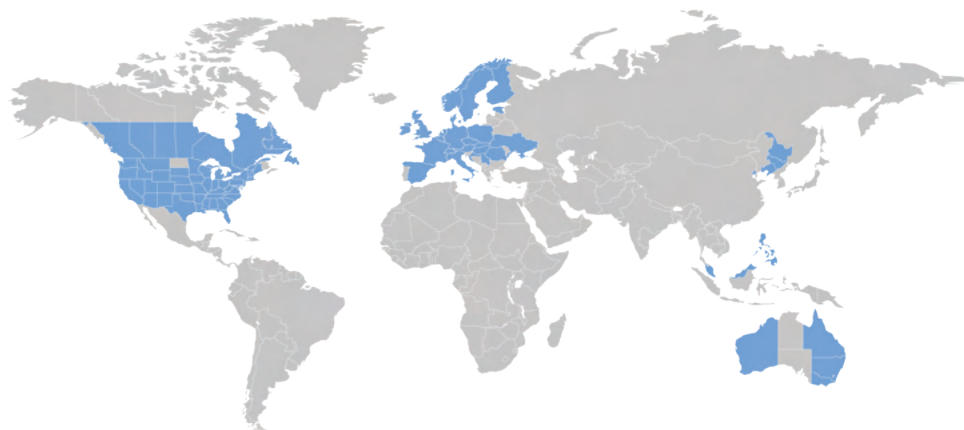


START BUILDING YOUR FUTURE

crh.com/careers

INTERNSHIPS
CANDIDATE PROSPECTUS





3,155
Locations

Operating in
29
Countries

Global
Fortune
500
Company

\$29.2b*
Revenue
in 2021

73,000
Employees



*Continuing operations basis, excluding the results of the Building Envelope business which was divested in April 2022 and has been classified as a discontinued operation.

CRH is the leading building materials business in the world

- CRH manufactures and supplies a range of integrated building materials, products and innovative solutions
- Our product mix spans the breadth of building materials demand and sector end-use
- From primary materials that we extract, process and supply, to products that are highly engineered and high-value-added, CRH is uniquely positioned to address evolving trends in global construction
- Our products can be found throughout the built environment from major public infrastructure to commercial buildings and residential structures

Our Products



Aggregates



Architectural
Products



Asphalt



Cement



Construction
Accessories



Infrastructural
Concrete



Infrastructure
Products



Lime



Paving &
Construction
Services



Ready Mixed
Concrete

Our **CRH** values unite us in the way

Our Purpose

WE STAND TOGETHER TO

REINVENT

THE WAY

OUR WORLD

IS BUILT

Our Values

What Guides Us

Handshake by handshake, every partnership we forge, every customer we serve, every promise we keep, strengthens and unites us. Our CRH values guide everything we do. They are qualities and core expectations for how we do business. They set us apart and demonstrate that together, we are all CRH.

Safety

At CRH, we are committed to building a world-class safety culture and conducting our business in a manner that ensures the health and safety of our employees, contractors, customers and the general public.

Our businesses are collaborating to drive safety improvements across our industry and beyond, implementing best practice safety management systems and health and well-being programmes across all our locations.



we work, every day, all over the world.



People are our priority

We build enduring relationships and we care for each other's safety and well-being



Character is our strength

We do what we say, we live by our word and we collaborate to deliver as one team



Performance is our commitment

We achieve impact globally through local delivery, entrepreneurial drive and environmental stewardship



Innovation is our way forward

We strive to shape the next generation of sustainable building materials and solutions



\$260m

invested in health and safety over five years



94%

of locations incident-free



98%

of companies have health and wellbeing programs

Inclusion & Diversity

We strive to create an inclusive work environment through identifying, developing and leveraging diverse talent across our organization.

We are committed to building an organization where Inclusion & Diversity (I&D) is a core leadership value, and where:

Talented people of all backgrounds are welcome –

Differences are embraced

Everyone has a fair and equal opportunity –

To develop and progress

Our working environment supports people –

In being themselves and performing at their best





From Vision to Creating Value

How I&D drives value for the business and the employees



Making employees
feel valued and
empowered



Building customer,
investor, and community
relationships



Attracting and
retaining top talent



Becoming the supplier
of choice



Boosting innovation to
access new markets
with new products



Driving the bottom line

Our Commitment

As a global leader in building materials, we are fully committed to playing our part in delivering a carbon neutral future and have set an ambition to achieve carbon neutrality along the cement and concrete value chain by 2050.

More than that, CRH continues to drive progress towards a net-zero built environment through the development of innovative products and solutions whilst safeguarding the communities and environments in which we operate.



