

Geneva, 04 March 2020

Claudia Bejarano
President
Carbones del Cerrejón Limited
Colombia
Claudia.bejarano@cerrejon.com; carlos.perez@cerrejon.com

cc. Mike.Henry@BHPBilliton.com; Ivan.Glasenberg@glencore.com;
Gary.Nagle@glencore.com; Derrick.Crowley@glencore.com; Anna.Krutikov@glencore.com;
markcutifani@angloamerican.com; jon.samuel@angloamerican.com

Calling on Cerrejón to desist from its unfair labour practices and 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. I am calling on Carbones del Cerrejón Limited to desist from further unfair labour practices and engage in good-faith dialogue with our affiliated union, National Union of Coal Industry Workers [(Sintracarbón)

IndustriALL Global Union once again condemns Cerrejón's unfair actions. We just learned that the company is pressuring about 450 workers to accept a "voluntary" retirement; otherwise, the workers will be fired without just cause and would be eligible for severance benefits under the Substantive Labour Code.

IndustriALL Global Union understands that Cerrejón have been contacting each of these workers to force them under threat of dismissal and through tricks such as offering them two different figures: a figure if they accept the so-called mutual agreement, and another figure of a lesser amount if they were fired without just cause. The company appears to give workers just two hours to make such an important decision. Some of those laid off suffer from occupational health disorders.

Furthermore, we understand that Cerrejón has hired a law firm to be in charge of communication with the workers and has not entered into a good-faith dialogue with Sintracarbón.

Therefore, we urge Carbones del Cerrejón Limited to act in good faith in the current post collective bargaining negotiations settlement, and to take full account of the invaluable contribution and sacrifice of workers to the profitability and sustainability of the company. Furthermore, we call on you to reverse these mass redundancies and to abandon the draconian shift changes introduced earlier this year that we believe has given rise to the workforce reduction.

Sincerely,

A handwritten signature in black ink, appearing to read "Sanches". The signature is written in a cursive style with a large, stylized initial 'S'.

Valter Sanches
General Secretary