



Geneva 22 October 2021

Feliciano González Muñoz
Head of Group Human Resources
Holcim
Zug, Switzerland
Transmitted via email at: feliciano.gonzalez@lafargeholcim.com

IndustriALL Global Union and BWI call on Holcim to take urgent and adequate measures on safety and health of workers in Indian cement plants

Dear Mr. Feliciano,

On behalf of [IndustriALL Global Union](#), and the [Building and Wood Workers' International](#) (BWI), which together represent more than 60 million workers in the manufacturing, construction, and building materials in more than 140 countries, including in India, we are writing to call upon the management of Holcim to address immediately recent fatalities and broad issues related to health and safety of workers in the ACC and Ambuja.

Recently, two workers died in ACC (Holcim). On 8 October, one worker died in ACC - Wadi (Karnataka) plant in loading/unloading section and another worker (cement truck driver) lost his life on 13 October, while working in packing plant of ACC - Bargarh (Odisha).

Hence, we urge the Holcim management to take immediate actions, including

1. Undertake an immediate investigation to provide justice to the fatalities and their families;
2. Elevate the health and safety standards to the highest level in line with international labour standards and give more leverage to unions and workplace safety representatives at all levels.
3. Immediately strengthen the inspectorate system on occupational health and safety and appoint adequate number of health and safety inspectors to protect the works in all factories;
4. Create safe and decent jobs and stop engaging untrained precarious workers, who are more exposed to health and safety hazards.
5. Establish immediate review of existing process safety management principles, including reporting of the accidents, irrespective of its type at ACC and Ambuja plants in India.

It is important to note that the workers, including precarious workers working in Indian cement plants of ACC and Ambuja are facing accidents and a safety crisis. These accidents

and safety issues can be prevented, provided protection of workers from all the possible health and safety hazards is given high priority.

Our affiliate in India, Indian National Cement Workers' Federation (INCWF-INTUC) reported serious concerns, which need your urgent intervention:

1. Inactive health and safety committees and weak supervisory and inspection system;
2. Poor quality of personal protective equipment provided to the workers, including precarious contract workers;
3. Unsafe and irresponsible health and safety practices, and minor injuries and accidents are not reported by the local management;
4. Engaging high number of untrained precarious workers.

We anticipate your swift action and response.

Sincerely,



Albert Emilio (Ambet) Yuson
General Secretary
BWI



Atle Høie
General Secretary
IndustriALL Global Union

Copy to: Martin Kriegner, Region Head Asia Pacific – Holcim