

# DATA PRIVACY POLICY

## JOB APPLICANTS

### WELCOME

Dear job applicant, with this policy we would like to explain to you how and for which purposes we use your personal data in connection with your application and which rights and options you have in this respect.

### WHO IS RESPONSIBLE FOR YOUR PERSONAL DATA?

**LAFARGEHOLCIM EUROPEAN BUSINESS SERVICES S.R.O., PROTIFAŠTICKÝCH BOJOVNÍKOV 11, 040 01 KOŠICE, SLOVAKIA, COMPAN REG. NO. 47 448 024**, will be the primary responsible controller for your personal data. In addition, other LafargeHolcim affiliates may control your personal data to the extent we are required or permitted by law or with your consent to share your personal data with them for the purposes described below. Please see the list of the LafargeHolcim affiliates at the end of this document.

### FOR WHICH PURPOSES DO WE USE YOUR PERSONAL DATA?

We will process your personal data as required in connection with your application, in particular for the following purposes ("**Permitted Purposes**"):

- *Processing of your application*, including review and analysis of your qualifications and skills and considering your suitability for the job opportunities for which you applied, communication with you, conducting assessment centers and any other evaluation means, expense reimbursement and organization of any travel required;
- *Organizational purposes*, including planning, controlling, budgeting, benchmarking and restructuring;
- *Security purposes*, including maintaining and protecting our property, ensuring integrity and security of and controlling access to our premises, facilities, IT and communication systems, platforms and secured websites and applications websites and other systems or facilities (including monitoring by camera or other means of surveillance), investigating, preventing and detecting security threats, fraud, theft or other criminal or malicious activities;
- *Legal documentation purposes*, to ensure compliance with legal documentation and document retention obligations (such as record keeping obligations);
- *Organizational compliance*, in particular monitoring and assessing compliance with our policies and standards;
- *Regulatory compliance*, ensuring compliance with our legal and regulatory obligations and requests anywhere in the world, including reporting to or being audited by national and international regulatory, enforcement or exchange bodies which may include conducting reference checks, background checks, public register checks, conflict checks, credit checks, criminal records checks (where applicable) and other due diligence as required under applicable law and regulations;
- *General compliance*, ensuring compliance with legal compliance obligations, such as compliance screening or recording obligations (e.g. under antitrust laws, export laws, trade sanction and embargo laws, or to prevent white-collar or money laundering crimes), which may include checks of your contact or identity data against applicable sanctioned-party lists

and contacting you to confirm your identity in case of a potential match or recording your interactions with third parties as may be relevant for antitrust purposes and

- *Disputes and enforcement of claims*, including supporting us in dealing with and solving disputes, complying with orders of courts, authorities or other public bodies, enforcing our contractual agreements and to establish, exercise or defend legal claims.

Where you have expressly given us your consent, we may also use your personal data for the following purposes:

*Including you in our job applicant data base*, to provide you by email, telephone or other communication channels you permitted us to use with information about exciting job opportunities at LafargeHolcim and to store and process and share with our LafargeHolcim Group affiliates any personal data you submitted with your applications for this purpose. Please see the list of the LafargeHolcim affiliates at the end of this document.

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- *Sending you LafargeHolcim information and updates*, through updates by email about products and services, news, announcements and invitations to programs, customer surveys or other events from LafargeHolcim, including from our affiliates (see above).

We will not use your personal data for taking any automated decisions affecting you or creating profiles other than described above.

The legal bases for processing of your personal data are set forth in Article 6 of the European Data Protection Regulation. Depending on the above Permitted Purposes for which we use your personal data, the processing is either necessary for the performance of your application, freelancing or other agreement with LafargeHolcim, necessary for compliance with our legal obligations (e.g. to keep pension records or records for tax purposes) or necessary for purposes of our legitimate interest or those of any third party recipients that receive your personal data, always provided that such interests are not overridden by your interests or fundamental rights and freedoms. In addition, the processing may be based on your consent where you have expressly given that to us.

## **WHICH PERSONAL DATA DO WE COLLECT?**

Unless otherwise agreed with you, we will collect only personal data which are required in connection with your application or for the above purposes. This includes any information you provide to us directly with your application and any information which is derived from such collected data or otherwise collected or generated in the course of your application process.

