



HeidelbergCement Global Union Network Meeting Frankfurt Petition, 02 November 2018

We, the workforce representatives of HeidelbergCement, representing workers from all over the world, adopted the following statement to the corporate management in order to improve social dialogue in the HeidelbergCement group on the global level.

We wish to have a mechanism to facilitate a regular and meaningful social dialogue with HeidelbergCement management in all areas and on all topics where workers are affected. We again ask the corporate management of HeidelbergCement to enter into this dialogue, as already proposed exactly one year ago in Bremen. We expect the courtesy of a reply to outline what steps can be taken to organise this.

We appreciate HeidelbergCement's efforts to improve the group's social, ethical and environmental profile. In this context, we see also the release of the "Human Rights Position of the HeidelbergCement Group" on 07 December 2017 as a positive step in the right direction. We identified in our Global Union Network meeting last year the following areas of action between management and trade unions:

- Ensuring workers' rights including improved working conditions
- Trade union rights and the right to representation and organizing – including participation in health and safety to prevent accidents and work related ill health.
- Social responsibility for HeidelbergCement employees, including subcontracted workers.

We asked you to enter into negotiation of the following topics:

- The commitment to fully implement the workplace provisions of the International Labour Organization's (ILO) core conventions and International Labour Standards throughout the company's operations :
 - 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 on Safety and Health at Work and its accompanying Recommendation No164 and the ILO Guidelines on Occupational Safety and Health Management Systems (OSHMS 2001)**
 - Engagement to include due diligence regarding suppliers and contractors to implement the standards
 - An effective mechanism for monitoring the implementation of these standards with the participation of trade unions and Global Union Federations

Part of this has been taken up in the "Human Rights Position", but there are still some shortcomings that we believe we should address jointly:

1. There is no genuine, meaningful trade union involvement in this position paper
2. We want to participate in joint monitoring of compliance with human rights, including Trade Union rights that includes workforce representatives
3. There must be meaningful involvement of workers and their representatives in health and safety committees, H&S policies, H&S management systems, workplace inspections, H&S training, and all matters concerning workers' health, safety and welfare within all HeidelbergCement plants

We urge HeidelbergCement corporate management to enter into a dialogue with the EWC and the Global Union Federations in order to work on the points raised here in the spirit of good practices and fruitful social dialogue.

Adopted unanimously in Frankfurt, Germany, on 2 November 2018.