

Policy

Holcim Corporate Social Responsibility Policy

Policy Statement

The principles of sustainable development (SD) – value creation, sustainable environmental performance and corporate social responsibility (CSR) – are integral to our business strategy. Social responsibility has always been a cornerstone of our commitment to SD. CSR is defined as our commitment to work as partners with all our stakeholders, building and maintaining relationships of mutual respect and trust. We aim to contribute to effectively improving the quality of life of the members of our workforce, their families and the communities around our operations. CSR further includes our relations with customers and suppliers and our efforts to provide foundations for society's future.

Our CSR engagement is based on the belief that it not only enables us to fulfill our social responsibilities but also adds value to the business and contributes to risk management.

The present policy is an important element of our way of doing business and serves as guidance for our decisions and actions. It has to be integrated in our business activities and applied in our sphere of competence and influence in full alignment with specific local or regional needs.

Each Group company is to elaborate its own CSR policy and strategy that fully integrates the principles of the present corporate policy.

Policy Principles

There are six main pillars of our CSR policy, for which we have assigned principles to guide our progress.

1. Business conduct

Our Code of Conduct is the guide to the way we do business. We participate in the UN Global Compact and support the Universal Declaration of Human Rights.

2. Employment practices

We value diversity and promote equal opportunities in recruitment, employment, development and retention. We refuse to employ children at an age where education is still compulsory.

We respect workers' rights and commit to responsible restructuring and reorganization within the local legal framework.

We ensure wages that meet local industry good practice and strive to provide best possible working and development conditions.

3. Occupational Health and Safety (OH&S)

Our guiding principles and directives with regard to "Zero harm to people" and the five Cardinal Rules are expressed in our Holcim Occupational Health and Safety Policy.

4. Community Involvement

We assess local needs, promote community involvement and partner with local stakeholders around our operations to improve educational, cultural and social development.

We encourage and support our employees' engagement in volunteering and local community work.

5. Customer and Supplier Relations

We offer competitive and innovative products and services that meet the needs of our clients, and expect our suppliers to do likewise.

We seek to engage in sustainable relationships with customers and suppliers that adhere to the principles of the UN Global Compact and the Universal Declaration of Human Rights.

6. Monitoring and Reporting Performance

We identify and monitor issues important to our social performance. We evaluate our programs and activities and publicly report on performance and progress.

We aim to have our social reports independently assessed. We encourage stakeholder feedback and consider their suggestions for future actions.