

Geneva, 28 September 2016

Ben van Beurden
Chief Executive Officer
Shell
Carel van Bylandtlaan 16, 2596 HR The Hague, The Netherlands

Transmitted by e-mail: ben.vanbeurden@shell.com; ir-europe@shell.com; ir-hague@shell.com

IndustriALL calls on Shell to recognize and engage in dialogue with Global Union Network

Dear Mr. Van Beurden,

I write to you on behalf of [IndustriALL Global Union](#), representing 50 million members working in the mining, energy and manufacturing industries worldwide, to call on you to recognize the Shell Global Union Network as a global bargaining partner, and thus accept the invitation to meet with its members to work together for the benefit of the company and its valuable workforce.

The Shell Global Union Network met for the second time, bringing together more than 50 union officials from 18 countries where Shell has operations, last week in The Hague; the first meeting took place in Singapore last year. Our affiliates in The Netherlands, FNV and CNV, invited Shell to join us on this occasion, but unfortunately this invitation was declined.

The main aim of the Shell Global Union Network, which is composed of all the affiliated unions to IndustriALL with members in Shell worldwide, is to organize workers to defend and promote their fundamental rights, including freedom of association and collective bargaining.

IndustriALL Global Union finds it imperative that Shell abide by its code of conduct, as well as national and fundamental international labour standards, including, inter alia, the Convention 87 on Freedom of Association and Protection of the Right to Organize and Convention 98 on the Right to Organize and Collective Bargaining of the International Labour Organization (ILO), and the OECD Guidelines for Multinational Enterprises.

Therefore, IndustriALL fully supports the Shell Global Union Network's call for Shell to allow all its employees, and those employed by subcontractors, and other Shell licensees, such as VIVO Energy in Africa, and Raízen in Brazil, to join or establish freely trade unions, recognize the trade unions' right to negotiate collective bargaining agreements, address the unacceptable use of precarious work, and ensure safe and healthy workplaces.

I wish to reiterate the willingness of the Shell Global Union Network to establish a constructive dialogue with Shell for the benefit of the company and workers alike.

I anticipate your prompt reply.

Sincerely,



Jyrki Raina, General Secretary