Industry Leading Sustainability Recognitions



Published in 2015, the United Nations' (UN) Sustainable Development Goals (SDGs) are a call to action for a better and more sustainable future. We have assessed the detailed targets behind each of the 17 SDGs and identified the four that most closely align to where we, as a building materials company, can have the most impact and influence.



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Community Spotlight



As a member of Wildlife Habitat Council since 2004, the Americas division of CRH has pledged to establish wildlife habitat sites on their lands to preserve and enhance biodiversity. With more than a dozen conservation programs in the U.S. and Canada, CRH's Americas division has committed to building successful conservation programs. This is fueled by the dedication and passion of its employees and partners.

Sustainability in Action



At CRH, we are taking action to reduce the overall impact of construction on our world. We are doing this through the development of innovative, value-added products and solutions that reduce construction times, delivering efficiency and safety of buildings, prolonging the life-cycle of structures whilst introducing measures to ultimately protect the communities and environment in which we operate.

Ambitions & Targets



Safety

94% of locations were incident-free

Our target

Zero fatalities, in any year



Environment

\$207m invested in environmental initiatives

Our target

SBTi approved target* for a 25% absolute reduction in group-wide Scope 1 and 2 CO₂ emissions by 2030 (2020 baseline)



People

2.4 million hours of employee training across our business

Our target

33% female senior leadership by 2030



Products

46% product revenue from products with enhanced sustainability attributes

Our target

50% product revenue from products with enhanced sustainability attributes by 2025

*The Science Based Target Initiative (SBTi) approved 2030 target is supported by CRH's existing target for our cement plants to reduce emissions to 520kg CO₂/tonne cementitious product by 2025 (accelerated from 2030).

At **CRH**, you can expect:

Employee Safety

Our award winning safety culture shows that safety is our #1 priority.

Social Responsibility

Discover how we foster relationships with clients and support our communities.

Unmatched Benefits

Competitive wages, development opportunities, medical, dental, vision benefits, 401k (matching), profit sharing and tuition reimbursement.

Our employees make CRH a great place to work. They set us apart from our competitors. They go above and beyond, do whatever it takes and make it happen every day. Through an established code of business conduct, we promote a culture of ethical behavior.

Our employees are active in maintaining mutually beneficial commercial partnerships, based on fairness and honesty. By delivering unmatched quality, service and value, we also attract and retain the best customers.

These traits are common among those who work at CRH and if this sounds like you, we invite you to apply to work with us.



We offer positions in a variety of areas.

Your skills and experience can translate into opportunities that advance your career.

What You Will Experience				
Working in an essential industry that impacts our day-to-day lives and keeps society moving	Hands-on, real-life work experience that helps develop your skills and determine your career interest	Receive mentorship from an “Industry expert” or “Subject Matter expert”	Present internship project recommendations and results to senior leaders and executives	Ability to extend your network and seek additional opportunities post-graduation with CRH

Internship Opportunities

Representative Intern Titles

- Aggregates Intern
- Asphalt Intern
- Civil Engineering Intern
- Construction Operations Intern
- Environmental Intern
- Finance Intern
- Mechanical Engineering Intern
- Mining Intern
- Project Management Intern
- Quality Control Intern
- Safety Intern
- Sales Intern
- Structural Engineering Intern
- Tilt-Up Engineering Intern

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“

My internship experience solidified the launchpad for my career [...] to finally see how all the metaphorical cogs in the machine worked together, really set the tone for what I wanted out of my career and reminded me why I got my engineering degree.



Tabatha Bell
**Environmental
Manager**
Ash Grove
Cement

”

“

I wanted a hands-on mechanical engineering experience, and Pennsy seemed to me that they have made a very good name for themselves. They impressed me the most and out of all the internships I applied for, I was most excited for this one because of the design aspect and site work.



**Abbie
Michaels**
**Mechanical
Engineering
Intern**
Pennsy Supply

”

“

Callanan gave me the experience in the private sector that I was looking for to develop a holistic view of the environmental field. [...] the overall work environment is about comradery and supporting each other.

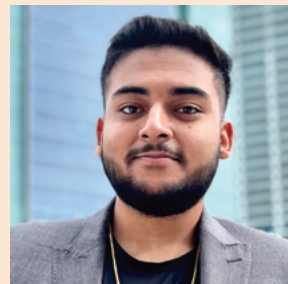


Emma Morse
**Environmental
Intern**
Callanan
Industries

”

“

The interactive environment of Tilcon aims to improve the interns in all aspects. I gained experience in estimating, bidding, project planning, quarry and asphalt plant logistics and mechanisms, and much more.



Neil Patel
**Construction
Intern**
Tilcon New York

”

“

When Pennsy reached out to me after I applied, I thought it would be a cool experience because of the construction aspect and I didn't want to do something that everyone else was doing.

