

Geneva, 8 March 2018

Mr. Nicholas Holland
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IndustriALL Global Union calls on Gold Fields to intervene at Gold Fields Ghana to end violation of workers' rights

Dear Mr. Nicholas Holland,

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 in more than 140 countries, including Ghana and South Africa, to call on Gold Fields Limited to intervene immediately at its subsidiary Gold Fields Ghana Limited at the Tarkwa mine to revert your local management's decision to terminate the permanent contracts of over 2,150 workers. Please note that Ghana Mineworkers' Union (GMWU) is affiliated to IndustriALL Global Union.

IndustriALL Global Union condemns in the strongest terms the unfair decision by Gold Fields Ghana Limited to terminate the permanent contracts of thousands of workers through an utterly unfair redundancy exercise, which is in clear violation of national labour law and international core labour standards, and equally important, it is also in contravention of the current collective agreement.

We are also outraged to learn that workers are being coerced to sign redundancy letters, in the presence of military personnel, and also compelled to sign a one-month fixed-term contract, whose terms and conditions the GMWU is denied access to. In addition, union officials, who have tried to apprise unionized workers about their situation, have been either arrested or locked out.

We also find the presence of the army in the mine unacceptable, which has only exacerbated the threatening and harassing atmosphere created by the company. It is through social dialogue and collective negotiations that labour disputes should be resolved, not through military might, intimidating tactics, and violation of agreements.

Therefore, it is incumbent upon Gold Fields Limited to instruct the management at Gold Fields Ghana Limited at the Tarkwa mine to revert immediately the decision to terminate the permanent contracts of over 2,150 workers, engage in good-faith negotiations with the Ghana

Mineworkers' Union (GMWU)--thus heeding the repeated calls from the union to sit down to negotiate, inter alia, the 2018 salary adjustment and the collective agreement review--and refrain from violating the fundamental rights of workers and union officials.

We anticipate your prompt action and reply.

Sincerely yours,



Valter Sanches
General Secretary