

Geneva, 23 May 2017

Mr. Richard C Adkerson
The CEO
Freeport-McMoRan Copper & Gold Inc.
333 N. Central Ave.
Phoenix, AZ 85004

E-mail: richard_adkerson@fmi.com

URGENT appeal to Freeport-McMoRan to intervene at Grasberg, Indonesia

Dear Mr. Richard C. Adkerson,

I am compelled to launch an **urgent appeal** to you to intervene at PT Freeport Indonesia in Grasberg to help avert a social disaster in the community, resulting from the dismissal of more than 2,000 workers, and prevent any violence that might erupt, as a direct result of the callous and intransigent stance of your subsidiary. PT Freeport Indonesia must reinstate immediately the 2018 permanent workers that were unlawfully dismissed on 22 May, in addition to the 1,100 previously dismissed workers.

IndustriALL Global Union reiterates its call to Freeport-McMoRan Copper & Gold Inc to use its influence over the local management at PT Freeport Indonesia to persuade your subsidiary to return to the negotiating table with CEMWU PT Freeport Indonesia. PT Freeport Indonesia should address the legitimate demands of the workers at Grasberg as a precondition for the workers to discontinue the strike.

Therefore, IndustriALL Global Union urges PT Freeport Indonesia to address the following demands from CEMWU PT Freeport Indonesia:

- PT Freeport Indonesia must reinstate immediately the 2018 permanent workers that were unlawfully dismissed on 22 May;
- PT Freeport Indonesia must include CEMWU PT Freeport Indonesia in the negotiations that should result in the abolition of the Furlough Program, which is in sheer contravention of the Manpower Law;
- PT Freeport Indonesia should stop intimidating, threatening, evicting furloughed workers from their barracks, as well as using the Furlough Program not only arbitrarily but also as a veiled attempt to lay off workers;
- PT Freeport Indonesia must also guarantee the return of all furloughed workers to their jobs, once the company resumes normal operations, without any preconditions;

- PT Freeport Indonesia must stop discriminating and harassing workers, who are members of CEMWU PT Freeport Indonesia;
- PT Freeport Indonesia must reinstate immediately the workers, who were unfairly accused of absenteeism, without suffering any penalty or retaliation. Workers' protest actions are a legal and fair response to the unilateral unlawful decision of the company to implement the Furlough Program;
- PT Freeport Indonesia and the Government must recognize CEMWU PT Freeport Indonesia as the legal and equal partner organization in the industrial relations negotiations, including discussions on strategic policies concerning manpower;

In consequence, we urge Freeport-McMoRan Copper & Gold Inc. to intervene immediately to facilitate and ensure a fair, sustainable, and peaceful resolution of this conflict, which is severely impacting on the livelihood of thousands of workers and members of their families.

Sincerely yours,



Valter Sanches
General Secretary

cc Mr. Robert Schroeder - EVP Director – Finance PT Freeport Indonesia:
Robert_Schroeder@fmi.com ; and Mr. Horst-Dieter Garz: h_garz@fmi.com;; Clementino
Lamury, Director-Executive Vice-President clamury@fmi.com