



Joint declaration concerning health and safety

Between

The group Lafarge, represented by its Chief Executive Officer, Bernard Kasriel,

And

The European Works Council of the Lafarge group, representing all the European workplaces, represented by its secretary, Manfred Reuer,

The Lafarge group and the European Works Council have decided to adopt the present joint declaration concerning health and safety.

PREAMBLE

The signatories share the primary aim of improving the health, safety and well being of all those working on the group sites, and believe that this aim can only be achieved through active participation by all employees, contractors and third parties.

The signatories shall retain the existing clauses in the subsidiaries (i.e. group health and safety policy, health and safety management system); this declaration stipulates concrete actions to verify the authenticity of our commitments.

It will be up to local management with the employees' representatives to transpose the following principles into practical rules of conduct on all group workplaces in Europe.

CHAPTER I – GOALS

1.1 – Basic principles

The contracting parties undertake in particular to respect the following guiding principles :

"All people working on our sites have the right to expect safe and healthy work conditions and the duty to contribute to such conditions with responsible behavior.

We regard health and safety as core business values, integrated into overall business performance.

Any accident or case of ill health resulting from employment can be avoided by appropriate working methods, equipment, materials, training and supervision.

Effective health and safety management includes risk assessment from the initial plant design and construction stage, commissioning, and overall planning for organization of work and maintenance".

All our businesses must constantly improve performance in terms of health and safety.

1.2 - Concrete actions to be taken

1.2.1 – Health and safety committee

The group encourages the formation of a health and safety committee at the most appropriate level, consisting of representatives of the work force and of management.

The function of this committee will be to :

- promote health and safety policy implementation,
- participate in risk assessment for each job and contribute to the recommendation of preventive measures
- transmit preventive and corrective actions, verify their implementation,
- be informed of accidents or near misses in order to contribute to the recommendation of appropriate preventive actions
- propose corrective actions for unsafe conditions
- participate in investigations of accidents
- receive complaints and suggestions from employees concerning health and safety

If necessary, the health and safety committee can call in an external or internal expert.

1.2.2 – Employees' involvement in risk assessment, accident investigations and audit reports

Employees or their representatives participate in the process of continuous improvement of health and safety at work.

They participate in risk analyses of jobs and in the development of a risk elimination program; they are then informed of the measures taken to reduce risks.

Risk analyses of jobs may concern the points described in the appendix*.

Any accident or significant malfunction is the subject of an in-depth, methodical investigation, led by the line manager, with the participation of the personnel involved and of the health and safety committee.

Employees or their representatives are aware of audit reports and are informed of corrective and preventive actions.

1.2.3 – Safety training

Safety training includes: training in procedures and methods, training in the use of work equipment, training with a view to obtaining locally-required authorizations or accreditations.

It concerns all personnel: new recruits, temporary employees, "established" staff, management, and contractors as required.

The workforce is trained in risk analysis in his job environment.

1.2.4 – Information and communication

The Social Policies Department (SPD) will regularly transmit to the EWC qualitative and quantitative statistics on health and safety.

The European Works Council steering committee can ask the SPD for any information concerning health and safety.

Employees or their representatives can participate in the launching of awareness campaigns on certain risks or lead targeted actions.

CHAPTER 2 – IMPLEMENTATION

2.1 - Dissemination

The present joint declaration will be translated into the different languages used by the EWC.

It will be communicated to all site managers in Europe; they will be responsible for informing the personnel at all workplaces and discussing the issues covered by this text with the health and safety committee already existing or to be created.

2.2 – Monitoring of implementation

The EWC shall be responsible for monitoring implementation of the present declaration and will meet once a year in order to draw up a report of the implementation and to consider the health and safety results of the previous year (KPI).

It may present this report during the annual meeting of the EWC.

In the event of problems – not locally resolved - in implementation or of any complaints, employees will contact the EWC member for their country; if necessary, the matter will be referred to a member of the EWC steering committee.

The EWC secretary shall inform the SPD or the expert on the EWC about the problem in order to propose the most appropriate solution.

The present joint declaration is not intended to replace local social relations practice but provides a framework for local management in taking decisions.

The signatories undertake to meet to make any necessary changes to the present joint declaration in the event of a significant change in the companies comprising the group or in its economic environment or if legislation or workers regulations conflict with the present declaration.

Third parties may not derive or enforce any rights from this declaration.

Signed in Paris on 11th June 2003

For Lafarge group, Bernard Kasriel

For the European Works Council, Manfred Reuer

Precisions

- "employees or their representatives": depending on the legislation or customary practice in effect on each worksite in the group, each local manager will decide on the most appropriate interlocutor to intervene in these actions or procedures
- * analyses of jobs may for example concern the following topics:
 - Ergonomic organization of work places.
 - Use of certified and ergonomic machines, equipment and tools
 - The obligation to wear work clothes and safety shoes
 - The obligation to wear personal protection equipment.
 - The reduction of physical constraints such as noise, vibrations and dust
 - Implementation of safety procedures (records, etc)