

Geneva, 8 October 2013

Mr. Sam Walsh

Chief Executive Officer (CEO)
Rio Tinto PLC
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United Kingdom

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Precarious Work in Rio Tinto Operation in Madagascar

Dear Sam Walsh,

I am writing this letter to you on behalf of [IndustriALL Global Union](http://www.industrial-all-union.org), which represents more than fifty million workers in mining, energy and manufacturing sectors in some 140 countries as a voice for its members, including Rio Tinto employees, for better working conditions and trade union rights around the world. It is for this reason that, following my letter of 20 August 2013, I write to you to reiterate our serious concerns over the mass dismissal from Rio Tinto operation in Madagascar at QMM and the impact of this action on the workers and the community.

In July 2013, QMM ended its contract with the security company OMEGA Risk Solutions. QMM opted instead to hire two cheaper companies, naming cuts in operation costs as the reason for terminating the contract. Rio Tinto's termination of OMEGA Risk Solutions' contract resulted in the collective dismissal of 300 workers, terminated with only one month's notice. IndustriALL Global Union's affiliate, the Fédération des Syndicats des Travailleurs de l'Energie et des Mines (FISEMA), tried, but with no success, to engage in social dialogue with QMM to deal with the disregard for social planning commitments for the dismissed workers.

A proposal was made for 85 per cent of the dismissed workers to be hired by the new security companies. The dismissed workers hired by the new security companies earn 20% less than when they were employed by OMEGA Risk Solutions, a direct consequence of Rio Tinto's cost reducing instructions. It was proposed that the remaining workers be given access to relevant training. Such training has not been forthcoming. The fact that FISEMA cannot take the case of these workers on appeal because OMEGA has ceased to operate in Fort Dauphin is a classic example of the effects of precarious employment.

The case in Madagascar is in direct contradiction to the commitment made in the establishment of QMM, which states Rio Tinto's public commitment to conduct its activities in compliance with environmental, health, safety and the wellbeing of its employees and the community, a commitment ratified by the Parliament of Madagascar.

On behalf of IndustriALL Global Union and its Rio Tinto Global Union Network, I urge you as the Chief Executive Officer to enter into a meaningful and genuine dialogue with the trade unions and government authorities to address the dreadful situation of the dismissed workers, and to comply with both national labour laws and international labour standards.

I anticipate your quick reply.

Yours sincerely,

A handwritten signature in blue ink, consisting of a vertical line, a horizontal line, and a diagonal line, forming a stylized 'J' or 'L' shape.

Jyrki Raina
General Secretary
IndustriALL Global Union