



Zambia

Managing Director's statement

It's our firm belief that those that join the Global Compact must continually be challenged in their demonstration of a sustained commitment to the 10 Principles and show progress in their quest for the attainment of these ideals.

Lafarge Cement Zambia aspires to continually exhibit leadership in the different areas of our business because we have to meet our own expectations and those of our stakeholders. We continue to do this bearing in mind that in as much as Lafarge is a global brand we are firmly committed to our values of multi-local culture as such our efforts and initiatives of group best practice have to be tailored to our local communities.

Lafarge Group is already a member of the Global Compact and at the time the Zambian subsidiary joined it was called Chilanga Cement Plc. The Lafarge Group's focus is that association with Global Compact by all of its subsidiaries bearing the Lafarge name should be done at the Corporate Level. Therefore, Lafarge Cement Zambia will require to be associated with the Global Compact through the Lafarge Group.

As Lafarge Cement Zambia we have a lot to be proud of. In the area of protecting and sustaining our environment we lead by example; we have a land reclamation programme where all disused quarries are rejuvenated by introduction of flora and fauna. The Chilanga golf course is a result of this programme. It is a 43ha piece of land that was once a quarry but has now been converted into an 18 hole a golf course that is open to the public. It boasts of 140 impalas, 6 pukus and several dozen birds. Our plant continues to operate just next to it.

Lafarge has just completed the construction of a major state-of-the-art cement plant with cement production capacity of 830,000 tonnes per annum. It is designed with western standards of environmental management in mind. Dust emissions are restricted to 50mg per normal cubic metre, 3 times below the local regulatory requirements as a sign of our true leadership in environment management.

We continue to work with Regulatory agencies such as Environmental Council of Zambia as well as other environmental protection agencies such as Zambia Animal Wildlife Association (ZAWA) that we financially and materially support in their activities. We are involved with promotion of environmental education by supporting a very well known animal sanctuary and botanical garden called Munda Wanga.

Lafarge Cement Zambia has attained a reputation of being an employer of choice. We work closely with labour commissioner's office under the Ministry of Labour and Social Security as well as the trade Unions. We do not discriminate on the basis of gender, health, religion, ethnic or any other grounds. We support and promote the enjoyment of the right of freedom of association and the attendant benefits of collective bargaining in an environment of inclusiveness and respect for the value that individuals bring to the organisation. Our commitment to our employees is to offer them an opportunity to develop their talents and exercise their full potential. 518 employees received training at a cost of \$603,890 and 3 people were expatriated.

We have made a commitment to our customers to add value to their business and quality and convenience to consumers of our product. We believe that this commitment can be best demonstrated in a manner that encourages fair business practice. Our business is done in a manner that is transparent and shows a posture that does not encourage corruption in any form.

Lafarge Cement Zambia has shown that we have the character to back up our commitments in the areas outlined. By extension we show commitment to the principles of the Global Compact. As we aspire for the continued attainment of these principles our drive will be in the direction of reaching out to all of our stakeholders and nurture these relationships, for that is where we get our licence to operate.

Tom Ehrhart

Managing Director

Lafarge Cement Zambia Plc

Contact: Eugene Chungu

Corporate Affairs and Communications Manager

Email: eugene.chungu@lafarge.com

Phone: +260211279029-40 **Fax:** +260211278134



Zambia

	Global Compact Principle	Action Taken & Impact Achieved
<input type="checkbox"/>	1: Businesses should support and respect the protection of internationally proclaimed human rights;	
<input type="checkbox"/>	2: and make sure that they are not complicit in human rights abuses.	2008: Lafarge Cement Zambia enacted a policy that sought to move employees from contract employment term to permanent and pensionable. Lafarge Cement Zambia believes this promotes employee commitment and demonstrates to employees the company's commitment to job security of employees
<input type="checkbox"/>	3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	<p>2008: Lafarge Cement Zambia introduced quarterly Managing Director-employee meetings at all sites – it is a general meeting of all staff with the Executive Committee. The meeting is chaired by the Managing Director. It is an open forum in which the discussions centre on the general “health and welfare” of the Company. This is aimed to promote transparency and enhance information sharing and company ownership. Feedback from employees has been very positive.</p> <p>2008: Lafarge Cement Zambia employed a consultative approach in formulating the medical scheme by including the union and staff association in the Business Unit health Committee.</p>

<input type="checkbox"/>	4: the elimination of all forms of forced and compulsory labour;	
<input type="checkbox"/>	5: the effective abolition of child labour;	2008: Partnered with United Nations Development Programme (UNDP) and International Labour Organisation during MDG's race with a specific focus for Lafarge to show its support against child labour. The event was attended by 200 companies and 1,800 participants. It was televised live countrywide.
<input type="checkbox"/>	6: and the elimination of discrimination in respect of employment and occupation.	
<input type="checkbox"/>	7: Businesses should support a precautionary approach to environmental challenges;	
<input type="checkbox"/>	8: undertake initiatives to promote greater environmental responsibility;	<p>2008: Lafarge Cement Zambia has invested in excess of €2m in dust abatement equipment to help revitalise the old equipment at the plants.</p> <p>2008: Lafarge Cement Zambia conducted a Safety day, a day when the Lafarge Group celebrates success in Safety management but also reaffirms its commitment to upholding high standards in safety. This day was observed with local communities and schools where Lafarge shared best practices in health and safety as well as environmental management practices the company was involved in. This interaction with communities was unprecedented and helped enhance the company's relationship with these and other stakeholders.</p> <p>2008: Lafarge Cement Zambia introduced a mobile Health clinic to the communities. This is the provision of primary healthcare delivery to the community as a supplementary effort to government. This has been received very well by government and local communities. The service is undertaken in partnership with a doctor's organisation called Doctor's Outreach Care International.</p> <p>2008: Lafarge Cement Zambia partnered with an NGO called Room to Read and has helped sponsor 100 girls enrol into school. Lafarge Cement Zambia further sponsored community schools to undertake trips to wildlife parks, wildlife sanctuaries and game reserves for promotion of education in biodiversity</p>
<input type="checkbox"/>	9: and encourage the development and diffusion of environmentally friendly technologies.	2008: Lafarge Cement Zambia constructed a new 830,000 tonnes per annum state-of-the-art plant. The plant consumes less power and water for a more increased output. The plant is

		covered all over including conveyors ensuring minimal dust emissions to the environment.
<input type="checkbox"/>	10: Businesses should work against all forms of corruption, including extortion and bribery.	2008: Management signed a declaration of conflict of interest forms