

7 October 2015

Sam Walsh, CEO
Rio Tinto Group
London
United Kingdom

Sent by email to sam.walsh@riotinto.com; fiona.tansley@riotinto.com

Rio Tinto Global Union Network demands Rio Tinto limit precarious work, improve conditions precarious workers

Dear Mr Walsh,

We, leaders of unions of the Rio Tinto Global Union Network, representing thousands of Rio Tinto workers in 14 countries, demand that Rio Tinto limit precarious work and improve the working conditions of its precarious workers.

Precarious labour includes temporary, casual and contracted-out work that generally has poorer wages and working conditions, less job security, less social protection, and lower health and safety standards than regular, direct employment.

Rio Tinto is increasingly using precarious labour around the world, and this is a threat to Rio Tinto workers, their unions, and their communities.

On this day, the World Day of Decent Work, workers around the world at Rio Tinto are mobilizing and taking action at their workplaces to demand that Rio Tinto reverse this harmful trend.

On behalf of the thousands of our members that work for Rio Tinto, we demand the following:

That Rio Tinto limit precarious work:

- Stop replacing permanent workers by precarious workers
- Limit the use of precarious work to legitimate needs (like addressing short term labour shortages due for example to production fluctuations)
- Favor direct employment over indirect employment
- Promote and encourage training throughout employees' careers
- Set a global limit in Rio Tinto Group for precarious work
- Prior consultation of unions on use of precarious work

That Rio Tinto improve precarious workers' working conditions

- Equal treatment for equal work
- Better control of suppliers and sub-contracting companies in their compliance with global labour standards
- Participation of the union in monitoring this compliance and in precarious workers' working conditions
- Improvement of health and safety risk management system for precarious workers

We would prefer to work collaboratively with Rio Tinto to address this global problem. Our unions and our members will continue to campaign around these issues until our demands are addressed.

Sincerely,

Andrew Vickers, General Secretary, CFMEU Mining & Energy (Australia)

Scott McDine, National Secretary, AWU (Australia)

Ken Neumann, National Director for Canada, Workers Uniting North America / USW (Canada)

Richard Paquin, Mining Sector Coordinator, Unifor (Canada)

Alain Lampron, President, CSN-FIM (Canada)

Abdel Bouaffou, Central Union Delegate, FNIC- CGT (France)

Michel Marquant, Central Union Delegate, Fédéchimie-CGT-FO (France)

Pascal Cussac, Central Union Delegate, FCE-CFDT (France)

Véronique Roche, Central Union Delegate, CFE-CGC Chimie (France)

Beavogui, Sidogho, 1st Trade union delegate, Beyla (Canga) local, and Guemou, Guela Wala, 1st Trade union delegate, Conakry's local, and Ibrahima Sory Doumbouya & Alpha Fonda Mamadou Diallo, Trade Union Central, USTG (Guinea)

Guðmundur Ragnarsson, Chairman, VM (Iceland)

Subiyanto, SH, Secretary of Board, and R. Abdullah, Chairman of Board, CEMWU (Indonesia)

Eugène Chretien, General Secretary, Anosy Region, FISEMA (Madagascar)

Rémi Botoudi, General Secretary, SEKRIMA (Madagascar)

Ganbold Sukhbaatar, President, MEGM (Mongolia)

Ismael Kasuto, President, MUN (Namibia)

Catelene Passchier, Vice President, and Nanny Nuijten, Negotiator, FNV (Netherlands)

Bill Newson, National Secretary, EPMU (New Zealand)

David Sipunzi, General Secretary, NUM (South Africa)

Tony Burke, Assistant General Secretary, and Harish Patel, National Officer for Metals, Workers Uniting Europe / Unite the Union (UK)

Robert LaVenture, Director District 12, Workers Uniting North America / USW (U.S.)

Willie Adams, Secretary-Treasurer, ILWU (U.S.)