[Full text of response received from LafargeHolcim by email on 15 January 2018]

The labor case concerning employees in Lafarge Jordan dates back several years when changes in the local market led to significantly reduced demand for cement. In order to ensure the business in Jordan was sustainable in this new environment, one of the production lines at the Rashadeya Cement plant was suspended in 2010 and stoppage of all production activities in Fuhais cement plant since Feb 2013 and all plant activities as of July 2016. These changes entailed a reduction of approximately 300 jobs. Making the proposed changes is necessary to maintain the sustainability of Lafarge’s operations in Jordan and preserve more than 300 remaining jobs and thousands of indirect job opportunities, while continuing to serve the national economy in Jordan as one of the leading international companies in the sector.

LafargeHolcim has been developing an active social dialogue with the employee representatives in its operations in Jordan to find the appropriate social support measures in the restructuring process. In compliance with the applicable laws in Jordan and the agreement between both parties signed on May 15, 2017, a broad range of social options have been discussed in the past months and a series of reconciliation and mediation meetings have been held with the Ministry of Labor. In the absence of an agreement, the situation was forwarded to the Labor court which referred the case back to the Labor ministry due to a procedural flaw on 7 January 2018.

LafargeHolcim remains committed to finding a mutual agreement to resolve this long-running situation in order to remove the uncertainty for its employees who continue to be part of the company.

LafargeHolcim is fully committed to social dialogue as the route to implementing social measures with full legal compliance and recognition of the role of the employee representatives and union organizations.