have been crucial in mainstreaming sustainability goals in the organization. ”



24,000

Kenya operations
employee training hours

Learning and Development

To accelerate leadership development, Kenya operations attained over 24,000 employee training hours: 4,526 hours in Health Safety and Environment training, 10,473 hours in technical training, 1070 hours in compliance, 879 in leadership training among others.

Employees were nominated to participate in qualification and certification programs to upskill their industrial competencies.



Irene Nayera
Sustainability Pillar Champion

Engagement Survey

An expert-certified Employee Engagement Survey in Uganda and Kenya achieved a good participation rate in which 100% teams met, discussed and created action plans.

Health talks

In partnership with Minet Insurance in Kenya, we held a total of eighteen virtual health talks mirrored around World Health Organisation (WHO) themes and day-to-day occurrences. Discussion topics included parenting, post-Covid resilience, gut and mental health, election preparedness and diabetes awareness.

The Wellness Weeks

The Wellness Week focuses on nurturing holistic health, promoting work-life balance, and fostering a culture of care within the workplace.

Within the year, Hima Cement held a series of Wellness Weeks through webinars and workshops designed to support and encourage employees in making positive lifestyle choices.

“ **Our organic employee engagement is at the heart of ways to embedding sustainability at the heart of our culture** ”



Samuel Idiye
Health and Safety Pillar Champion

27

Teams participated in the interactive onsite Treasure Hunt using our Boots on Ground (BoG) app

“ **Prevention, mitigation and zero harm to our people and the environment across our operations is imperative to strong business performance.** ”

Health and Safety

Our goal is to conduct business with zero harm to people whilst minimising our environmental footprint. Our 'Ambition 0' (zero) HSE strategy focuses on critical risk management, worker engagement and continuous improvement.

Zero harm culture performance

Health and safety are at the heart of everything we do backed by detailed Health and safety action plans to reduce risks resulting in zero (0) lost time injuries and fatalities reported from our sites in Kenya last year.

To avoid recurrence of the incident in Uganda, we have put in place key mitigative actions which include; automatic detection, suppression of fire ex areas, hazardous area zoning, biometric access control to restrict unauthorized access to high risk areas and extensive technical training on critical controls.

Critical risk management

A core assessment audit was carried out by Group HSE in Q1 2022 to assess the quality and consistency of the implementation of the critical risk management program that was launched in 2021 covering eight priority unwanted events (PUE). Throughout the year we focused on implementation of the corrective actions and as a result, the self-assessment compliance score on critical controls at the end of the year was great.

Workforce engagement

Annual Global HSE Days: Treasure hunt

27 teams participated in the interactive onsite Treasure Hunt undertaken using our Boots on Ground (BoG) app that mobilises and engages managers, supervisors and workers to identify opportunities promoting energy efficiency, continuous improvement culture and empowerment in day-to-day operations.

Health and safety day's health exercise challenge

This incentivised challenge required individuals to walk or run for long distances while recording their intervals on fitness apps.



Boots on the ground

BoG is a worker engagement undertaking supported by a digital platform that encourages employee engagement and innovation to conduct shop floor tours and identify hazards related to their work. In 2022, the platform recorded a 70% increase in field hours in both Kenya and Uganda operations.

Road Safety Performance

We centred on Fatal Road Crash key controls in 2022 to reduce accident risks to our drivers and other road users. Safe following distance, tiredness management, attention management, occupant protection, and vehicle pre-trip inspection were among the controls applied.

Digital initiatives to Drive Safety Compliance

Hima Cement successfully adopted a remotely accessible integrated e-permit-to-work system, which decreased unnecessary paperwork, raised awareness of risks at work, and increased leadership visibility.

Continuous Improvement

We carried out first aid, fire marshal, confined space, and emergency response training, as well as health and safety stand downs and tool box talks to retool our teams in risk mitigation.



Mary Mueni
Human Rights, Stakeholder Relations and Social Initiatives Pillar Champion

400

Persons were screened at the free cervical and breast cancer

400

Number of desks donated to 14 schools by Hima cement

150

Number of bags of cement donated to Kapsinda Secondary School

Social Investments and Human Rights

Our social investments are our pathway to improving the socio-economic livelihood of communities we operate in.

Our model for engagement in social initiatives are anchored on health and safety, education, infrastructure and environment and aligned with Sustainable Development Goals (SDGs).

Health and Safety

In Kenya, we extended our Mother Child Health and HIV/AIDS outreach Programme in order to safeguard mothers and children from high maternal mortality rates while simultaneously increasing community HIV/AIDS awareness. This award-winning national health programme has become a standard endeavour in Tier 3 facilities throughout the country.

At the free cervical and breast cancer screening and wellness camp hosted by Bamburi Cement and Coast General Hospital Cancer Centre, 400 clients, 272 and 122 female and male, were screened.

500 HIV-positive persons benefited from the Hima Cement Anti-Retroviral Treatment Clinic, in collaboration with the Ministry of Health and USAID. The programme provided free ARVs, HIV awareness, nutritional assessments and education, HIV-positive people, mother-to-child transmission prevention, safe circumcision, CD4 laboratory analysis, and treatment of opportunistic infections.

“ Our social initiatives business model helps us remain accountable to stakeholders and maximise our positive impact in the communities ”

Education:

In line with SDG 4, Kilifi County was on-boarded on Bamburi Cement’s County secondary school scholarships that include Machakos, Kwale and Kajiado counties which has sponsored 57 academically promising, yet financially disadvantaged students. The Hima Cement Community Scholarship Program in Uganda sponsored over 105 bright and needy students from schools in Kasese, Kamwenge, Kabarole, Tororo, and Kapchorwa districts.

Hima Cement donated 400 Desks to 14 schools in Kasese, Kabarole, and Tororo to improve the learning environment for students. With each donated desk, children get the opportunity to stay in school and improve their experience.