This typically includes the following categories of data:

- *Personal details*, such as name, address, date of birth, marital status, emergency contact details, country of residence, national insurance number, prior or expected salary, bank details, social security and tax related details;
- *Professional details*, such as your prior work contact details, position and career data, CV, details of your qualifications, relevant experience and skills;
- *Identification documentation*, such as copies of your passport, driving licence, national or work ID card, or other documentation (which may include photographs submitted by you);
- Further *application-related information*, such as expense reimbursement data, assessment centers or other performance assessments, references, credit and background checks;
- Data relating to *access to and use of our systems, facilities and premises* which may include data generated through monitoring by camera, GPS, monitoring and logging of your use of our communication and IT systems and other means of surveillance;

- *Data relating to or generated from compliance activities*, including data from reference checks, background checks, public register checks, conflict checks, credit checks, criminal records checks (where applicable) and other due diligence, recording or reporting as required under applicable law and regulations as well as from compliance investigations;
- *Data relating to disputes and enforcement of claims*, including data relating to or generated from proceedings, disputes, negotiations, statements, pleadings or other related communication or activities;
- Other personal data derived from or generated by pursuing the above Permitted Purposes.
- *Special categories of Personal Data*. Where required for the above Permitted Purposes and only where required or permitted by applicable law or where you have specifically given us your consent, we may ask for information about your health and disabilities (e.g. to comply with related statutory workplace security or insurance obligations), biometric data (e.g. for access control or security purposes) or data revealing racial or ethnic origin (e.g. for diversity purposes) or religious beliefs (e.g. for church tax purposes).

## **HOW DO WE COLLECT PERSONAL DATA?**

We will collect your personal data primarily directly from you when you interact with us in the course of your application, e.g. when you complete job applicant questionnaires, visit our intranet, our website or other communication or working platforms and when you communicate with us in relation to your application. In addition, we will generate personal data about you in the course of your application for the above Permitted Purposes (e.g. expense reimbursement, assessment centers and other performance reviews, recording and monitoring of your entrance and use of our premises, facilities and communication and IT systems).

## **HOW DO WE PROTECT YOUR PERSONAL DATA?**

We maintain physical, electronic and procedural safeguards in accordance with the technical state of the art and legal data protection requirements to protect your personal data from unauthorized access or intrusion. These safeguards include implementing specific technologies and procedures designed to protect your privacy, such as secure servers, firewalls and SSL encryption. We will at all times strictly comply with applicable laws and regulations regarding the confidentiality and security of personal data.

## **WITH WHOM WILL WE SHARE YOUR PERSONAL DATA?**

We may share your personal data with:

- Our affiliates within LafargeHolcim Group worldwide if and to the extent required for the Permitted Purposes and legally permitted or where you have expressly given us your consent. In such cases, these entities will then use the Personal Data for the same purposes and under the same conditions as outlined in this Data Privacy Policy. Please see the list of the LafargeHolcim affiliates at the end of this document.
- Third parties who process your personal data on their own behalf but in connection with a service provided to us or you on our behalf for the Permitted Purposes (such as background check providers or third parties from whom we request a reference).
- Service providers (so called data processors) within or outside of LafargeHolcim Group, domestically or abroad (e.g. shared service centers, payroll or other service providers, including cloud providers) instructed by to process personal data for the Permitted Purposes on our behalf and in accordance with our instructions only. LafargeHolcim will retain control over and will remain fully responsible for your personal data and will use appropriate safeguards as required by applicable law to ensure the integrity and security of your personal data when engaging such service providers.

- Public or governmental bodies such as regulatory or enforcement authorities, attorneys or courts where we are required to do so by applicable law or regulation or at their request if legally permitted and necessary to comply with a legal obligation or for the establishment, exercise or defense of legal claims.
- Otherwise, we will only disclose your personal data when you direct or give us permission, when we are required by applicable law or regulations or judicial or official request to do so, or when we suspect fraudulent or criminal activities.

## **WHERE DO WE PROCESS YOUR PERSONAL DATA?**

LafargeHolcim is a globally active enterprise. In the course of our business activities, we may transfer your personal data also to recipients in countries outside of the European Economic Area (“third countries”), in which applicable laws do not offer the same level of data protection as the laws of your home country. When doing so we will comply with applicable data protection requirements and take appropriate safeguards to ensure the security and integrity of your personal data, in particular by entering into the EU Standard Contractual Clauses. You may contact us anytime using the contact details below if you would like further information on such safeguards.

