



European Federation
of Building
and Woodworkers



29 March 2019
Geneva, Switzerland
Brussels, Belgium

Mr Jan Jenisch, CEO
LafargeHolcim
Grafenauweg 10
6300 Zug, Switzerland

Via e-mail: jan.jenisch@lafargeholcim.com
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Call on LafargeHolcim to respect workers, social partners, globally-binding norms and shareholders

Dear Mr Jenisch,

We address you on behalf of our three organizations, IndustriALL Global Union, Building and Wood Workers International (BWI) and European Federation of Building and Woodworkers (EFBWW), which represent your workers across the globe. We wish to express serious concerns over a culture of increasing lack of respect in LafargeHolcim, under your leadership.

We, the Global and European Trade Union Federations, have always built our relations with you, both before and after the merger of Lafarge and Holcim, on the basis of mutual trust and respect. We were hopeful that the newly created company LafargeHolcim, would take the most progressive practices of both and would set a new benchmark in industry and labour relations, as it had been promised during the merger process time and again.

However, we regretfully have to bring to your attention the dramatic degradation of our relations with your company, starting with the lack of respect from your side as the LafargeHolcim top leader. This attitude creates a lack of respect on all levels of the company, from national to regional and global levels. It has become a core principle of LafargeHolcim's management over the last 18 months.

Your company signed the Memorandum of Understanding with IndustriALL and BWI on 12 July 2017. This MoU is still valid, and it states that our relationship is based on four key pillars: *“fundamental rights, health and safety, exchange of information and solution of conflicts and also suppliers and subcontractors relations.”*

Unfortunately, you ordered your top management to constantly violate the commitments expressed in this MoU as well as national labour legislation, internationally recognised labour standards and collective bargaining agreements. We see no proper information and consultation on European or global level; no respect for the fundamental rights of workers and their representatives, in particular the ILO core conventions concerning the right to collective bargaining and freedom of association; and no respect for the OECD Guidelines for Multinational Enterprises. Nor do we see respect for the rights of workers and their representatives to proper participation in health and safety policies, practical prevention measures and health and safety management systems.

We herewith call on you to restore a social dialogue based on mutual trust and respect, which entails, inter alia, to instruct your top management and also all country managers to:

1. Respect workers' rights, especially when it comes to
 - a. Right to participate in Health and Safety measures (i.e. worker representatives and workplace health and safety committees)
 - b. Information and consultation in accordance with national regional and global laws and regulations
 - c. Respect and safeguard also the employment rights of contracted personnel
 - d. Safeguard existing rights and collective bargaining agreements in the case of divestments
2. Respect globally binding labour standards, namely
 - a. ILO core conventions
 - b. OECD Guidelines for Multinational Enterprises
 - c. EU Directives where applicable (especially on information and consultation)
3. Respect environmental rules and regulations
 - a. Indigenous peoples (especially in developing countries)
4. Respect shareholders and the promises that you made during and after the merger.

We send this letter in good faith and with the aim of relaunching a proper social dialogue where parties respect each other and provide honest information - be it on future divestments or discussion of health and safety issues, outsourced and subcontracted employment or the future of industrial relations in your company in general.

We look forward to your prompt reply, and we reiterate our willingness to meet with you at your earliest convenience.

Sincerely,



Valter Sanches
General Secretary
IndustriALL Global Union



Ambet E. Yuson
General Secretary
BWI



Sam Hägglund
General Secretary
EFBWW