Infrastructure:

We invested in infrastructure facilities in rural communities to heighten social progress, build resilient infrastructure and meet contemporary needs of the growing population. Within the year, we financed the paving and transforming Kilimani Primary School’s Visually Impaired Unit into a disability-friendly facility.

In Uganda, we constructed Kapsinda Secondary School’s staff room and a four-classroom block and donated 150 bags of cement to construct classrooms, access ramps, and paved pathways at the Canaan Children’s Center for disabled children. We constructed Boda boda Sheds and offered road safety training to Boda boda riders within the area of operations.



Caroline Kezaabu
Environment, People and Community Pillar Champion

Environment: Protecting Mtopanga River and impacting Marine ecosystems
Lafarge Ecosystems (LES), our environmental arm, retrieved roughly 1719.5kg of solid waste, 60% of which was plastic waste, from the extremely polluted Mtopanga River, which would have otherwise polluted the Indian Ocean. This biodiversity action contributes to the preservation of marine ecosystems by curbing litter inflow which adversely impacts livelihoods.

Pollution forms part of tripartite threats to Kenya's marine ecology, which directly and indirectly sustains an estimated two million people through job, income, nutrition, and food security.

Conservation Education and Awareness: Celebrating World Ocean Day
We generated conservation awareness through lectures, e-posters, and marked environment commemorations in our sites, joined local government agencies in capture and rescue of reptiles from homes and communities. Additionally, we collaborated with local birders and students from local universities to monitor migratory bird species in the reserve and rehabilitated forests on World Migratory Birds Day.

“ We base our community work on a need assessment from which we have identified salient and potent real life issues that communities face. ”



Mtopanga River clean up to collect and dispose solid waste

1719.5Kg

Solid waste Lafarge Ecosystems (LES), our environmental arm, retrieved from the extremely polluted Mtopanga River

Ecotourism and recreation

In 2022, there were 137, 000 visits to Rehabilitated Quarry Ecosystems, with 50, 205 coming from academic institutions and 7,270 from international tourists.

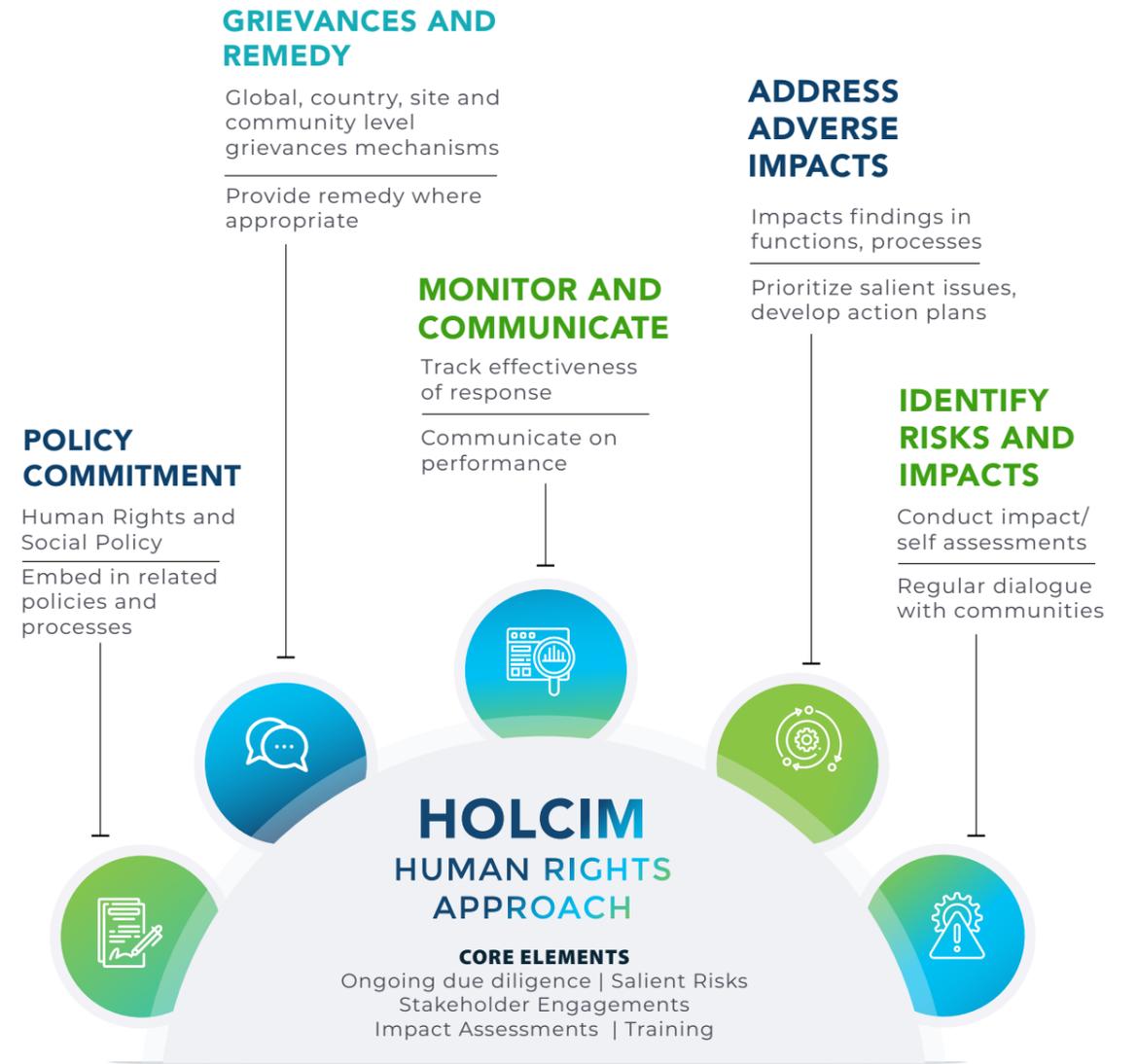
Our commitment to human rights, respect, protection, and promotion extends beyond risk management and compliance and builds the framework for a more resilient future for people and the earth.

