



Geneva and Brussels, 1 February 2022

Ms Carmen-Maja Rex
Director, Group HR and CHRO
HeidelbergCement Group
Heidelberg, Germany

Transmitted via email at: carmen.rex@heidelbergcement.com

HeidelbergCement Global Union Network meeting and Declaration on healthy and safe workplaces

Dear Ms Rex,

We appreciate your reply to our letter on behalf of our three trade union federations.

In our daily work we represent members working for your company in different countries around the world.

We reiterate that based on the concerns raised by our members during and after the meeting in October as expressed in our previous message together with the HeidelbergCement Global Union Network Statement as well as our suggestion of a joint commitment on health and safety we believe your answer is falling far short of the expectations of our members working for your company.

You are suggesting to support your teams on the ground, but you refuse to engage with us at the global level via a genuine social dialogue and are thus blocking us from providing such support.

There are a number of significant, but unnecessary difficulties faced by our members in their collective bargaining with HeidelbergCement at local level, including the ongoing for several months industrial action in Seattle, Washington, USA. Avoiding fair and honest negotiations by local management continues to bring HeidelbergCement both reputational and economic losses.

Regarding health and safety, the reports from our affiliates including those referred to in our statement confirm insufficient involvement of workers and their union representatives in the design and implementation of adequate safety measures at HeidelbergCement operations. This is particularly true at facilities located in developing countries. Workers continue to die and suffer from injuries and occupational diseases while working for HeidelbergCement.

From our knowledge based on extensive experience the top-down approach in designing health and safety policy without proper involvement at all stages of workers and their representatives never works.

Therefore in order to facilitate our cooperation and address shortcomings of health and safety and other worker related issues, we suggest discussions designed to evaluate needs and find adequate responses. An important element should be establishment of health and safety committees where inexistent or their revival where not functioning including but not limited to

joint visits of representatives of HeidelbergCement and BWI, IndustriALL Global Union and EFBWW in extreme cases. It is important that health and safety committees and genuine social dialogue remain part of the overall solution.

Thank you for your consideration.

Kind regards,



Ambet E. Yuson
General Secretary
BWI



Tom Deleu
General Secretary
EFBWW



Atle Hoie
General Secretary
IndustriALL Global Union

Cc: Dr. Dominik von Achten, Chairman of the Managing Board of HeidelbergCement