

Geneva, 5 June 2018

Mr. Ivan Glasenberg
Chief Executive Officer
Glencore
Baarermattstrasse 3
CH-6340 Baar, Switzerland

By email: Ivan.Glasenberg@glencore.com; john.burton@glencore.com;
Lucy.Roberts@glencore.com

Glencore must account for unreported deaths at its Zambia mines

Dear Mr. Glasenberg,

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, to bring your attention to unreported deaths in 2017 at Glencore's Zambia mines and to urge Glencore to account for these deaths.

Glencore reported in February that it had nine fatalities from nine incidents globally in 2017 including one in Zambia. Glencore mines for copper in Zambia through its majority shareholding in Mopani Copper Mines.

At Glencore's annual general meeting on 2 May, after IndustriALL Assistant General Secretary Kemal Özkan raised concern about the accuracy of Glencore's health, safety and environment (HSE) reporting, Glencore Chairman Tony Hayward stated "I take complete issue with you on the quality of our HSE reporting...I refute completely your assertion that they are somehow not representative of what's going on at our operations."

IndustriALL conducted a mission to Glencore's Zambia copper mines in March 2018 and interviewed numerous Mopani employees. IndustriALL received reports from Mopani workers and managers of three deaths at Glencore's Zambian mines in 2017.

One occupational fatality involved a worker who died from a blood clot after a steel support structure he was erecting fell on and fractured his leg on 14 July 2017. Glencore concluded in its investigation report that causes of the incident included a lack of planning the task, no risk assessment was conducted, no qualified persons were engaged in the task and there was no authorization for the job by a qualified engineer.

A second occupational fatality involved a worker who reportedly previously was employed by Mopani and returned to Glencore as a contractor after his normal retirement age. He collapsed and died underground while at work at Mopani's Mufulira Mine in 2017. The cause of death was apparently not determined with certainty though workers suspect heat stroke. Mopani denies this although no post mortem was conducted.

It's worth noting that Mopani retrenched over 4 thousand workers in 2015, and some of the remaining miners must frequently work 24 hours straight underground.

A child who was not employed at the site drowned in a Mopani pond near one of the tailings dams on 11 June 2017. Although this was not an occupational fatality, it is a certainly a fatality that should have been mentioned in Glencore's reporting.

Glencore employees in Zambia report that Mopani has claimed Mopani was fatality-free in 2017, contradicting the one fatality reported by Glencore and the three deaths IndustriALL has received reports of. They also report that Glencore threatened to close the mine if there was a fatality in 2017.

We urge Glencore to publicly account for the three deaths at its Zambian mines in 2017 and explain why it only reported one of these while its subsidiary reported none. Glencore also should cease its widespread practice of threatening negative consequences for reporting of health and safety incidents since this promotes underreporting rather than preventing fatalities.

Workers at Glencore's mines in Bolivia, where Glencore reported two fatalities in 2017, also told IndustriALL that Glencore threatened to close the mines if there were further accidents. We encourage Glencore to do a thorough review of its fatality reporting in Zambia, Bolivia and other locations where it has suppressed the reporting of accidents through threatening negative consequences for doing so.

The fact that both Glencore workers who died at Mopani in 2017 were contractors raises serious questions about Glencore management of its contractors, especially since one of the workers who died underground was reportedly past his retirement age. Questions about Glencore contractor management are significant given the number of contractors as a percentage of Glencore's total workforce has increased dramatically in recent years. We encourage you to investigate this matter.

I take this opportunity to express IndustriALL's willingness to work with Glencore to improve health and safety at its Zambian and other mines.

I look forward to hearing from you.

Sincerely,



Valter Sanches
General Secretary