137K

Visits to Rehabilitated Quarry Ecosystems in 2022

Our Human Rights Approach

Bamburi cement PLC is committed to respecting and promoting human rights. This is outlined in the Human Rights and Social Policy. The Human Rights Directive provides guidance on how we implement this in our operations and value chain.



Human Rights Impact Assessments

Our Human Rights Impact Assessment (HRIA) identifies, understands, assesses and addresses the adverse effects of the business activities and its impact on human rights.

Our Human Rights Impact Assessments (HRIA) in Kenya are set to determine the net impact of our actions on affected or potentially affected stakeholders relevant to Holcim's own operations and value chain. Its output highlighted solutions to optimise positive outcomes and mitigate negative impacts.

The scope of the assessment included human rights issues for all country activities and legal entities, as well as employees, contracted staff, local community external stakeholders, customers, and suppliers.



Sustainable Procurement



Baldwin Onyango
Sustainable Procurement Pillar
Champion

“Our goal is to build an inclusive business culture in joint effort with other organisations guided by our sustainability goals”

Our Responsible Sourcing Framework

Sustainable procurement principles have revolutionised our business practices and driven us towards driving a positive impact on society.

Our Sustainable procurement guidelines are based on the standards and principles enshrined in the UN Global Compact Ten Principles, The OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights and the International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work.

The company’s commitments to high legal, ethical and moral standards stipulated in our policies and directives are the core of our procurement activities.

Our supplier code of conduct emphasises our commitment to meet high social, human rights, environmental, health, safety and security standards which together form the framework of our expectations of suppliers. Our supplier pre-qualification process includes ESG/H&S impact assessments depending on the goods or services to be provided.

Environment and Emission

We hit our 2025 target ahead of schedule using our scope 3 emission tool for downstream and upstream transportation. This outstanding performance was a result of implementing our sustainability strategy, leveraging on rail and backhaul transfers and constant monitoring.

	2025 Target	2022 Performance
Scope 3 emissions	25.8	25



Social Awareness on Human Rights/ Ethical Sourcing

Our Suppliers’ Code of Conduct details our requirements for suppliers across the value chain to show proof of respect for Human Rights.

These include fair and decent working conditions for their workers, departure from forced labour, boycott of child labour, non-discriminatory behaviour among other potential human rights salient risks.

The due diligence process involves identifying supplier potential impacts or risks, verifying for compliance through self-assessment questionnaires and follow up audits, identifying breaches to our supplier code of conduct, monitoring performance and communicating it through our sustainability reporting.

Supplier Diversity

a. Gender Responsive Procurement

Our efforts towards supplier diversity have grown women suppliers from 28 in 2020 to 34 in 2022 across our supply chain. This was precipitated by capacity building to promote gender-responsive procurement operations which included our participation in the WEConnect supplier diversity and engagement with Women, Youth and Persons with Disabilities (PWD)

This was precipitated by capacity building to promote gender-responsive procurement operations which included our participation in the WEConnect supplier diversity and engagement with Women, Youth and Persons with Disabilities (PWD).

b. Local Spend on Women, Youth and PLWD

Our proactive procurement actions bolster inclusion of minority-owned businesses in our supply base and reach 30% of local controllable spend by 2025 to be channelled to local underrepresented groups.

In 2022, the expenditure for underrepresented groups was reduced due to inconsistencies stemming from operational and cashflow challenges among these suppliers. To foster sustained growth, our remedial strategy encompasses initiatives such as training and capacity building, along with offering financial support through alternative channels.

Indicator	Unit	2020	2021	2022
Spend on Local under-represented groups	%	10.26	19.38	14.4

44

Women were certified as truck drivers from the Kenya and Uganda operations.

Putting women in the commercial drivers’ seat (WOW)

The Women on Wheels (WOW) programme aims to put more women behind the wheel of commercial vehicles, improving working conditions and assuring safe workplaces.

In partnership with Isuzu East Africa 44 women were certified as truck drivers from the Kenya and Uganda operations.

In an internal analysis, female drivers emerged as better and safer drivers than men based on measuring perimeters such as braking, acceleration, and cornering.



Customer, Product and Innovation



Fidelis Sakwa
Product and Innovation Pillar
Champion

Sustainable Products

We strive to offer innovative and sustainable solutions that meet our customers' specific needs.

Our research and development efforts focus on developing eco-friendly products, such as low-carbon cement and concrete solutions that contribute to sustainable construction practices.

We also provide customised solutions tailored to our customers' unique requirements, ensuring their satisfaction and success.

Ecolabel

Bamburi Cement PLC has over the years invested extensively in research and the development of our products to avail to the market low carbon products. We launched Eco-label certification on our green cement brands that saves more than 30% of carbon emission during the manufacturing process in comparison to Ordinary Portland Cement (OPC).

The Eco-label is a green certification issued by the Holcim Group to brands that have demonstrated 30% lower carbon emissions against OPC.

Eco-labels help customers identify at first sight the environmental impact of their purchasing choice, thereby establishing trust and confidence in sustainable construction, a critical component to reducing carbon emissions from human activities. We are cognizant that choosing and promoting products with lower carbon emissions, improve circularity and aim towards a net zero future.

Bamburi Seti (Kenya)

On 30 March 2022, we launched the ready-to-use tile adhesive by the brand name 'Bamburi TectorCeram SETI 300' into the Kenyan market. The tile adhesive is designed to aid the placement of porous tiles including ceramic, terracotta, earthenware and natural stone tiles. Bamburi SETI 300 is a cementitious mortar product produced from carefully sourced raw materials, including chemical admixtures, Bamburi cement and sand.

The new tile adhesive is suitable for interior tiling solutions such as floor and wall applications and only requires the addition of water on site. Its advanced formulation and creamy workability significantly increase the bonding strength to



30%

Of carbon emission saved during the manufacturing process due to the launch of Eco-label certification on our green cement brands



Products with lower carbon emissions contribute to lowering global warming and achieving the global goals of climate neutrality by 2050.

