



Joint Statement on occasion of LafargeHolcim Annual General Meeting

May 12, 2020

We, the Building and Wood Workers' International (BWI), IndustriALL Global Union and the European Federation of Building and Woodworkers (EFBWW) with 62 million members, including workers of LafargeHolcim in different countries of the world.

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

We insist that collective bargaining agreements, national laws and recommendations of the public authorities are fully respected and properly implemented. This applies especially to occupational safety and health measures, particularly the measures against COVID-19, the organization of working hours and entitlement to wages or wage compensation.

We believe that, for the duration of the health emergency in each country, LafargeHolcim must shut down non-essential operations and protect workers performing essential work from COVID-19 in their work activities. Workers performing non-essential work should be furloughed with wage and employment protection.

In addition, as the return to the workplace proceeds in many countries, it is especially important to provide adequate protection for all workers to prevent a new wave of COVID-19.

We believe that LafargeHolcim should not be paying extravagant dividends during this pandemic, and considers the proposals of the Board of Directors to be irresponsible - namely the distribution of:

- 1,288 million CHF in dividends, while at the same time receiving financial support from public authorities.
- 5,400,000 CHF compensation for members of the Board of Directors
- 42,500,000 CHF compensation for the Members of the Executive Committee

We ask LafargeHolcim to keep these large amounts of money in the company in order to guarantee not only its financial health (liquidity and level of equity capital) but also to be able to meet its obligations towards its workers and social security systems. These social security systems are urgently needed for hospital and health infrastructures to protect workers and the public.

Shareholders should be aware that LafargeHolcim workers who need to stay at home are being obliged to use up all their available annual leave entitlement for 2020 and for 2021 in order to continue receiving their basic wage. Contractors' employees are receiving no support at all from LafargeHolcim. Shareholders should further be aware that LafargeHolcim workers are low paid workers. For example, in India, the minimum wage rates for the cement industry in 2019 are per month for a 48- hour week over 6 days:

- Unskilled workers earn 5,750 IR, which is 73 CHF per month, 876 CHF pa.
- Semi-skilled earn 6,325 IR, which is 81 CHF per month 972 CHF pa.
- Skilled workers earn 7,000 IR, which is 89 CHF per month 1,068 CHF pa.

We trust that LafargeHolcim and its shareholders will agree that collective bargaining agreements should be respected during the COVID-19 crisis. Failure to do so jeopardies the respectful industrial relations established over many years in Lafarge and Holcim in a large number of countries.

Furthermore, we trust that shareholders will agree that LH should give a clear lead to Human Resources managers world-wide on respect for CBAs, the payment of wages of directly employed and contracted workers, protection of employment, and on the H&S measures to combat COVID-19. Namely:

- **Shutdown of non-essential** operations to avoid the spread of the virus;
- For essential services, **carry out a risk assessment** to make sure that work activities can be carried out safely. If not, those work activities should be suspended.
- Implement all **preventive measures** identified in the risk assessment necessary to prevent the spread of the virus in the workplace.
- **Physical distancing** of at least 2 meters; **disinfecting** tools, machinery, equipment, and surfaces; provision of **PPE**; attention to shifts, to canteen facilities, increase toilet and washing facilities, provision of hand sanitizer.
- **Training for workers and supervision of prevention measures**
- Ensure that vulnerable workers (particularly those with respiratory disease) are identified and protected
- **Train workers** to be alert to symptoms, and **check temperature** of all workers at the start of every shift
- Guarantee coverage and access of all workers to **health services**;
- **Safeguard employment and income levels during the crisis to ensure income security for workers who need to stay at home**;
- **Support contractors and suppliers** and ensure that they implement the same measures;
- Respect and protect the right of workers to refuse dangerous working conditions that threaten their health and safety;
- LafargeHolcim must stop violations of fundamental workers' rights, such as freedom of association and collective bargaining in Colombia, Mexico, Jordan and Philippines.
- **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 as well as the LafargeHolcim Global Union Network. The EWC's Health and Safety Working Group to continue to monitor and support the group in the development of actions and measures in order to have a health and safety policy that allows the resumption of activities in a clear and coordinated manner.

Respect workers' rights – put people before profits!



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