

Deeply convinced that the preservation of the environment is essential for the future of our company, LafargeHolcim has been committed for more than 50 years in favor of biodiversity. While our first actions were focused on careers, our efforts are now focused on our entire value chain. The road presented below defines our commitments for 2025. A progress report will be carried out every year. Details of our commitments and our entire biodiversity policy are available [here](#).

AXE I : Have a positive impact on the biodiversity around us

LHF Commitments	Indicators	Deadline	Act4nature Commitments
Inventory the biodiversity on 100% of our sites with important issue	% of sites inventoried/year	2025	1 to 5
Formalize and implement biodiversity action plans * for 100% of strong issue quarries * + 30% of careers with moderate issue **	% of sites with a PAB	2025	
Set up a unified approach to the challenges of Biodiversity, Climate and Circular Economy: Organisation a six-monthly internal cross-functional task force evaluating the impacts of products and proposing improvements	Meeting twice a year and Implementation of taskforce recommendations	Start in 2021	
Develop and market constructive solutions favorable to biodiversity, including climate and saving resources (incorporation of recycled materials, low carbon products and waterproofing products, etc.)	Achieve 25% of turnover contributing to sustainable construction *	2025	

AXE II : Mobilize our employees

LHF Commitments	Indicators	Deadline	Act4nature Commitments
Create a biodiversity poster on 100% of our sites	% of sites with a biodiversity poster	2025	1 & 8
Support 5 voluntary projects proposed by employees per year	Number of projects initiated	From 2021	
Train or raise awareness 80% of employees in biodiversity	% of employees trained or made aware / year	2025	

AXE III : Co-construct and collaborate with external stakeholders

LHF Commitments	Indicators	Deadline	Act4nature Commitments
Make data and sites available for research and study programs	Participate in at least two programs	2025	1, 2, 6, 7, 9 & 10
Provide 100% of high-stakes sites with a partnership with local experts	% of sites with a partnership	2025	
Communicate on 6 national actions per year in favor of biodiversity	Number of actions	From 2021	

* Refer to the methodological note