80%

Reduced CO₂ emissions by 3D printing in construction

The first 3D printed residential housing in Africa

The two-bedroom Mvule Gardens in Kilifi County is a product of a partnership between Bamburi Cement's parent firm Holcim and UK development financier CDC Group through their joint venture, 14 Trees.

In partnership with 14 Trees, we have successfully printed the first ten out of 52 houses, showcasing low-carbon construction as a solution to tackling the housing crisis and illustrating the pathway to providing affordable housing in the near future.

3D printing in construction reduces CO₂ emissions by up to 80% in comparison with other conventional construction methods. It also reduces material use by up to 50 percent and can save construction costs by close to 20 percent.



Philemon Mubiru
Product and Innovation Pillar
Champion

AgricLime (Uganda)

To minimise production waste, kiln dust from the clinker production process was repurposed as a raw material for the production of AgricLime used as a soil conditioner in gardening.

AgricLime has been tried and tested at various agricultural research facilities and proven to contribute calcium, magnesium, phosphate and sulphate key in pH and mineral boost, crop yield and profitability.



We continue to invest in extensive research to develop low carbon products in the markets we operate in.



45

delegates for a benchmarking plant operations tour hosted by Mombasa Plant during a stakeholder collaboration

10

out of 52 houses printed in partnership with 14 Trees.



Launch of Tector Ceram

Hima Cement launched TectorCeram, a ready-to-use range of dry mortar products which included two Tile Adhesives (C1 and C2), two Tile Grouts (grey and white) and Tector Admix (a waterproofing additive for application in concrete and mortar).

The new complementary range of products offers superior internal and external building finishing design, enhanced bonding attributes, great workability and are ready-to-use by adding the recommended amount of water.

Stakeholder Collaboration

Bamburi Cement PLC partnered with the Architectural Association of Kenya (AAK) for the organisation of the 1500-delegate AAK Convention 2022 held in Mombasa. The event hosted construction industry players, government, private sector and academia from Kenya, Uganda, Rwanda, Tanzania, Burundi and Sudan. Mombasa Plant hosted 45 of the delegates for a benchmarking plant operations tour.

We also participated in the 29th IEK International Convention on Sustainable Engineering by the Institution of Engineers of Kenya (IEK) and the Engineers Board of Kenya (EBK).

Let's Talk Accelerating Green Growth

We held thought leadership sessions on accelerating green growth with building and construction stakeholders. on our Geocycle business, our growing green product and solutions portfolio; and how to promote the value of multi-stakeholder partnerships for sustainable development, specifically to drive sectoral and national policy agendas.



Philemon Mubiru speaking at the event with building and construction stakeholders

Customer Excellence



Judith Gataya
Customer Excellence Pillar Champion

Service with Excellence - Offering Seamless Customer Experience

Our omni-channel customer touch points include our websites, call centres, and in-person interactions, which improve convenience, accessibility, satisfaction, and overall experience.

Our pursuit of exceptional consumer experiences and customer excellence is rooted in our belief in environmental and societal responsibility, as well as in the need of developing lasting relationships based on trust, personalised service, and a thorough understanding of client demands.

Voice of the Customer (VoC)

The VoC has helped us identify and anticipate client expectations, trouble points, and proactive solutions. It has allowed tailoring our products, services, and interactions to specific consumer demands resulting in personalised and memorable experiences.

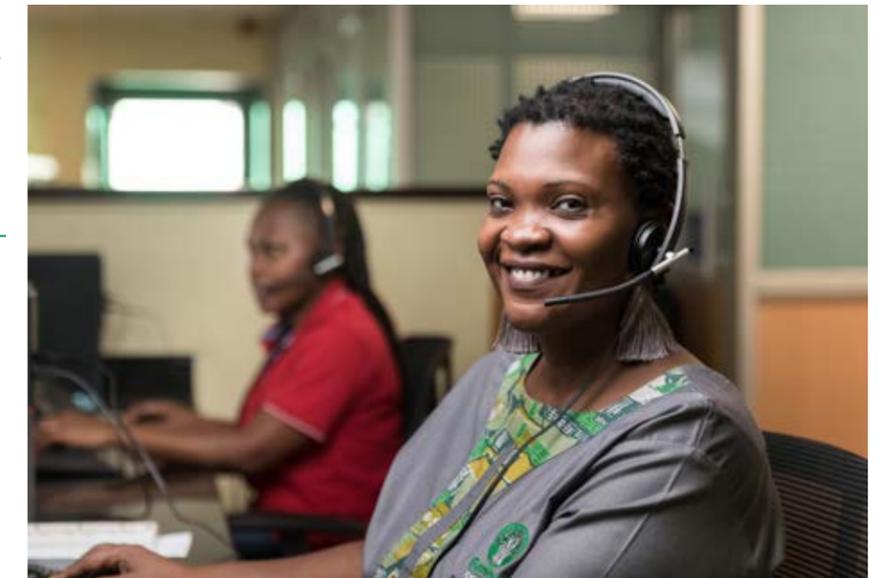
In April 2022, we opened our contact centre, which operates 24 hours a day, seven days a week, and has since served over 50% of clients, improving their experience by resolving their difficulties and queries.

50%

Percentage of clients served since operating on 24hrs

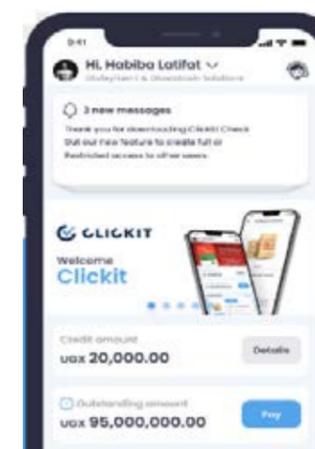


Delivering exceptional customer experiences goes hand in hand with our responsibility to the environment and society.



Click it Is our customer app

Clickit (Retail app) , formerly Navendor, is our mobile-based app that provides seamless transactions between Bamburi Cement and our customers by making the experience of buying cement as simple, fast and as easy as possible.



