

Help build the
world you want
to live in.

JEN MCSWEENEY,
WINNER OF THE HOLCIM GROUP,
2022 HSE SPECIAL AWARD

Help shape a career
that works for you.

**BUILD
PROGRESS
WITH US**

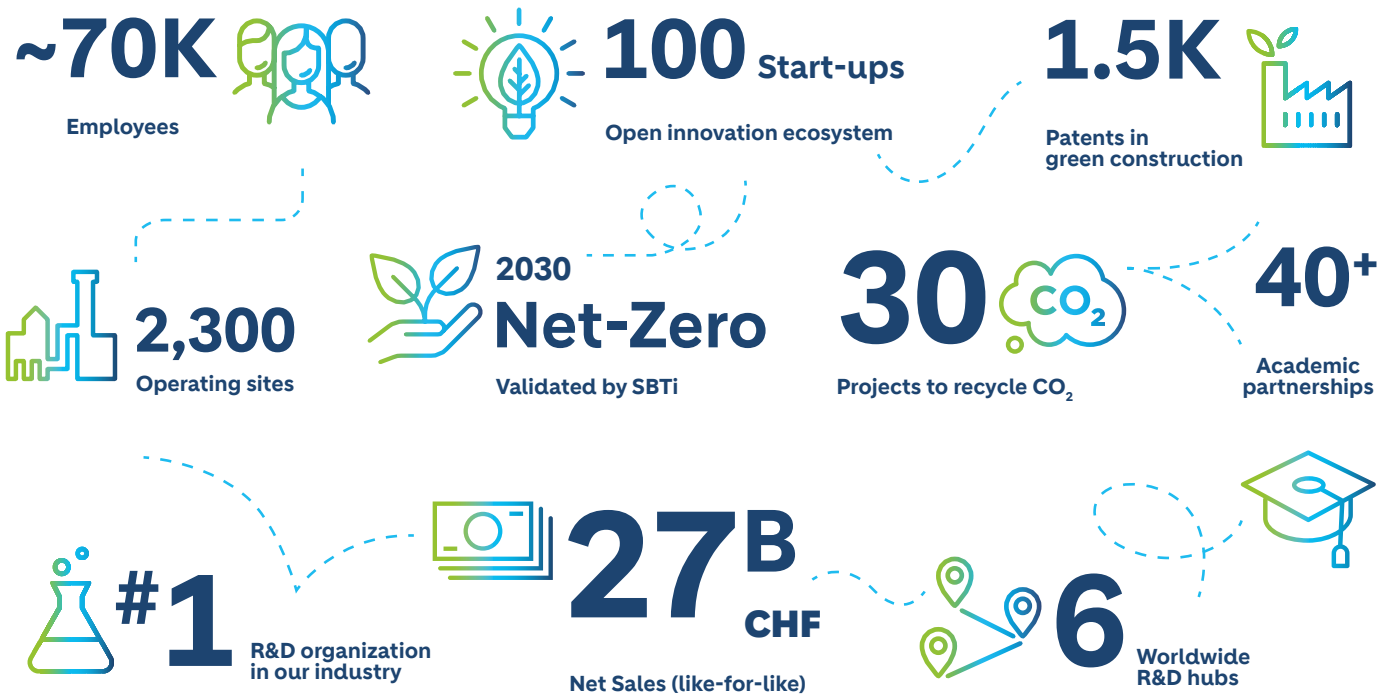


WHO WE ARE

Holcim (New Zealand) Ltd is a leading supplier of cement, aggregates and ready-mix concrete in Aotearoa New Zealand. Part of the Holcim group, our involvement in the local building industry dates back to 1888.

At Holcim, we're transforming into the global leader in innovative and **sustainable building solutions**. Our global business focuses on four key segments: cement, aggregates, ready-mix concrete and solutions & products.

With sustainability at the core of our strategy, we're becoming a **net-zero company** with people and communities at the heart of our success. We're driving circular construction as a world leader in recycling to build more with less. Our team is made up of **70,000 people around the world** who are **passionate about building progress** for people and the planet.



WHAT WE BELIEVE

Our world is growing, with global population and urbanisation on the rise.

What world do you want to live in? One with green cities? Powered by renewable energy? Connected with green mobility? With housing for all?

At Holcim, we are driven by our purpose to **build progress for people and the planet**, putting our expertise to work to decarbonise Aotearoa New Zealand. With our commitment to net zero by 2050, we're building progress for a low-carbon future, today.