## **YOUR DATA PROTECTION RIGHTS**

Subject to certain legal conditions, you may request access to, rectification, erasure or restriction of processing of your personal data. You may also object to processing or request data portability. In particular you have the right to request a copy of the personal data that we hold about you. If you make this request repeatedly, we may make an adequate charge for this. Please refer to Articles 15-22 of the EU General Data Protection Regulation for details on your data protection rights.

For any of the above requests, please send a description of your personal data concerned stating your name and your date of birth as proof of identity to the contact details below. We may require additional proof of identity to protect your personal data against unauthorized access. We will carefully consider your request and may discuss with you how it can best be fulfilled.

If you have given us your consent for the processing of your personal you withdraw the consent at any time with future effect, i.e. the withdrawal of the consent does not affect the lawfulness of processing based on the consent before its withdrawal. In case consent is withdrawn, we may only further process the personal data where there is another legal ground for the processing.

If you have any concerns about how your personal data is handled by us or wish to raise a complaint, you can contact us at the contact details below to have the matter investigated. If you are not satisfied with our response or believe we are processing your personal data not in accordance with the law you can complain to the competent data protection supervisory authority, which is Office for Personal Data Protection of the Slovak Republic, in accordance with § 100 Act. No. 18/2018 Coll on Personal Data Protection.

## **ARE YOU REQUIRED TO PROVIDE PERSONAL DATA?**

As a general principle, you will provide us with your personal data entirely voluntary. However, in certain circumstances we are required to collect certain personal data or in which LafargeHolcim cannot take action without certain of your personal data, for example because this personal data is required to deduct taxes from your salary, carry out a legally required compliance screening or provide evidence of legally required trainings or qualifications. In these cases, if you do not provide us with your personal information, we may be unable to properly administer your application, assign certain tasks to you or permit you to participate in certain activities or services offered in connection with your application.

## HOW LONG DO WE STORE PERSONAL DATA?

Your personal data will be deleted when it is no longer reasonably required for the Permitted Purposes or you withdraw your consent (where applicable) and we are not legally required or otherwise permitted to continue storing such data. We will in particular retain your personal data where required for LafargeHolcim to assert or defend against legal claims until the end of the relevant retention period or until the claims in question have been settled. Please refer to our data retention policies for further details.

## UPDATES OF THIS DATA PRIVACY POLICY

This Data Privacy Policy was last updated in April 2018. We reserve the right to update and change this Data Protection Notice from time to time in order to reflect and changes to the way in which we use your personal data or changing legal requirements. Any amended Data Privacy Policy will apply from the date it is posted on our intranet or otherwise made available to you.

## HOW TO GET IN TOUCH WITH US

If you have any questions regarding your rights or if you have any specific requests relating to your personal data please contact

Lea Bodnárová, [lea.bodnarova@lafargeholcim.com](mailto:lea.bodnarova@lafargeholcim.com) (+421 905 682899)

Data Protection Responsible

Or

Local Data Protection Officer:

Juraj Kompan, [kompan@kompansabol.sk](mailto:kompan@kompansabol.sk)

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<b>List of LafargeHolcim entities</b>	<b>Country</b>
Holcim (Australia) Pty Ltd	Australia
CILAS SPA	Algeria
Ciment et Mortier;Algérie SPA	Algeria
Cosider Lafarge Platre SPA	Algeria
Lafarge Béton Algérie Spa	Algeria
Lafarge Ciment de Msila SPA	Algeria
Lafarge Ciment Oggaz SPA	Algeria
Lafarge Distribution Algérie SPA	Algeria
Lafarge Logistique Algérie SPA	Algeria
Lafarge Sacs SPA	Algeria
Lafarge Service Algérie SPA	Algeria
Société des Ciments de la Mitidja SPA	Algeria
Station Agrégat Azzrou SPA	Algeria
Lafarge Cement CE Holding GmbH	Austria