Customer Education and Engagement

We actively engaged our customers through seminars, webinars and online resources on sustainable construction practices, efficient product usage and environmental impact reduction. Our educational partner webinars on tax, Fundi seminars (Builders Academy) on cement use and financial partnership with Equity Bank's Simiti Eazzy formed part of key customer education and engagement milestones.

Health and Safety for our Customers

Our adoption of the first-of-its-kind retail customer Health Cover Programme Afya ya Nguvu highlighted our commitment to prioritising the well-being of our clients. Stringent safety training and awareness programmes were tailored on this programme to ensure a safe environment for our customers.

Celebrating Service

We joined the world in week-long celebrations of the 2022 Customer Service Week under the theme, 'Celebrating Service'. We recognized and expressed gratitude to our customers by paying courtesy calls and gifting our esteemed customers that support our business.



We Celebrate Fleet Center

They say beauty is fleeting, but in your case, we term it as lasting. Your efforts in safeguarding the safety of our trucks and truck drivers on the road are recognized and applauded.
Asante sana!



We Celebrate Commercial

Thanks for showing up and doing good work every day like it's no big deal, we appreciate you being out in the market, looking for sales opportunities and generating leads.
Asante sana!

Our Sustainability Governance Framework

Governance



Joyce Munene
Compliance and Governance
Pillar Champion

“
We uphold strong corporate governance while championing the best ESG practices and performance.

Board oversight in sustainability and ESG

The Board provides strategic leadership and stewardship on the company's long-term sustainability strategy by its management oversight decisions.

In its fiduciary responsibility, representation and accountability to the stakeholders, the Board holds management responsible, reviews, approves the sustainability strategy.

It bears the overall responsibility for execution of the sustainability strategy including ensuring appropriate frameworks are in place for long-term sustainability implementation.

Documents on Board's role in sustainability

The Board Charter provides for the Board's responsibility in making decisions, and reviewing and approving the strategy of the Company in relation to corporate social responsibility and sustainability, ethics, and environmental stewardship.

The Kenya Companies' Act under Section 655 (4) requires company directors to review environmental matters, and social and community issues that may affect the future development, performance, and position of the Company.

The Code of Corporate Governance Practices for Issuers of Securities to the Public, 2015 requires the Board to put in place ESG frameworks and proposes public disclosure of ESG performance in annual reports.

Specific roles and responsibilities of the Board in our Sustainability

The Board has set up two committees to perform its delegated functions; the Audit & Risk Committee and the Nomination, Remuneration & Human Resource Committee of which sustainability priorities are incorporated.

BOARD OF DIRECTORS	
Audit and Risk Committee	Nomination, Remuneration & HR Committee
Alice Owuor- Chair Dr Helen Gichohi Rita Kavashe Austin A.O. Ouko Mbuvi Ngunze	Mbuvi Ngunze- Chair Rajesh Surana Dr Helen Gichohi Alice Owuor

Board Training

In line with these requirements to ensure that each Director undergoes at least twelve (12) hours of training on corporate governance matters, the Directors attended various corporate governance trainings and were updated on new legislation. The board and senior management underwent two (2) hours of training on sustainability.

The Executive Committee

The Bamburi Group Executive Committee (ExCo) whose members are appointed by the Group Chief Executive Officer consists of individuals responsible for the key business sections of Finance, Supply Chain, Commercial, Plant Operations, Geocycle and Sustainability, Strategy and Projects, Health Safety and Environment, and Human Resources. They are responsible for overseeing the progress of ESG and sustainability agenda and ensuring implementation and adherence to the sustainability roadmap.

ESG committee

Through the ESG committee, the Board and the company can efficiently monitor, align and communicate sustainability integration and performance within the organisation.

Our ESG committee has overall responsibility for the effective operation of a company's ESG policy and has delegated responsibility for overseeing its implementation. It functions through terms of reference developed and specified by the Board. The ESG committee is responsible for writing the ESG content and all information relating to ESG disclosures.

The Audit and Risk Committee is responsible for review (quarterly or as needed) of ESG performance reports covering the Company's sustainability initiatives and key performance metrics, as well as a review of the Company's annual sustainability report.

Our Policies

Code of Business Conduct (Integrity Line and Speak Up)

The Bamburi Cement Group, through its Code of Business Conduct, emphasises its commitment to ethics and compliance with laws, sets forth basic standards of behaviour for its employees, agents and directors when dealing with clients, suppliers, competitors and the general public, provides reporting mechanisms for known or suspected breaches while also ensuring prevention and detection of wrongdoing.

During the year, the Group carried out training (elearning/ face to face) for all staff on the Code of Business Conduct to familiarise management on the changing sanctions environment and familiarise all individuals with the available modes of reporting/ whistleblowing on matters of concern.

Procurement Policy

The Bamburi Group Procurement Policy, aims at providing complete management from strategy definition to execution. It ensures that procurement creates value by leveraging size and volumes, efficient processes and systems together with combined global expertise with a consistent focus on the lowest total cost of ownership/ services.

The Procurement Policy provides for supplier sustainability compliance, adherence to the Bamburi Group's Health, Safety & Environment Standards as well as applicable laws and regulations as integral parts of any sourcing decisions. The policy was reviewed in 2022 to bring on board changes in operational requirements and regulations.

Governance Audit

In line with requirements of the CMA Code, the Board has adopted the practice of conducting an independent governance audit once every two (2) years by a governance auditor accredited by the Institute of Certified Secretaries, Kenya.

Findings from the governance audits are also used to prepare remedial actions on any identified aspects of non-compliance to strengthen the Company's internal governance framework.

In 2022, the company undertook a governance audit whose results were disclosed to shareholders at the Annual General Meeting (AGM). The remediation actions from the audit are tracked for closure by the Board and its Committees.



Peter Mbaru
Internal Control, Audit and Risk Pillar Champion

“
The company's risk management involves actively monitoring the changes in the evolving business environment within which we operate, that could have potential impact on the business.

