



The World Union Council demands that LafargeHolcim respect workers' rights, protect jobs, ensure workers' safety and health at work and drastically reduce precarious work

09-10 March 2021

LafargeHolcim claims that 2020 was a year of transformation, confirming its resilience thanks to its frontlines workers, who played a crucial role in keeping plants running and delivering to customers safely in the pandemic phase. Consequently, realizing the Health, Cost, and Cash plan to keep LH business healthy, outperforming its targets and financially reaching a new level of performance. LafargeHolcim also declared to have entered a new era in sustainability with its net Zero Net Pledge and launch of new products enabling the building of greener cities, saying that it is coming stronger out of the pandemic.

In response to this, the World Union Council of LafargeHolcim wants to reiterate its position that transformation without the workers' involvement and their Unions is not sustainable. It is the workers of LafargeHolcim who create profit and development for the company and hence they deserve to be respected and included in the process of transformation. We call on LH to actively involve trade unions and set up a real social dialogue with the global and European trade union federations and the European Works Council to deliver an ecological transition that is social and just, in line with European and international environmental objectives.

In 2020, five workers at LafargeHolcim's operations lost their lives at work, four of them employed by subcontractors. These were work-related accidents that could have been prevented. Simultaneously, workers in the cement plants were exposed to dangerous working conditions, excessive working hours, lack of PPEs, and forced and unpaid leaves.

We are deeply concerned by frequent and severe health and safety incidents in your operations in North America, including a fatality in November 2019 in Seattle (USA), a high-potential safety incident in October 2020 at Lafarge Exshaw in Alberta (Canada), and most recently, death of a young engineer killed while in operation at Lafarge Richmond (Canada) by a large fan broken apart. We urge you to engage in a social dialogue with the International Brotherhood of Boilermakers and work together to ensure the health and safety, in particular in the middle of this terrible pandemic.

Instead of meeting its obligations towards workers and securing social protection by sharing its profit with its workers, LafargeHolcim made 5'043 employees redundant in 2020. Many of them were union members and some even elected union leaders. In too many cases, Unions were not adequately informed and consulted on decisions affecting the workers' jobs and working processes. By doing so, LafargeHolcim has failed to respect worker rights, including trade union rights, within its operations that have not been mitigated nor transparently remedied.

In the last five years, LafargeHolcim reduced its number of employees by 33'547, while at the same time increased subcontracting, employing over 100'000 contractors (companies) with a

lot more contract workers all over the world. In many entities, the outsourced labour, represents the vast majority of the company workforce.

In these times, we believe that LafargeHolcim must prioritise the protection of employment, income and the health and safety of all those who work for them worldwide and all contractors.

LafargeHolcim management should execute due diligence and use its leverage and control to ensure compliance with its obligations towards international core labour standards reiterated also in the company policy "Human Rights Due Diligence", mitigate risks and remediate adverse impacts through the Group's operations (including contractors and suppliers).

Yet, LafargeHolcim systematically fails to prevent, mitigate or remediate its human rights issues, especially the labour conditions at its global subsidiaries and subcontractors.

The bad labour practices must end, and hence the World Union Council of LafargeHolcim, states the following:

- LafargeHolcim must stop violations of fundamental workers' rights, such as freedom of association and collective bargaining in Bangladesh, Colombia, El Salvador, India, Mauritius, Jordan, the Philippines and Uganda.
- LafargeHolcim must eliminate the abuse of subcontracted and third-party workers and exercise due diligence in selection, management and compliance of contractors.
- LafargeHolcim should protect jobs and ensure permanent jobs to manage risks and enable the worker to provide nutritious food to keep him/herself and his/her family healthy.
- LafargeHolcim should pay a living wage to workers; ensure workers' safety and health at work, including free medical services, sick leaves and paid leaves for all its workers worldwide, including the contract workers.
- We insist that collective bargaining agreements, national laws, and public authorities' recommendations are fully respected and adequately implemented. This applies especially to occupational safety and health measures, particularly the measures against COVID-19, the organisation of working hours and entitlement to wages or wage compensation.
- LafargeHolcim should recognize the right of workers to a healthy and safe work place as a fundamental right and put zero fatalities target as a top priority.
- LafargeHolcim should strengthen industrial relations and consultation with trade unions on mitigating the impact and negative effect of COVID-19 on the workers around the world through active Involvement of the European Works Council and the LafargeHolcim World Union Council.
- LafargeHolcim must include the social dimension in its policies on the reduction of CO2 emissions, climate change protection and digitalisation affecting their employees and subcontracted workers. Engaging Unions at the local and national level in ensuring employment and a just transition for workers.

In line with the above, the World Union Council of LafargeHolcim does support genuine dialogue between LafargeHolcim and global unions BWI and IndustriALL. We clearly expect from management of LafargeHolcim to accept important basics for such dialogue, including:

1. recognition of global unions as legitimate partner;
2. full respect and implementation of fundamental workers' rights, including health and safety, in line with ILO Conventions;
3. a clear protocol for conflict resolution in the operations of the company worldwide; and
4. a clear and open commitment by the Chief Executive Officer (CEO) on all these basics with his signature.

The World Union Council of LafargeHolcim on its meeting held on 9 – 10 of March 2021, with participation of 111 union representatives from 42 countries, stands in solidarity with all workers and their unions at LafargeHolcim's operations worldwide and expresses our full support to the BWI, IndustriALL and EFBWW Campaign for respect of workers' rights and lives at LafargeHolcim.

Adopted anonymously on 10 March 2021