



HeidelbergCement Trade Union Conference Bremen Declaration, 2 November 2017

We, the workforce representatives of HeidelbergCement, representing workers from North America, Middle East and Africa, Europe and Asia, gathered in Bremen and discussed our common issues, goals and needs.

We are open to social dialogue with HeidelbergCement management in all areas and on all topics where workers are affected. We urge the corporate management of HeidelbergCement to enter into this dialogue, which finally will lead to a written agreement.

We especially invite HeidelbergCement management to enter into dialogue regarding the following areas:

- Workers' rights including decent working conditions
- Trade union rights – including participation in Health and Safety involvement and the right to representation and organizing
- Social responsibility for Heidelberg Cement employees, including subcontractors.

In order to enter into a constructive social dialogue, we identified the following goals:

- We demand from the corporate management negotiate in good faith a Global Framework Agreement with IndustriALL Global Union and Building and Wood Workers International (BWU). This agreement must include – among other topics – the following issues:
 - The binding adoption of the International Labour Organization's (ILO) core conventions and International Labour Standards:
 - No forced labour (ILO Conventions 29 and 105)
 - No discrimination; provision of equal pay (ILO Conventions 100 + 111)
 - No child labour (ILO Conventions 138 and 182)
 - Freedom of association and right to collective bargaining (ILO Conventions 87, 98, 135 and Recommendation 143)
 - Protection of all workers representatives
 - Decent wages and working conditions, including social protection
 - Safe and healthy working environment (ILO C155 and ILO OSHMS 2001)
 - Engagement to include suppliers and contractors to implement the standards
 - An effective mechanism for monitoring the implementation of these standards with the participation of the trade unions and Global Union Federations
 - Joint conflict resolution mechanisms in case of conflicts that cannot be solved on local, regional or national level
 - A joint monitoring system with HeidelbergCement management and the global union federations
 - A full and meaningful involvement of workers and their representatives in Health and Safety matters within all HeidelbergCement plants
- Establishment of a World Union Committee/World Works Council

- We are very willing to cooperate on these matters and come to a fair settlement for all the above-mentioned issues, and we are also willing to go into discussions in order to achieve these goals.

As a sign of good will we request from HeidelbergCement to enter into negotiations regarding the above-mentioned agreements as soon as possible and to confirm the willingness to hold and participate in the near future at a global conference of Heidelberg Cement workers and unions representatives from all continents.

Adopted unanimously in Bremen, Germany, on 2 November 2017.