Risk Management

Bamburi Cement PLC has a resilient risk management framework structured around a number of coordinated approaches and subject to continuous assessment and improvement.

The company's risk management involves actively monitoring the changes in the evolving business environment within which we operate, that could have potential impact on the business. These material risks could be prospectively within the industry, legislative and regulatory locale.

The Audit and Risk Committee of the Board of Bamburi Cement PLC provides oversight to the risk analysis conducted regularly which informs the continual updating of the risk management framework. In 2022, Bamburi Cement conducted quarterly reviews of its annual compliance risk management to assess business risks and opportunities. This was reflected and updated in our risk map with material risks categorised depending on its significance and likelihood.

Internal Controls

Having an effective and efficient internal control framework is a key objective of the management team. The company has a continuous reporting system and assessments with regular discussions at the management level to ensure controls are properly assessed and issued swiftly addressed. Management is continuously reviewing the internal control framework to ensure that all risks are identified and mitigated. In the year 2022, the Board conducted a review of the internal policies and internal controls of the material systems in the business. It is the opinion of the Board that the system of risk management and internal controls were in place and effective in 2022.

Minimum Control Standards (MCSs)

The Company has in place sixty - three (63) mandatory Minimum Control Standards (MCSs).

The Board through the Audit & Risk Committee has reviewed the implementation of these MCSs as well as the internal audit reports within the year and is therefore satisfied that the control environment is robust enough to ensure efficient business operations.

Business Ethics and Compliance

Pricing Integrity and Fair Competition Compliance

Our fair competition directive acts as a minimum standard and supplements the country's anti-competition laws. In compliance with the above, we strictly adhere to the following which are outlined in our policy:

- We do not share competitively sensitive information (e. g. price, costs, market distribution, etc.) with competitors, or collude or agree with competitors on prices, customer or market allocation, or supplier or customer boycotts.
- We do not enter into a business arrangement or pursue a strategy with the sole purpose of harming a competitor.
- We do not abuse the group's strong position in any market to gain an unfair competitive advantage.

Anti-Bribery and Corruption Directive

At Bamburi Cement PLC, we uphold a mandatory zero tolerance to unethical practices. Our Anti-Bribery and Corruption Directive sets out the company's stance and the responsibilities of its employees to partner and comply with its position on bribery. It clearly outlines the measures to be deployed on how to recognize and deal with bribery and corruption issues. To further support our commitment of doing business with integrity, the business has launched a global ethics advice and reporting system.

Conflict of Interest

Our governance body has put in place procedures for managing compliance with the conflict of interest provisions of the Companies Act 2015 and the CMA Code. Our Conflict of Interest Directive requires all employees to self-disclose all potential conflicts of interest. Disclosure is critical, as it allows the company to objectively review a specific situation and take the necessary steps to remove or limit risks. Employees have an on-going obligation throughout their period of employment with the Company to formally disclose any actual, potential or perceived conflict of interest to the Company.

Project Ecosafi

In 2022, we launched Ecosafi, a digitization initiative that automated the company's archives and operations in order to provide a centralised repository of all company information, reduce environmental impact by reducing paper use, and save on operational costs.

E-pod Project

This project went live at the end of 2022 and sought to eliminate 70% of our print volume in our dispatch and logistics process whilst supporting electronic proof of documents.

Digital Driver's Pass & App

Over the course of the year, over 823 drivers received a digital driver's pass app, which provides a secure online platform for driver onboarding, compliance checks, driver engagement, and management. The digital pass is portable, customizable, scannable, environmentally friendly, and allows easy access to the driver's history.

Sustainable finance creation

Environmental, Social and Governance considerations are taken into account when making investment decisions and have proven to lead to more long-term investments in sustainable economic activities and projects.

Our reporting on our determined annual ESG priorities illustrates our sustainability actions, progress and performance and puts us at a position of advantage to attract partners in sustainable and green financing.



Patrick Maranga
Sustainable Finance Pillar
Champion

“ Our customers and communities benefit the most when we integrate environmental, social and governance (ESG) criteria into the business and investment decisions. ”

Our Awards

Innovation to inclusion' (i2i) programme

The company received an award for emerging 2nd runners up in the manufacturing sector Mombasa Plant, under the Innovation to inclusion' (i2i) programme, won the award for the Company (in this case site) that had the highest number of implementation of audit actions in Persons with Disabilities (PWD) Accessibility

The Women on Boards Network in Kenya.

Mr. Seddiq Hassani for being awarded 2022 Male Champion of Women's Agenda

Jane Wangari, our Sustainability and Geocycle Director, won the Holcim and Prince Michael International. Road Safety Awards - Road Safety Agenda Contribution.



Annual Occupational Health and Safety Awards

Bamburi received an award for emerging 2nd runners up in the manufacturing sector on the 28th April, 2022 at during the International Day of Health and Safety ceremony hosted at KPA Mbaraki Sports Club in Mombasa

Accenture 10th Gender Mainstreaming Awards.

Bamburi Cement won in the following categories:

- Economic Empowerment of women in the community (Overall Winner)
- Empowerment of women in the community (4 Runners up)
- Women Empowerment I'm the workplace (5 Runners up)

Recognition Certificate by Federation of Kenya Employers (FKE) and Kenya Business Disability Network (KBDN) as a champion of disability inclusion in the workplace

Glossary of Terms

KE	-	Kenya
UG	-	Uganda
NSE	-	Nairobi Securities Exchange
ESG	-	Environmental, Social and Governance
UN	-	United Nations
COP	-	Conference of Parties
HSE	-	Health Safety and Environment
GRI	-	Global Reporting Initiative
CO2	-	Carbon dioxide
NOX	-	Nitrogen Oxides
SO2	-	Sulphur Oxide
Kg	-	Kilogram
3D-		Three Dimensional
GIS	-	Geographic Information System
IUCN	-	International Union for Conservation of Nature
STEM	-	Science, Technology, Education and Mathematics
SDG	-	Sustainable Development Goals
OECD	-	Organisation for Economic Co-operation and Development
C1 and C2	-	Category 1 and 2
CMA	-	Capital Markets Authority