Lafarge Cement Technical Center Vienna GmbH	Austria
Lafarge Zementwerke GmbH	Austria
Holcim (Azerbaijan) OJSC	Azerbaijan
Lafarge Surma Cement Ltd	Bangladesh
Lafarge Aggregates LLC	Belarus
FLLC Lafarge Aggregates	Belarus
Holcim (Belgique) SA Geocycle SA Carrières de Leffe SA	Belgium
Holcim (Brazil) SA	Brazil
Vris Eood	Bulgaria
Holcim Bulgaria AD	Bulgaria
Holcim Karierni Materiali AD	Bulgaria
Holcim Karierni Materialo Rudinata ad	Bulgaria
Holcom Karierni Materiali Plovdiv	Bulgaria
Geocycle Bulgaria Eoo	Bulgaria
Cimenteries du Cameroun	Cameroun
Pallot Tarmac (2002) Limited	Channel Islands
Ronez Limited	Channel Islands
Lafarge (Beijing) Building MATerials Technical Service Co	China
Lafarge Dujiangyan Cement Co	China
LH (Beijing) technical services co	China
Sichuan Shuangma Cement co ltd Chengdu Branch	China
Sichuan Shuangma Cement Co	China
Sichuan Shuangma Yibin Cement Co	China
Zunyi Sancha Lafarge Cement Co	China
Ecoprocesamiento Ltda.	Colombia
Fundación Social de Holcim Colombia	Colombia
Holcim (Colombia) S.A.	Colombia
Transportadora de cemento S.A.S.	Colombia
Holcrest S.A.S.	Colombia
Construcorp Internacional SGI S.A.	Costa Rica
Holcim (Costa Rica) S.A.	Costa Rica
Servicios Ambientales Geocycle SAG S.A.	Costa Rica
Geocycle Hrvatska d.o.o. Koromačno	Croatia
Holcim (Hrvatska) d.o.o. Koromačno	Croatia

Holcim mineralni agregati d.o.o. Lepoglava	Croatia
Holcim mineralni agregati d.o.o. Nedeščina	Croatia
Lafarge Cement, a.s.	Czech Republic
Lafarge emirates cement llc	Dubai
Readymix Gulf Co Ltd	Dubai
Lafarge Cement Egypt Lafarge Ready Mix Lafarge Egypt Quarries National Bag Egypt Sack Geocycle Egypt Lafarge Building Materials Holding Egypt Lafarge Middle East and Africa Building Materials	Egypt
Geocycle el salvador	El Salvador
Holcim Concretos	El Salvador
Holcim el salvador	El Salvador
Lafarge Service Group SAS	France
Holcim Béton Granulats Haut Rhin	France
Holcim Haut Rhin	France
Lafarge Centre de Recherche	France
Lafarge S.A	France
Lafarge Services Groupe SAS	France
Technical Center Europe-Africa	France
SCHULENBUR; Grundstücksgesellschaft mbH	Germany
Betontechnik Niedersachsen GmbH	Germany
Betontechnik Nord GmbH	Germany
Buss Basalt GmbH & Co. KG	Germany
Geocycle (Deutschland) GmbH	Germany
Hemmoor Zement AG i.A.	Germany
Holcim (Deutschland) GmbH	Germany
Holcim (Süddeutschland) GmbH	Germany
Holcim Beton und Zuschlagstoffe GmbH	Germany
Holcim HüttenZement GmbH	Germany
Holcim Kies und Beton GmbH	Germany
Holcim WestZement GmbH	Germany
MDS Mörteldienst Siegerland GmbH	Germany
Schulenburg Grundstücksgesellschaft	Germany
Vereinigte Transport-Betonwerke GmbH	Germany

VETRA GmbH & Co. KG	Germany
Aneh Shipping Société Anonyme	Greece
Heracles General Cement Company	Greece
Lafarge Beton Industrial Commercial Société Anonyme	Greece
Lava Mining & Quarrying CO S.A.	Greece
Ciments de Guinée (It will become LafargeHolcim as from 1st September 2016 )	Guinea
Lafarge Cement Hungary Ltd.	Hungary
ACC Limited	India
Ambuja Cements Limited	India
Holcim Services (South Asia) Limited	India
One India BSC	India
1. Holcim Reunion 2.Ciments de Bourbon 3. Holcim Precontraint 4.Lafarge Ciments Mayotte SA 5. Holcime Madagascar SA 6. Manorina SARLU 7. Lafarge Mauritius Cement Ltd 8. Pre-Mixed Concrete Limited 9. Lafarge Cement Company (Seychelles) limited 10. Lafarge Comores SA	Indian Ocean Cluster
Lafarge Maldives cement	Indian Ocean Cluster
Bazian Cement Company Ltd	Iraq
C.M. Distribution General Trading Company Ltd	Iraq
Ecocem Environmental Solution Ltd	Iraq
Karbala Cement Manufacturing Ltd	Iraq
Lafarge Construction Contracting and General Trading Company Ltd	Iraq
Lafarge Ready-mix Concrete and Aggregate Company Ltd	Iraq
United Cement Company Ltd	Iraq
HOLCIM GRUPPO (ITALIA) S.P.A.	Italy
HOLCIM (ITALIA) S.P.A.	Italy
HOLCIM AGGREGATI CALCESTRUZZI S.R.L.	Italy
ROLCIM S.P.A.	Italy
FUSINE ENERGIA S.R.L.	Italy
GEOCYCLE (ITALIA) S.R.L.	Italy
F.LLI MANARA & C. S.R.L.	Italy
SOCIMAT ( It will become LafargeHolcim as from 1st September 2016e)	Ivory Coast



