



**MEMORANDUM OF UNDERSTANDING (MoU)
TOWARDS REACHING A GLOBAL FRAMEWORK AGREEMENT (GFA)**

BETWEEN

- **LAFARGEHOLCIM**
- **INDUSTRIALL GLOBAL UNION**
- **BWI**

Zurich, 12 July 2017

LafargeHolcim Ltd. with some 100,000 employees and 2'500 plants around the world, being present in 90 countries as well as global trade union organizations IndustriALL Global Union, representing more than 50 million workers in the mining, energy and industrial sectors, and Building and Wood Workers' International (BWI), representing more than 12 million workers in the building, building materials and wood industries, agreed, earlier this year, to begin to draw up, negotiate and conclude a Global Framework Agreement (GFA) within 2017.

LafargeHolcim, IndustriALL Global Union and BWI consider that regular dialogue and compliance with best practices in the area of labour relations, social policies and corporate social responsibility contribute to realising the commitments adopted in this agreement at the global level.

The three entities express their commitment to promote an open and constructive social dialogue within the Group ensuring that the company's growth takes place in compliance with its "The 2030 Plan - Building for tomorrow" with respect for the rights of its own employees and their representatives within the Group as well as in its suppliers and subcontractors throughout the world.

LafargeHolcim, IndustriALL Global Union and BWI are pleased that after detailed discussions between the representatives of the three entities, important progress has been made, and a GFA is ready to be signed following the completion of the internal procedures in each entity.



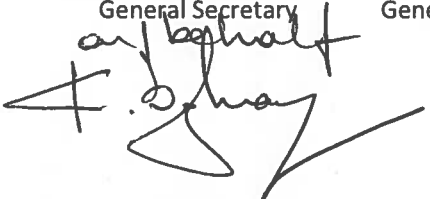
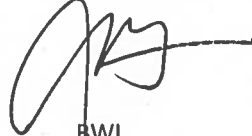
The GFA will prioritize four key pillars: fundamental rights, health and safety, exchange of information and solution of conflicts and also suppliers and subcontractors relations.

The cornerstones were laid out in the draft that was reached during the negotiations on 30 June 2017 between the parties.

With this GFA, the three entities confirm that people are core to the success of LafargeHolcim, and the ambition is to create a workplace that is safe, diverse, inclusive, and respectful where people enjoy coming to work. The three entities also want to confirm their intention to develop an agreement on occupational health and safety for prevention of accidents and ill health.

The referred entities express their intention to sign the agreement in the coming months once it has been ratified by the respective stakeholders.

Zurich, 12 July 2017

			
LafargeHolcim CEO	LafargeHolcim Head of OHR	IndustriALL Global Union General Secretary	BWI General Secretary