



## Declaration of Solidarity

We, the participants of the Global Union Network Meeting from twenty five countries and more then one thousand locations of HeidelbergCement Group, declare our solidarity with our colleagues in "Shymkentcement", Kazakhstan and the Local Labor Union of employees of JSC "Shymkentcement," (STUWBCHCSRK).

It is not acceptable that the plant management dismissed a pregnant women, thereby violating the Labor legislation of the Republic of Kazakhstan in which dismissal of pregnant women is forbidden. Neither, to undermine provisions of the valid collective bargaining agreement by using pressure and harassment of employees to sign individual agreements on working conditions, on issues that are already regulated and reconginsed by the labour law and the collective bargaining agreement.

It is part of the corporate responsibility towards people, of a company like HeidelbergCement, that has committed itself to the protection of human rights, not to tolerate or promote any violation of the Core Labor Standards of the ILO. This applies to Kazakhstan, as well as to the rest of the world. As it is anchored as a principle in the human rights position of the HeidelbergCement Group. This is not only a social question, but also a question of social responsibility and commitment to the respect of the right to collective bargaining.

On behalf of employees and their trade unions worldwide, we therefore call for full compliance of labor rights, in particular for rights for pregnant workers, workers rights to collective bargaining, as well as for the trade unions to be consulted on issues affecting workers.

Steinbach, November 8, 2019

Signatures:

IndustriAll		BWI		European Works Council
Belgium		Germany		
France		Georgia		
Indonesia		Italy		
Kazakhstan		Morocco		
Tanzania		United Kingdom		
United States		Austria		