



LafargeHolcim protect your workers during COVID-19 pandemic

A summary guide to staying safe



BWI Advisory to LafargeHolcim

LafargeHolcim COVID-19 action plan HEALTH, COST & CASH in all countries can be improved by...

Strengthening industrial relations. Involve workers and their trade unions in all measures taken to respond to the crisis.



Protecting **ALL** workers, contractors and suppliers during the crisis.

Safeguarding employment, income security, access to healthcare, paid time off during reduced activity, paid sick leave.



NOT make workers pay with their jobs for the plans to cut costs in 2020.

**No retrenchments!
No contract terminations!**

Corporate social responsibility starts in the workplace so LafargeHolcim should...



Maximise contribution to employment in the country of their operations.

Ensure decent and safe working conditions.

Give workers the security of permanent employment.

Pay a living wage for workers to provide for their families.

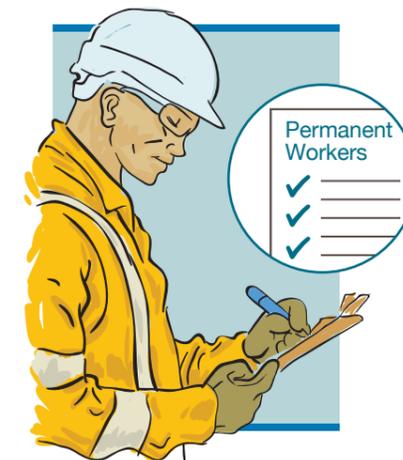
Provide social security including health benefits and pensions.

Ensure permanent jobs at LafargeHolcim to...

Manage risks:

- ✓ Identify contract work as a potential hazard.
- ✓ Identify contract workers as those that may be harmed.
- ✓ Don't take shortcuts, invest in permanent worker competency.

Job security lets a worker keep his mind on task!



LafargeHolcim workers need a living wage to...



- ✓ Live a healthy lifestyle to keep their immune system strong.
- ✓ Afford decent housing to practice social distancing and ensure proper hygiene.
- ✓ Access healthcare and take time off when they are not well.
- ✓ Provide a buffer for economic shocks.

If a *skilled* LafargeHolcim worker in India earns less than even the prevailing wage for a *low skilled* worker in India, then...



He/she is likely to live in crowded accommodation with poor access to water to wash hands.



He/she is unable to afford healthcare and will continue to come to work even if he is sick.



He/she is unable to provide nutritious food to keep himself and his/her family healthy.

A skilled LafargeHolcim worker in India earns USD93 well below the prevailing wage of low skilled worker in India of USD130.

Building and Woodworkers International and our affiliated trade unions around the world will be monitoring LafargeHolcim operations.

Life before profit



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