Our **passion** and **high-performance** culture inspire us to deliver the most **innovative** and **sustainable** building solutions that can accelerate the world's decarbonisation transformation.

To make an even bigger difference, we foster a culture of collaboration that supports your development and will challenge you to bring your best every day.

We believe that only by working together in an **inclusive environment** where **everyone can grow and thrive**, can we build a world we all want to live in.

Together we are builders of progress, with our six pillars of innovation, sustainability, diversity, growth, collaboration and performance underpinning our purpose.



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Building progress for people and the planet starts with all of us, right here, right now. We are determined to play our part to accelerate low-carbon and circular construction in Aotearoa New Zealand.

Join us and be part of creating a more sustainable future.

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GEORGE AGRIOGIANNIS,
CEO, HOLCIM ANZ

WHY HOLCIM

We are building progress for **people and the planet**

At Holcim, we know building progress starts right here, right now, with all of us.

So, we're focusing on **six core areas** to make this happen.

GROWTH:

You want to grow your career – We'll help you find the right path to success.

At Holcim, we want to become the global leader in innovative and sustainable building solutions. That's why we're committed to creating a culture of empowerment, world-class learning, and development opportunities to help you shape a career that works for you.

We offer more than 1000 online courses, technical skills programs for sites, Quarry Manager Development and Graduate Development programs, Leadership Development and Coaching programs, Lunch 'n' Learn practical learning sessions and much more.

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INNOVATION

You want to be a pioneer – We're pioneering the next generation of innovative and sustainable building solutions.

At Holcim, we push the boundaries of innovation for people and the planet. We're embracing new ways to decarbonise buildings across their entire lifecycle. And because we know the best ideas can come from anywhere, we're finding new ways to empower our people to disrupt the way the world builds.

In 2023 we have launched an Environmental Product Declaration (EPD) for our Aggregates business in Australia and for our ECOPlanet low-carbon cement in NZ.



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COLLABORATION:

You value the support of others – We foster a culture of collaboration and teamwork.

At Holcim, we know that we achieve more when we work together. That's why we are passionate about partnerships that create value for all – from our customers and partners to our people, communities and shareholders.

Whoever you are and whatever role you have, we know that when you combine your strengths with the network of talented people around you, amazing things can happen.

In our communities we promote employee volunteering opportunities and we work with organisations across New Zealand and Australia such as Trees that Count, Habitat for Humanity, RizeUp and Greening Australia.

SUSTAINABILITY:

You believe in protecting the planet – We've launched the world's first range of low-carbon concretes and cements.

As a global leader in innovative and sustainable building solutions, Holcim is committed to decarbonising buildings across their full lifecycle.

With low-carbon products such as ECOPlanet low-carbon cement, ENVIROCore cement replacements and ECOPact low-carbon concrete, we are developing new materials to help our customers build better with less.

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PERFORMANCE:

You want to do your best every day – We recognise passionate and performance-driven people.

At Holcim, our people go the extra mile to make a bigger difference. As your passion and hard work helps us to become the global leader in innovative and sustainable building solutions we'll support, encourage and inspire you to perform at your best, every day.

When you join us, you'll find a high-performance culture that inspires you to realise your potential and supports you to make your mark on the world.

We provide ongoing performance feedback, Individual Development Plans, and competitive remuneration and other benefits.*

*A full list of benefits can be found on page 8.

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DIVERSITY:

You want to feel supported – We offer opportunities for everyone to thrive.

We bring together talented people with diverse experiences in an open and inclusive environment. That's why we foster an inclusive workplace that celebrates our differences and creates equitable opportunities for all to grow and thrive.

One Holcim

We are committed to creating a respectful, safe and supportive work environment that we can be proud to call our own. To achieve this, we incorporate our "One Holcim" values and behaviours in our everyday work life. Some of the initiatives are:

- Employee recognition program, 'One Holcim' awards
- D&I programs and initiatives
- We Keep Each Other Safe, Boots on the Ground
- Inclusive leadership development programs
- Site BBQs and morning teas

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LIFE AT HOLCIM

Holcim has been helping to shape the building and construction industry in Aotearoa New Zealand for more than 130 years. Our team's shared **curiosity and passion** for sustainability is helping us to move towards a greener New Zealand.

