



Workers' rights, an agreement between Italcementi and the BWI union: equal protection guaranteed to all Group's subsidiaries all over the world.

Bergamo, 17th June 2008 – A charter of workers' rights valid all over the world. Equal guarantees and protection for those working in the plants of Italcementi Group in each of the 22 countries where the subsidiaries of the fifth largest cement manufacturer in the world operate.

In brief, the agreement signed today in Bergamo with Building and Wood Workers International (BWI) guarantees observance of all the fundamental human and union rights in all the Group's plants located throughout the four continents. Such values, that the Bergamo Company has always considered to be its most important assets since its foundation, have today become a tangible, daily commitment for all the Group's subsidiaries.

The great attention the Group pays to people and their working conditions can be summarized in the following list of rules:

1. Observance of freedom of association and the right to collective negotiation;
2. Free job choice, with rejection of the use of forced labor;
3. Non-discrimination at the workplace;
4. Refusal of the use of child labor;
5. Payment of salaries that guarantee subsistence;
6. Reasonable working hours;
7. Health and safety for the workers;
8. Workers' welfare;
9. Training for required skills;
10. Written employment agreement

The agreement was signed at the headquarter in Bergamo, Italy, by Giovanni Ferrario, new Chief Operating Officer of Italcementi, and by Anita Norwak, Secretary General of BWI. Representatives of the workers' unions of the Group and those of the building sector, at Italian and European level, were present at the signature. On the occasion, great satisfaction was expressed for the agreement reached. The fact that the protocol places the company, internationally, on the cutting edge in the protection of workers' rights was also emphasized.

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Italcementi Group is the fifth largest cement producer in the world. The Group companies combine the expertise, know how and cultures of 22 countries in 4 Continents, boasting an industrial network of 63 cement plants, 15 grinding centres, 5 terminals, 134 aggregates quarries and 613 concrete batching units. In 2007 Italcementi Group had sales amounting to over 6 billion Euro while sales volumes and internal transfers by business were: cement and clinker 64.6 Mt, aggregates 56.3 Mt and ready-mixed concrete 20.5 Mm³.