Performance Data

CO2 and Energy	Unit	Kenya			Uganda		
		2020	2021	2022	2020	2021	2022
Scope 1: Specific Gross CO2 Emissions	KgCO ₂ /tons	476.9	462.3	451.4	319.5	299.8	291.8
Specific Net CO2 Emissions	KgCO ₂ /tons	467.3	452.8	437.9	309	293.2	283.8
Recycled Waste in Cement	tons	120,180	117,439	55,027	157,754	150,893	143,561
Scope 2: Electricity							
CO ₂ Emissions	tons ('000)	42.4	43.7	34.1	11	12.5	14.2
Specific CO ₂ Emissions	KgCO ₂ /tons	24.4	22.7	22.5	12.3	13.2	16.8
Scope 3: Transportation (Downstream)							
Absolute CO ₂ Emissions	tons ('000)	136	131	67.1	40	44	40.6
Specific CO ₂ Emissions	Kg CO ₂ /tons transported	39	35.4	25.0	37.1	37.2	43.4
Nature (Biodiversity & Water)	Unit	Kenya			Uganda		
		2020	2021	2022	2020	2021	2022
Active Quarries	# Sites	3	3	7	5	5	4
Quarries assessed using BIRS methodology	# Sites	5	5	5	0	0	0
Quarries with Rehabilitation Plans in place	# Sites	5	5	7	4	5	5
Total Rehabilitated area	Ha	285.6	294.6	302.6	56	60	64.3
Total Fresh Water Withdrawal	m ³	166,179	160,406	118,144	39,000	243,000	163,045
Health and Safety	Unit	Kenya			Uganda		
		2020	2021	2022	2020	2021	2022
Total Injury Frequency Rate (TIFR)	#	1	1.72	0	0.62	0	5.19
Lost Time Injury Frequency Rate (LTIFR)	#	0.36	0.69	0	0	0	2.89
Boots on the Ground (Time in Field)	Hours	N/A	56,257	93,650	N/A	4,493	37,341

*The denominator is per 1 million hours | *TIFR & LTIFR for employees and contractors

Performance Data

Employee and Diversity	Kenya			Uganda			
	Unit	2020	2021	2022	2020	2021	2022
Permanent Employees	%	99.2	95.1	97.3	99.3	99.6	99.6
Women at Senior Management Level	%	37.5	42.9	28.6	16.7	20	16.7
Women at all Management Levels	%	34.8	35.8	35.6	23.1	25.6	24.8
Women in Total in the Workforce	%	20.3	22.1	22.3	16.6	16.9	15.7
Human Rights and Social Initiatives	Kenya			Uganda			
	Unit	2020	2021	2022	2020	2021	2022
Days Dedicated to Human Rights Approach I	Days	0	105	228	0	25	18
Social Initiatives Beneficiaries	#	47,228	21,859	27,816	16,028	5,857	9,205
Sustainable Procurement	Kenya			Uganda			
	Unit	2020	2021	2022	2020	2021	2022
% Consolidated Spend on Local Underrepresented group		10.22	19.36	14.4	Not measured	Not measured	Not measured
Ethics and Compliance	Kenya			Uganda			
	Unit	2020	2021	2022	2020	2021	2022
Number of Employees Trained on COBC	%	84.6	95.1	99	92	95	97
Hours of Training on COBC per Employee	Hours	1.45	1.45	2	7.5	7.5	1.5

Gri Content Index

GRI CONTENT INDEX		
Statement of use	Bamburi Cement PLC has reported in accordance with the GRI Standards for the period between 1st January 2022 and 31st December 2022	
GRI 1 Used	GRI 1: Foundation 2021	
GRI Standard	Disclosure	Location
GRI General Disclosures		
GRI 2: General Disclosures	2-1 Organisational details	About Bamburi Cement PLC
	2-2 Entities included in the organisation's sustainability reporting	Our Subsidiaries
	2-3 Reporting period, frequency and contact point	About this report
	2-4 Restatements of information	
	2-5 External assurance	
	2-6 Activities, value chain and other business relationships	About Bamburi Cement PLC
	2-7 Employees	Bamburi Annual Integrated Report
	2-8 Workers who are not employees	Bamburi Annual Integrated Report
	2-9 Governance structure and composition	Our Governance
	2-10 Nomination and selection of the highest governance body	Our Governance
	2-11 Chair of the highest governance body	Our Governance
	2-12 Role of the highest governance body in overseeing the management of impacts	Our Governance
	2-13 Delegation of responsibility for managing impacts	Our Governance
	2-14 Role of the highest governance body in sustainability reporting	Our Governance
	2-15 Conflicts of interest	Our Governance
	2-16 Communication of critical concerns	Code of Business Conduct (Integrity Line) & Speak Up Directive
	2-17 Collective knowledge of the highest governance body	Our Board
	2-18 Evaluation of the performance of the highest governance body	2022 Integrated report
	2-19 Remuneration policies	2022 Integrated report
	2-20 Process to determine remuneration	2022 Integrated Report
	2-21 Annual total compensation ratio	2022 Integrated Report
	2-22 Statement on sustainable development strategy	Our Sustainability Pillars
	2-23 Policy commitments	Our Policies
	2-24 Embedding policy commitments	Our Policies
	2-25 Processes to remediate negative impacts	Our sustainability pillars