”



Dillon Patel
Finance Intern
Pennsy Supply

“

I loved that I was given the chance to be in a “leadership” role on projects [...] having to make decisions and give information to and for others.

”



Chloe Kildea
Construction Management Intern
Thompson-Arthur

View Video Testimonials at crh.com/careers/life-at-crh

“

This internship helped me towards my career goal by giving me a place to grow, with resources to utilize, and people who support me. Now, I have graduated from Washington State University with a B.S. in Civil Engineering, earned my Engineer-In-Training license, and am working full time as a PM.

”



Devon Waterman
Project Manager
ICON Materials

“

My internship opportunity with Cadillac Asphalt allowed me to learn a little bit about each department and how they interact with one another to successfully create a quality product.

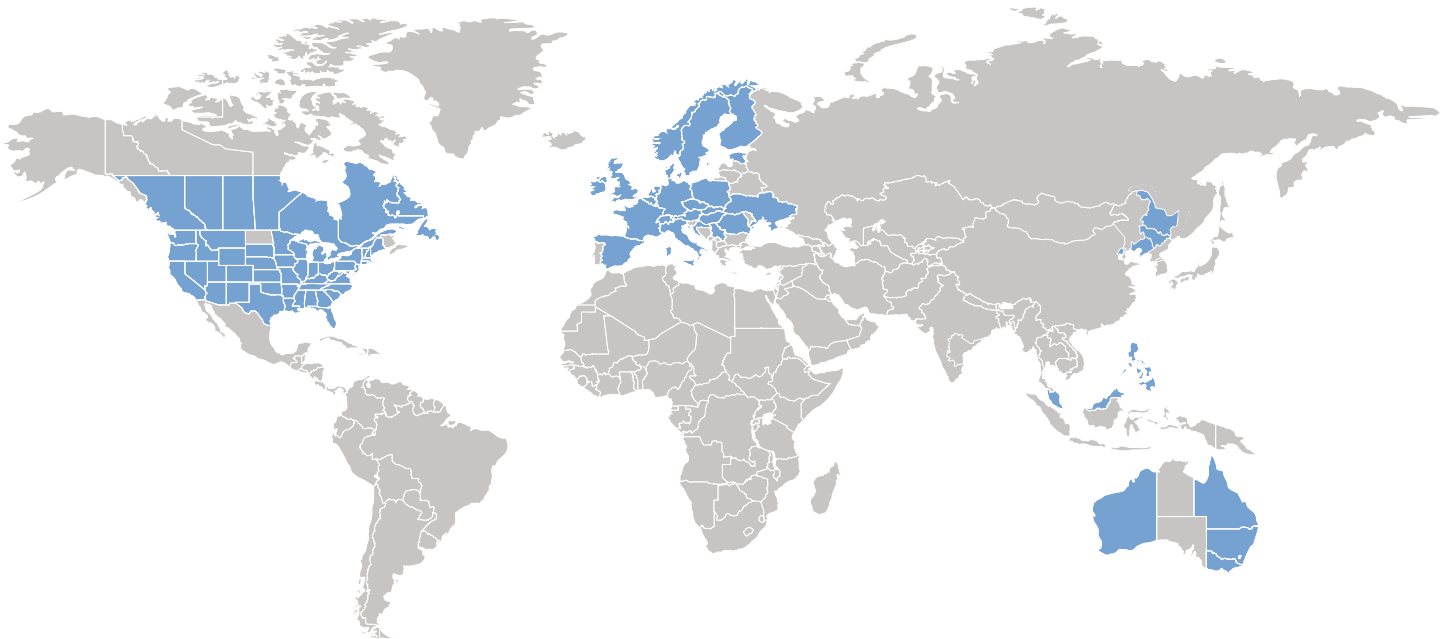
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Cherilyn Banas
Project Manager
Cadillac Asphalt