Lafarge Cement Jordan Arabian Concrete Supply Company LLC Arabian Transport specialised Company LLC	Jordan
Bamburi Cement Limited Bamburi Special Products Limited Lafarge Eco Systems Limited Diani Estates Limited	Kenya
Yeoman Latvia SIA	Latvia
Holcim (Liban) SAL, Societe Libanaise des Ciments Blancs SAL, Holcim Beton SAL	Lebanon
Lafarge Cement Malawi	Malawi
Cementos Apasco, S.A. de C.V. Concretos Apasco, S.A. de C.V. Geocycle México, S.A. de C.V. Apacim, S.A. de C.V. Gravasa, S.A. de C.V.	México
LafargeHolcim Maroc	Morocco
Lafarge Maroc	Morocco
LafargeHolcim Maroc Afrique	Morocco
Lafarge Ciments Sahara	Morocco
Lafarge Placo Maroc	Morocco
Batiprodis	Morocco
Ecoval	Morocco
Lafarge Calcinor Maroc	Morocco
Ciments Blanc du Maroc	Morocco
Ceval	Morocco
Mateen immobilier	Morocco
Andira	Morocco
Lubasa Maroc	Morocco
Société des Granulats de Tifelt	Morocco
Ashaka Cement plc	Nigeria
Lafarge ReadyMix Nigeria Limited	Nigeria
Atlas Cement Company Limited	Nigeria
United Sement Company of Nigeria limited	Nigeria
Lafarge Africa	Nigeria
Holcim Coastal B.V.	Netherlands
Holcim Prefab Wanden B.V.	Netherlands
Hoçlim (New Zealand) ltd	New Zealand
Holcim (Nicaragua), S. A.	Nicaragua

Inversiones Cofradía, S. A. (Invercosa)	Nicaragua
LAFARGE AFRICA PLC ASHAKACEM PLC UNITED CEMENT COMPANY OF NIGERIA LIMITED ATLAS CEMENT COMPANY LIMITED LAFARGE READYMIX NIGERIA LIMITED	NIGERIA
Yeoman Halsvik A/S	Norway
Holcim East Asia Business Services B.V. - Philippines ROHQ (HEABS)	Philippines
Holcim Philippines, Inc.	Philippines
Holcim Philippines Manufacturing Corporation	Philippines
Excel Concrete Logistics inc.	Philippines
Hubb Stores and Services inc	Philippines
Lafarge Cement SA	Poland
Lafarge Kruszywa i Beton Sp. z o.o.	Poland
Lafarge Beton Towarowy Sp. z o.o.	Poland
KOSD Przedsiębiorstwo Produkcyjne PP Spółka z ograniczoną odpowiedzialnością Spółka Komandytowa	Poland
Cotractor Sp. z o.o.	Poland
Przedsiębiorstwo Produkcyjne PP Sp. z o.o.	Poland
Cementownia Kraków - Nowa Huta Sp. z o.o.	Poland
Lafarge Service Sp. z o.o. w likwidacji	Poland
Geocycle Sp. z o.o.	Poland
Fundacja Wspólnie LafargeHolcim	Poland
Yeoman Poland Sp. z o.o.	Poland
Zakład Gospodarki Popiołami Sp. z o.o.	Poland
LH Engineering Sp. z o.o.	Poland
1. Rreadymix Muscat LLC 2. Premix llc	Qatar
ECOGEST INDUSTRY; SRL	Republic of Moldova
GEOSTUDYGRUP; SRL	Republic of Moldova
Lafarge Ciment (Moldova); S.A	Republic of Moldova
Holcim (Romania) S.A. Geocycle S.R.L. Start Casa S.R.L.	Romania
LLC Burovzryvnayakompaniya;	Russian Federation
LLC Holcim (RUS) CM.;	Russian Federation
LLC .;Holcim (RUS).;	Russian Federation
LLC .;Karier .;Bolshoymassiv	Russian Federation