GRI Content Index

GRI Standard	Disclosure	Location
GRI 3: Material Topics	2-26 Mechanisms for seeking advice and raising concerns	Code of Business Conduct (Integrity Line) & Speak Up Directive
	2-27 Compliance with laws and regulations	Business ethics and compliance
	2-28 Membership associations	Stakeholder Groups
	2-29 Approach to stakeholder engagement	Stakeholders Engagement
	2-30 Collective bargaining agreements	2022 Integrated report
	GRI 201: Economic Performance	3-1 Process to determine material topics
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	2022 Integrated Report
	201-2 Financial implications and other risks and opportunities due to climate change	Business Risk Management
	201-3 Defined benefit plan obligations and other retirement plans	2022 integrated report
GRI 202: Market Presence	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	2022 integrated report
	202-2 Proportion of senior management hired from the local community	2022 integrated report
GRI 203: Indirect Economic Impacts	203-1 Infrastructure investments and services supported	2022 integrated report
	203-2 Significant indirect economic impacts	2022 integrated report
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	Material Topic Sustainable Procurement
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	Our Governance
	205-2 Communication and training about anti-corruption policies and procedures	2022 Integrated report
	205-3 Confirmed incidents of corruption and actions taken	2022 Integrated Report
GRI 206: Anti-competitive Behaviour	206-1 Legal actions for anti-competitive behaviour, antitrust, and monopoly practices	Business ethics and compliance
GRI 207: Tax	207-1 Approach to tax	2022 Integrated report
	207-2 Tax governance, control, and risk management	Our Policies 2022 Integrated report
	207-3 Stakeholder engagement and management of concerns related to tax	Stakeholder engagement
	207-4 Country-by-country reporting	2022 Integrated Report
GRI 301: Materials	301-2 Recycled input materials used	Material Topic Circular Economy
	301-3 Reclaimed products and their packaging materials	Material Topic Circular Economy
GRI 302: Energy	302-1 Energy consumption within the organisation	Material topic Climate & Energy

GRI Content Index

GRI Standard	Disclosure	Location
GRI 302: Energy	302-2 Energy consumption outside of the organisation	Material topic Climate & Energy
	302-3 Energy intensity	Material topic Climate & Energy
	302-4 Reduction of energy consumption	Material topic Climate & Energy
	302-5 Reductions in energy requirements of products and services	Not relevant
	GRI 303: Water and Effluents	303-1 Interactions with water as a shared resource
GRI 303: Water and Effluents	303-2 Management of water discharge-related impacts	Material topic Nature and Water
	303-3 Water withdrawal	Material topic Nature and Water
	303-4 Water discharge	Material topic Nature and Water
	303-5 Water consumption	Material topic Nature and Water
	GRI 304: Biodiversity	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas
GRI 304: Biodiversity	304-2 Significant impacts of activities, products and services on biodiversity	Material topic Nature and Water
	304-3 Habitats protected or restored	Material topic Nature and Water
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Material topic Nature and Water
	GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions
GRI 305: Emissions	305-2 Energy indirect (Scope 2) GHG emissions	Material topic Climate & Energy
	305-3 Other indirect (Scope 3) GHG emissions	Material topic Climate & Energy
	305-4 GHG emissions intensity	Material topic Climate & Energy
	305-5 Reduction of GHG emissions	Material topic Climate & Energy
	305-6 Emissions of ozone-depleting substances (ODS)	Material topic Climate & Energy
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Material topic Environment & Energy
	GRI 306: Waste	306-1 Waste generation and significant waste-related impacts
GRI 306: Waste	306-2 Management of significant waste-related impacts	Material topic Circular Economy
	306-3 Waste generated	Material topic Circular Economy
	306-4 Waste diverted from disposal	Material topic Circular Economy
	306-5 Waste directed to disposal	Material topic Circular Economy
	GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria
GRI 308: Supplier Environmental Assessment	308-2 Negative environmental impacts in the supply chain and actions taken	Material topic Sustainable Procurement: Environment and Emissions
	GRI 401: Employment	401-1 New employee hires and employee turnover
GRI 401: Employment	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	2022 integrated report
	401-3 Parental leave	Social investments and human rights

GRI Content Index

GRI Standard	Disclosure	Location
GRI 402: Labor/Management Relations	402-1 Minimum notice periods regarding operational changes	2022 Integrated report
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system	Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Risk management process
	403-3 Occupational health services	Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety
	403-5 Worker training on occupational health and safety	Health and Safety
	403-6 Promotion of worker health	Health and Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety
	403-8 Workers covered by an occupational health and safety management system	Health and Safety
	403-9 Work-related injuries	Performance data sheet: Health and Safety
	403-10 Work-related ill health	Not relevant
GRI 404: Training and Education	404-1 Average hours of training per year per employee	Employee well-being and health & safety
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent and Development
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent and Development
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	2022 Integrated report
	405-2 Ratio of basic salary and remuneration of women to men	Nomination, Remuneration & Human Resources Committee (N,R&HRC)
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	Material topic Human Rights
GRI 407: Freedom of Association and Collective Bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Material topic Sustainable Procurement
GRI 408: Child Labour	408-1 Operations and suppliers at significant risk for incidents of child labour	Material topic Human Rights
GRI 409: Forced or Compulsory Labour	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Material topic Human Rights
GRI 410: Security Practices	410-1 Security personnel trained in human rights policies or procedures	Material topic Human Rights
GRI 411: Rights of Indigenous Peoples	411-1 Incidents of violations involving rights of indigenous peoples	Material topic Human Rights
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	Social Investments
	413-2 Operations with significant actual and potential negative impacts on local communities	Social Investments

GRI Content Index

GRI Standard	Disclosure	Location
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	Material Topic Sustainable Procurement
	414-2 Negative social impacts in the supply chain and actions taken	Material Topic Sustainable Procurement
GRI 416: Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	Material Topic Customer product and innovation
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Material Topic Customer product and innovation
GRI 417: Marketing and Labelling	417-1 Requirements for product and service information and labelling	Material Topic Sustainable Procurement
	417-2 Incidents of non-compliance concerning product and service information and labelling	Material Topic Sustainable Procurement
	417-3 Incidents of non-compliance concerning marketing communications	Material Topic Sustainable Procurement
	305-4 GHG emissions intensity	Material Topic Sustainable Procurement
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Material Topic Sustainable Procurement



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