

Geneva, 10 January 2018

Ms. Chanda Kochhar
Managing Director & CEO
ICICI Bank Limited
Mumbai, India
Email: managingdirector@icicibank.com

IndustriALL Global Union calls on ICICI Bank to intervene at Griffin Coal to ensure respect of fundamental labour rights

Dear Ms. Kochhar ,

I am writing this letter to you as the General Secretary of [IndustriALL Global Union](http://www.industriall-union.org), which represents more than fifty million workers in mining, energy and manufacturing sectors throughout the world, including India and Australia, to call on the ICICI Bank, as the head of the consortium of lenders, to intervene at the Griffin Coal Mining Company in Australia to ensure that the company accepts the recommendation of the Fair Work Commission (attached).

It has come to our attention that Griffin Coal has for the past two years been involved in a protracted industrial dispute with maintenance workforce, which is represented by our affiliate, the Australian Manufacturing Workers Union (AMWU), at the Collie coal mine in Perth Western Australia.

We understand that Griffin Coal has used every anti-worker provision available to them to reduce the terms and conditions for these workers. This has led to the following:

- Wage rates being dropped by more than 43%;
- The value of accrued legal entitlements such as annual leave and long service leave being slashed in half;
- Workers being forced onto anti-family rosters, where they work more hours for less pay; and
- A significant impact on the local economy, where other businesses have been affected by the drop in take-home income.

Currently the workforce has been on strike for the last 20 weeks. We understand that this has been in response to Griffin Coal's complete opposition to genuinely negotiating an agreement with its workforce and their representatives.

This has gone as far as ignoring recommendations from a Deputy President of the Fair Work Commission (Australia's national industrial tribunal) and the Premier of Western Australia.

Griffin Coal's conduct and disregard for the exploitation of its workforce is of grave concern to us (insert relationship). As such, we ask that you to contact Griffin Coal and urge them to accept the recommendation of the Fair Work Commission.



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Your assistance in resolving this long-running, costly and now unnecessary dispute is appreciated.

Sincerely,

Valter Sanches
General Secretary