

## Framework

The LafargeHolcim Corporate Citizenship policy is an integral part of the LafargeHolcim policy landscape.

The Corporate Citizenship policy comprises of:

- Scope
- Policy Principles

### 1. Scope

The scope of the LafargeHolcim Corporate Citizenship Policy covers LafargeHolcim Ltd. and its consolidated and managed Countries (“LafargeHolcim”).

### 2. Policy Principles

The LafargeHolcim Group is committed to create shared and sustainable value for all stakeholders.

In this context, the Group is committed to act as a responsible partner with all its stakeholders, to contribute to effectively improve the quality of life of the members of its workforce, their families and the communities around its operations as well as to conducting business consistent with sustainable development principles in own operations and in its relations with suppliers and customers.

This Corporate Citizenship Policy and related directives and recommendations support this commitment and serve as guidance for our decisions and actions.

Each Country is to elaborate its own Corporate Citizenship policy that fully integrates the principles of this Policy.

#### 2.1 Business conduct

The LafargeHolcim Code of Business Conduct (CoBC) sets out the principles by which we conduct business worldwide, in order to pursue the highest standards of excellence in all our business practices.

We participate in the UN Global Compact and support the Universal Declaration of Human Rights.

We apply related Declarations and Principles<sup>1</sup>.

## **2.2 Employment practices**

We value diversity and promote a workplace that is inclusive, fair and which fosters respect for all employees. We respect workers' rights, promote equal opportunities in recruitment, employment, promotion, development, compensation and retention and treat employees at all times with dignity and respect. This applies to direct employees as well as contracted employees.

We refuse to employ children at an age lower than 16 or at an age where education is still compulsory.

## **2.3 Community engagement**

We strive to be a trusted corporate citizen and to contribute to the social and economic development of the communities in which we operate.

We promote community engagement and relationships based on mutual respect and trust with all local stakeholders.

We assess local needs and partner with local stakeholders around our operations to contribute to educational, cultural, social and economic development. We encourage and support employees' engagement in volunteering and local community work.

## **2.4 Customer and supplier relations**

We apply stringent fair competition law rules thereby ensuring our customers obtain the best products and services on favorable terms.

We expect that contractors and suppliers respect LafargeHolcim social responsibility values and comply with its policies and procedures, and with the UN Global Compact Principles as well as the Universal Declaration of Human Rights.

We assess the social policies and practices of our critical suppliers and contractors as part of our selection process. We seek to engage in sustainable relationships with customers and suppliers fulfilling these requirements.

## **2.5 Monitoring and reporting**

We identify and monitor issues material to our social performance and publicly report on compliance, performance and progress.

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

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<sup>1</sup> Among others: UN Guiding Principles on Business and Human Rights (UNGPs) 2011, the International Bill of Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, UN Declaration on the Rights of Indigenous People)