

Geneva, 26 February 2020

Claudia Bejarano  
President  
Carbones del Cerrejón Limited  
Colombia  
[Claudia.bejarano@cerrejon.com](mailto:Claudia.bejarano@cerrejon.com); [carlos.perez@cerrejon.com](mailto:carlos.perez@cerrejon.com)

cc. [Mike.Henry@BHPBilliton.com](mailto:Mike.Henry@BHPBilliton.com); [Ivan.Glasenberg@glencore.com](mailto:Ivan.Glasenberg@glencore.com);  
[Anna.Krutikov@glencore.com](mailto:Anna.Krutikov@glencore.com); [markcutifani@angloamerican.com](mailto:markcutifani@angloamerican.com)

## Calling on Cerrejón to engage in good-faith negotiations with Sintracarbón

Dear Ms. Bejarano,

I am writing this letter to you on behalf of [IndustriALL Global Union](#), which represents more than fifty million workers in mining, energy and manufacturing industries in 140 countries, including Colombia, to call on Carbones del Cerrejón Limited to engage in good-faith negotiations with our affiliated union, National Union of Coal Industry Workers [(Sintracarbón).

IndustriALL Global Union supports Sintracarbón's call for the company to cease its attempt to undermine the fundamental rights of workers in Cerrejón, which would result, among other things, in the freezing of salaries and benefits for the next two years, as well as in the reduction of benefits related to the signature bonus and increases in seniority.

In addition, IndustriALL Global Union wishes to protest against Cerrejón's attempt to use the global coal crisis as an excuse to making working conditions precarious in the mine, violate fundamental labour rights, and deny or reduce the benefits of workers, thus undermining the welfare of thousands of families.

Therefore, we urge Carbones del Cerrejón Limited to act in good faith in the current collective bargaining negotiations, and to take full account of the invaluable contribution and sacrifice of workers to the profitability and sustainability of the company.

Sincerely,



Valter Sanches  
General Secretary