

“The EDP fosters innovation as members bring fresh perspectives to longstanding issues. The programme is a great way to raise your profile within the company and many participants see significant career growth after completing it.”

Sam Dalby, Early Careers Talent Manager

People

Our People

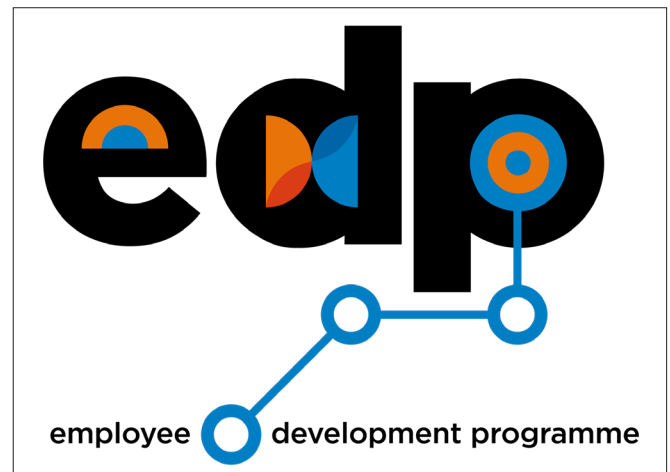
Employee Development Programme

The Employee Development Programme (EDP) is a scheme that runs across the CRH businesses in the UK and Ireland cluster. Employees are supported to develop their knowledge and skillset, build confidence, and learn more about themselves and the business along the way. It is designed to encourage people to step outside of their comfort zone and try something new.

The programme consists of three in-person EDP events and two development sessions, where employees have the opportunity to meet colleagues and leaders from across the business and learn about key topics impacting our industry. In between each event, employees work with their project team to scope, research and implement a business project, and each team takes part in a team building activity to raise money for charity.

In 2024, 146 delegates across four regions completed the programme, including 22 from Leviat and 12 from Cubis. The participants were then split into 30 small project groups from different functions and businesses. Each group was led by a mentor and worked on real projects that matter to our business across diverse areas such as sustainability, health and safety, strategy, and more. The projects were divided into subject areas based on CRH values, and colleagues were assigned areas they may not be familiar with to help them learn something new and grow.

EDP teams also take part in charity events to build team spirit and support a great cause. In 2024, our EDP teams raised over £12,000 for Mates in Mind. Fundraising events included the Yorkshire Three Peaks Challenge, Tough



Mudder events, and a clean to rid Tynemouth Beach of waste, while collecting donations for Mates in Mind.

The EDP wraps up in December with teams presenting their findings to a panel of leaders, which often results in their solutions being implemented. For example, our employee networks – known as ‘Communities’ – were created after starting out as an EDP project.

Phillip Underwood, assistant tax accountant, “For me, the EDP was an opportunity to push myself, step out of the comfort of my day job, and meet new people from across the business. The EDP provided me with that and so much more. I learnt how versatile and different our companies are, and met people that challenged my way of thinking and supported me through the process of learning about a new topic through presenting it in front of a full room. This programme has helped my growth, expanded my network, introduced me to a real-world problem that we need to work towards solving, and provided me with a safe space to explore ideas and research topics that I wouldn’t normally have the time or capability to.”