Americas Materials

\$12.4bn Sales in 2021



c. 28,300 People

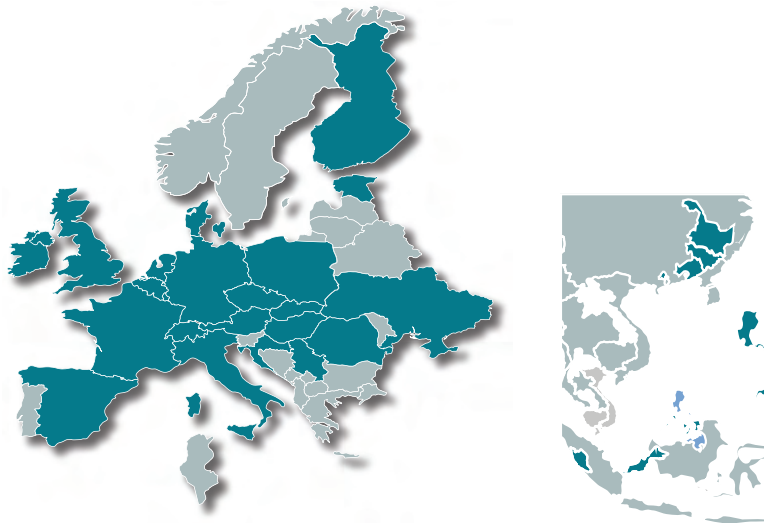


**c. 1,605
Operating
Locations**

- Top 3 Cement
North America
- No. 1 Asphalt
North America
- No. 2 Aggregates
North America
- No. 2 Readymixed Concrete
North America

Europe Materials

\$10.6bn Sales in 2021



c. 25,600 People

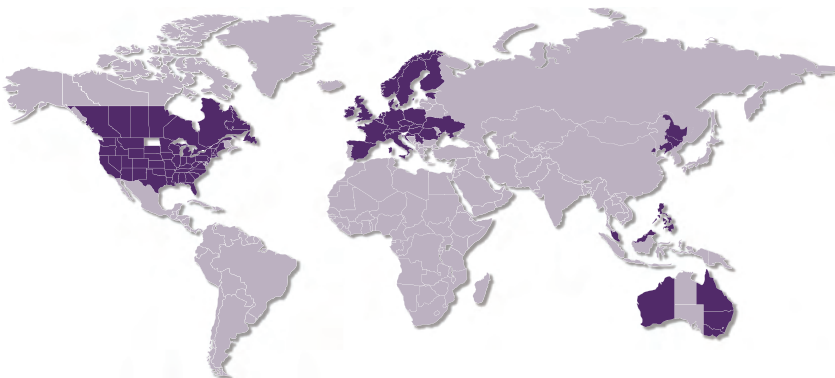


c. 1,120
Operating
Locations

- Top 3 Cement *Europe*
- Aggregates *Regional leader*
- Readymixed Concrete *Regional leader*
- No. 2 Lime *Europe*
- No. 1 Cement *Philippines*
- No. 2 Cement *Northeastern China*

Building Products

\$6.2bn Sales in 2021*

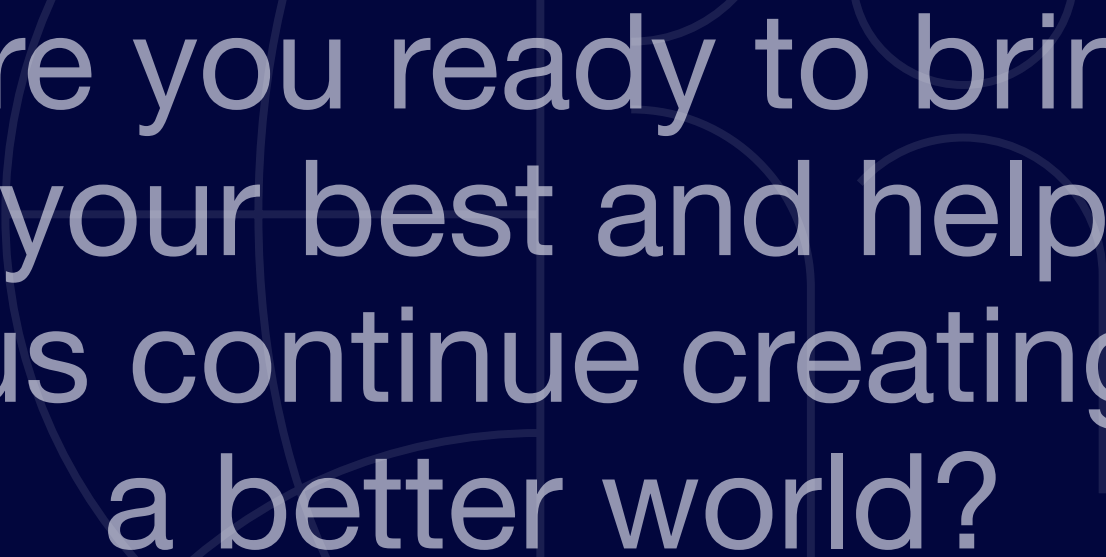


c. 19,100 People



c. 430
Operating
Locations

- No. 1 Concrete Products *Europe and North America*
- No. 1 Construction Accessories *Europe*
- No. 1 Network Access Products *Europe and Australia*
- No. 2 Construction Accessories *United States*



Are you ready to bring
your best and help
us continue creating
a better world?

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 @CRH_Americas

 CRH on LinkedIn

 CRH on Handshake

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