We are driven by our purpose to build progress for people and the planet. We believe that by working together in an **inclusive environment**, where everyone can grow and thrive, we can build the world we all want to live in.



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“I am part of a team, delivering large infrastructure projects, that inspires each other to push the boundaries of what’s possible, delivering the innovative and sustainable building solutions the world needs. Each day brings new challenges and complexities and being able to pivot swiftly in response to unforeseen obstacles is vital, especially given the ever-changing nature of concrete.”

THISY FABRIS | NATIONAL PRE-CONTRACTS COORDINATOR, HOLCIM AU

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“The Quality Management Systems is critical for our business; it supports our focus on continual improvement and ensures we can continue to deliver high-quality products and services that meet our regulatory and customer requirements. It’s been great to deliver a project that allows us to operate efficiently and helps to keep each other safe.”

KARYN MCKNIGHT | BUSINESS SOLUTIONS AND QUALITY MANAGER, HOLCIM NZ





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“Holcim identified a gap in the industry when it comes to communicating and dealing with architects, designers or engineers prior to the actual specifications being written. A big part of my job centres around education and building relationships – I can honestly say I’ve never had a more exciting or rewarding role.”

DYLAN VIVIERS | NATIONAL SPECIFICATIONS MANAGER, HOLCIM AU

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“As a member of the Growth@Holcim team, I have been involved in several Diversity and Inclusion initiatives aimed at providing equal opportunities to all. From educating women on superannuation to providing Unconscious Bias and Inclusion training to the HANZ leadership team, our team has taken several steps to promote equity in the workplace.”

JEN McSWEENEY | QUALITY SYSTEMS MANAGER, HOLCIM ANZ



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“I feel grateful to be given the opportunity to represent the HANZ business at the One Young World Summit. For me this was a chance to network, enhance my leadership skills and accelerate creative thinking with other like-minded leaders of Holcim,”

JOSHUA SCOTT | DISTRICT MANAGER, NSW/ACT CONCRETE, HOLCIM AU



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“I love working in transport and have loved it since day one. I’m quite lucky these days, I work for Humes (pre-cast and engineered concrete solutions) so I do construction manufacturing, but I also get to play with trucks every day.” (upon winning the Excellence in Transport category at the 2023 Women in Industry Awards)

CORALIE CHAPMAN | LOGISTICS MANAGER, HUMES (HOLCIM AU)



HOLCIM NZ EMPLOYEE BENEFITS

One Holcim Team	Culture and Recognition <ul style="list-style-type: none">• One Holcim workplace culture and values• One Holcim awards (manager-led, peer to peer and cross-function recognition)• D&I programs and initiatives• Service recognition awards• Prestigious Annual Awards (global)
Wellbeing & Growth	Health, Wellbeing & Safety <ul style="list-style-type: none">• Flu vaccinations• Health checks, skin checks• Employee Assistance Program (EAP)• Mental health programs• Safety culture and initiatives inc: Boots On Ground Program and Visible Personal Commitments (VPC) safety conversations
	Development Programs <ul style="list-style-type: none">• Graduate Development Program• Coaching for Growth• Individual Development Plans (IDP)• SPARK – Succession planning• Percipio online learning
Sustainability & Community	Sustainability & Community <ul style="list-style-type: none">• Sustainability is at the core of our company strategy (Accelerating Green Growth)• Four strategic pillars: Climate and energy, circular economy, nature and people• Holcim social responsibility partnerships• Employee volunteering opportunities and paid volunteering leave (2 days per year)• Environmental partnerships e.g. Trees that Count (NZ)
Financial & Lifestyle	Insurance Cover <ul style="list-style-type: none">• Aon Life and Income Protection Insurance benefits
	Employee Discounts <ul style="list-style-type: none">• Southern Cross Health Insurance - voluntary plan that offers premium discount to HNZL employees• Avis car hire discount
	Leave <ul style="list-style-type: none">• Paid parental leave (14 weeks parental leave and 2 weeks partner leave)• Year end shutdown• Flexible Working (as per NZ employment law)
	Other Benefits <ul style="list-style-type: none">• Relocation support for approved assignments e.g. temporary accommodation and moving costs• Study support for approved courses <p>Note: As Holcim has a highly diverse workforce – some benefits may vary depending on the location of employees</p>

**WANT TO BUILD
PROGRESS WITH US?**

Learn more about life at Holcim and careers with us at www.holcim.co.nz/careers

