



HeidelbergCement Global Union Network Meeting Steinbach petition, 08 November 2019

We, trade union representatives of HeidelbergCement workers from all parts of the world, gathered in Steinbach, Germany on 7 and 8 November 2019, agreed and released the following statement to the corporate management demanding to improve social dialogue in the HeidelbergCement group at global level.

We appreciate very much the institutionalized dialogue with the company at the European level via European Works Council (EWC).

We also appreciate that in their letter to both IndustriALL Global Union and Building and Wood Workers' International soon after our union network meeting in Frankfurt in 2018, global leadership of HeidelbergCement Group referred to positive results of the group Human Rights Policy around the world and a three-part monitoring solution aimed to meet international human rights standards.

We however believe such a company like HeidelbergCement present in 60 countries of the world must go beyond European boundaries and extend the European model of the social dialogue globally.

We, workers of HeidelbergCement, believe it is important to install a proper mechanism facilitating regular and meaningful social dialogue with HeidelbergCement management on all topics where workers are affected. We repeatedly asked the corporate management of HeidelbergCement to enter into such dialogue at the global level. We now expect the management will stop turning deaf ear to us and will respond with a proper proposal on how to practically organize this.

An institutionalized global dialogue is especially vital now because all the industries of the world are going through profound transformations in light of such factors as global warming and fourth industrial revolution. Consequences of these transformations cannot be ignored and are putting new challenges in front of construction materials producers all over the world and HeidelbergCement Group is not an exception.

Your global operations are already subject to international regulations and rules including

The Universal Declaration of Human Rights,

The eight core ILO Conventions,

The OECD Guidelines for Multinational Enterprises, and

The United Nations Guiding Principles for Business and Human Rights.

Adherence to the listed above is also set in your own Human Rights Position, Code of Business Conduct and Supplier Code of Conduct of the HeidelbergCement Group. Therefore a global institutionalized dialogue with HeidelbergCement Group will only help to put these regulations in place and will eventually prevent social conflicts and will further bring additional peace and stability to the Group.

We, HeidelbergCement workers and their representatives, welcome the Group HeidelbergCement "zero harm" program, however given that our health is primarily affected we want to be part of this program design, and not simply implementation. Only through a proper dialogue and joint monitoring will we be able to reach the "zero harm" goal at company operations.

Therefore, we invite the HeidelbergCement Group to match their global presence with global institutionalized dialogue with EWC, IndustriALL Global Union and Building and Wood Workers International through the following:

- Launch a joint mechanism ensuring workers' rights are respected and working conditions are improved;
- Improve workers' participation and provide for respect of trade union rights and the right to representation and organizing with a particular focus on workers' participation in health and safety to prevent accidents and work-related ill health.
- Improve social responsibility towards all workers toiling for HeidelbergCement both directly and indirectly employed

We urge HeidelbergCement corporate management to get in touch with the Global Union Federations in order to set up a meeting where the points above could be discussed in the spirit of good practices and fruitful social dialogue.

Adopted unanimously in Steinbach, Germany, on 8 November 2019.