LLC .;Karier.;Shokshinsky kvartsit.;	Russian Federation
LLC .;Laboratory Lafarge.;	Russian Federation
LLC .;Lafarge Aggregate and Concrete.;	Russian Federation
LLC .;Novoaleksandrovskykombinat nerudnikhmaterialov.;	Russian Federation
OAO .;Lafarge Cement. (Open Joint Stock Company Lafareg Cement)	Russian Federation
Beo Eko Korak d.o.o.	Serbia
Lafarge BFC d.o.o.	Serbia
Holcim (Singapore) Ltd.	Singapore
LH Trading Pte Ltd	Singapore
APNENEC d.o.o.	Slovenia
Lafarge Cement, d.o.o.	Slovenia
Holcim business Services	Slovakia
Ash Resources Pty Limited	South Africa
Lafarge South Africa Holdings Pty Limited	South Africa
Qala Quarry Pty Limited	South Africa
Lafarge Industries South Africa Pty Limited Lafarge Mining South Africa Pty Limited	South Africa
1. Holcim Services EMEA SL 2. Lafargeholcim Middle east and africa IT service centre 3. Holcime (Espana) 4. Lafarge Aridos y hormigones 5.lafagre cementos sau	Spain
Aktiengesellschaft Hunziker & Cie, Würenlingen (AG)	Switzerland
Basaltstein AG, Buchs (AG)	Switzerland
Fänn-Beton AG, Küssnacht (SZ)	Switzerland
Holcim (Cham) AG, Cham (ZG)	Switzerland
Holcim (Schweiz) AG, Würenlingen (AG)	Switzerland
Holcim Bétondrance SA, Martigny (VS)	Switzerland
Holcim BF+P SA, Bussigny-près-Lausanne	Switzerland
Holcim Kies und Beton AG, Zürich (ZH)	Switzerland
Kalt Kies-und Betonwerk AG, Kleindöttigen (AG)	Switzerland
LH Trading Ltd, Nüscherstrasse 45, 8001 Zurich, Switzerland	Switzerland
LafargeHolcim ltd	Switzerland
LafargeHolcim Helvetia Finance ltd	Switzerland
Rohstoffgewinnung Hohentengen GmbH, Hohentengen (Deutschland)	Switzerland

Holcim Europe Services AG, Allschwil (AG)	Switzerland
Praz SA, Sierre (VS)	Switzerland
Mbeya cement Company Limited	Tanzania
Hima Cement Limited	Uganda
Bukovyna Building Materials LLC	Ukraine
Klesivskiy Karier Nerudnykh Kopalyn Technobud LLC	Ukraine
SIPAN LLC	Ukraine
Technobud LLC	Ukraine
Aggregate Industries UK Limited	United Kingdom
Alan C Bennett & Sons Limited	United Kingdom
Charcon Limited	United Kingdom
Lafarge Cauldon Limited	United Kingdom
Lafarge Ireland Limited	United Kingdom
London Concrete Limited	United Kingdom
Lytag Limited	United Kingdom
Mendip Rail Limited	United Kingdom
North Kent Roadstone Limited	United Kingdom
Rail Freight Services (RFS) Limited	United Kingdom
Redditch Concrete Limited	United Kingdom
Tendley Quarries Limited	United Kingdom
Wight Building Materials Ltd	United Kingdom
LH Trading, Inc., 2655 Le Jeune Rd. #606, Miami, FL 33134, USA	USA
Aggregate Industries management Inc.	USA
Aggregate Industries WCR	USA
Aggregate Industries-MWR	USA
Aggregate industries	USA
Bardon Inc.	USA
Cement Transport Ltd	USA
Holcim (Texas) LP	USA
Lafarge Aggregates Illinois Inc.	USA
Lafarge Building Materials Inc.	USA
Lafarge Elburn LLC	USA
Lafarge Mid-Atlantic LLC	USA
Lafarge Midwest Inc.	USA
Lafarge North America Inc.	USA

Lafarge Presque Isle Inc.	USA
Lafarge West Inc.	USA
Lattimore Materials Corp.	USA
Lordstown Construction Recovery LLC	USA
Systech Environmental Corporation	USA
Aggregate Industries Northeast Region Inc.	USA
Kost Inc.	USA
Meyer Materials LLC	USA
Lafarge Zambia Plc	Zambia
Lafarge Cement Zimbabwe Limited	Zimbabwe