

CIS

Commission Inter Syndicale du Groupe OCP
[OCP Group inter-union committee]

Casablanca, June 5, 2019

To the attention of: **Mr. Bernard Dupasquier**
Bread for All

Re: Your report on OCP Group

We, the most representative unions at OCP Group, were very surprised to read the content of the report analyzing the environmental impact of OCP Group's industrial activity. Furthermore, we wish to deny the statements and findings that have been attributed to us.

We would like to point out that at no time were we officially contacted by the report's authors to provide information or express our point of view on this subject, even though it is our practice to respond favorably and transparently to different requests for information related to our representation of OCP employees.

Consequently, we would like to highlight the quality and sophistication of our social dialogue with OCP Group's management. This is particularly evident in the following:

- The free and open election, by the employees, of their own representatives (over 200 representatives at OCP Group), which led to the creation of the inter-union committee composed of the four largest and most representative unions;
- The finalizing of the social dialogue charter, adopted in 2005 then revised in 2010 and 2016, between OCP management and the largest unions, formalizing this clearly proactive and inclusive policy that applies national and international best practices;
- The implementation of open elections, in accordance with current legislation, for employees to choose their health and safety representatives, whose main mandate is to examine the health, safety, and environmental conditions at all production sites (12 representatives elected for OCP Group);
- The implementation of Health, Safety, and Environment (HSE) committees for all of OCP Group and for each production site, which meet regularly according to a predefined schedule and cover employee health and safety, workspace cleanliness, and the environment. The recommendations of these commissions result in rich and detailed action plans that are jointly carried out by operational managers, HSE managers, and health and safety representatives;
- The regular meetings of the enterprise committee, which allows us to review the company's strategy, particularly in terms of social, societal, safety, and environmental investments; and
- The establishment of OCP's medical commission, which follows up on matters related to occupational medicine and continuously improves employee health prevention.

Moreover, we would like to highlight OCP's significant HSE initiatives:

- The continuous improvement of various safety and environmental measures, as noted in the work of the HSE committees;
- The provision of all employees with appropriate personal protective equipment that meets the highest standards;

- Our involvement in the development and implementation of the HSE standards and procedures;
- The completion of several training and awareness activities for OCP employees and subcontractors; and
- Major investments aimed at improving working conditions and preventing HSE related hazards.

In light of the foregoing, we reiterate our rejection of the baseless allegations attributed to us. We also question the impartiality of this rushed report, which undermines the credibility of unions within this industry and, in turn, the thousands of employees who put their trust in us.

Finally, we reiterate our continued commitment to social dialogue to further improve working conditions and safety and environmental measures, as they are absolute priorities in our union activities.

Khalid Hour Alami	Sadik Makhchane	Abdenabi Stour	Salama Laaroussi
SG	SG	SG	SG
SNTP/CDT	FNSP/UNTM	SDP/FDT	SNP/UGTM

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