

Heidelberg Materials Global Union Network Statement

13 October 2023, Steinbach, Germany

Trade union leaders and activists through their national unions affiliated with IndustriALL Global Union, Building and Wood Workers' International (BWI), and the European Federation of Building and Woodworkers (EFBWW) representing employees at Heidelberg Materials, have agreed on the following statement:

Heidelberg Materials, operating in energy-intensive sectors transitioning to renewable energy, is implementing new technologies and processes requiring worker reskilling and training, posing health and safety challenges and requiring more inclusive consultation on carbon reduction plans to ensure both environmental and worker well-being are upheld. And changes cannot take place at the workers' expense.

Heidelberg Materials has introduced significant policies and strategies, such as 'Beyond 2020,' affecting employment, working conditions, and safety of company workers globally, yet employees have received no information or consultation on these changes, undermining the concept of a just transition for workers.

Delegates of the Heidelberg Materials Global Union Network meeting regret that Heidelberg Materials leadership refuses to start a constructive and productive global social dialogue despite our numerous proposals.

Dr Nicola Kimm's approach as Chief Sustainability Officer of Heidelberg Materials, which neglects worker concerns and rejects global social dialogue sends a discouraging message not only to the company's workers and their representatives, but also to shareholders and potential investors.

In various countries, Heidelberg Materials' subcontractors restrict freedom of association and collective bargaining, the zero-harm programme is not being implemented: five fatalities occurred at the company in 2022, and labour disputes continue due to protracted negotiations, including most recently local French management refusal to engage with CGT representatives at the Calcia plant (France) over workers' concerns regarding health, safety, and conditions and instead importing materials from other Heidelberg Materials facilities during the strike started on 6 September with clear goal to maintain production at all cost and undermine industrial action while putting at risk sustainable practices and increases CO2 emissions.

We stand in solidarity with our colleagues, emphasizing that fostering harmony and peace at Heidelberg Materials globally is paramount. Failure to facilitate fair and transparent negotiations could harm the company's reputation and finances in the long run.

The Heidelberg Materials policies on human rights, including ILO core labour standards, are not being respected at different levels by Heidelberg Materials management. This is unacceptable to

workers and their unions. It should not be acceptable to top company management and shareholders either.

In 2023, the "Supply Chain Due Diligence Act" in Germany has come into force, another reason for Heidelberg Materials to fulfil its duty to prevent human rights violations and environmental degradation in its operations and supply chains. It is time for the Heidelberg Materials Group to become a socially responsible company at a global level and engage in an institutionalized social dialogue with IndustriALL Global Union, BWI, and EFBWW, in close cooperation with the EWC.

IndustriALL Global Union, BWI and EFBWW call on Heidelberg Materials to respect health and safety as well as other fundamental workers' rights. We believe that the "zero harm" target can only be reached through proper social dialogue, workers' participation, and joint monitoring throughout Heidelberg Materials operations.

We demand from Heidelberg Materials full respect and implementation of the Universal Declaration of Human Rights, the fundamental ILO Conventions, the OECD Guidelines for Multinational Enterprises, and the United Nations Guiding Principles for Business and Human Rights.

Heidelberg Materials should take immediate action by:

- Resuming social dialogue with local union representatives at the Calcia (Heidelberg Materials) plant in Couvrot, France.
- Incorporating a social dimension into its policies for reducing CO2 emissions, climate change protection, and digitalization concerning employees and subcontracted workers.
- Initiating consultations and discussions with unions on Just Transition before implementing any changes, ensuring up-skilling and retraining for affected workers regarding new technologies, safety impacts, and the overall effects on employment.
- Enhancing workers' participation, respecting trade union rights, and ensuring representation, with a focus on health and safety to prevent accidents and work-related health issues.
- Aligning with the Human Rights Due Diligence legislation in Germany in 2023 and the associated EU obligations.
- Enforcing compliance with all fundamental ILO conventions across all Heidelberg Materials operations.

We invite global company management at their earliest convenience to discuss these demands and their implementation in a joint meeting with representatives of IndustriALL, BWI and EWC representatives.

Adopted unanimously on 13 October 2023