

Geneva, 17 August 2023

Mr. Tom Palmer  
President and Chief Executive Officer  
Newmont  
United States  
6900 E Layton Avenue  
Denver, CO, USA

## Calling on Newmont to intervene to resolve the strike at Minera Peñasquito in Mexico

Dear Mr. Palmer

I am writing to you on behalf of [IndustriALL Global Union](#), which represents more than fifty million workers in the mining, energy, and manufacturing industries in 141 countries worldwide, including in Mexico, to urge Newmont to intervene to resolve the strike at Minera Peñasquito in Mexico.

Over 2000 workers have been on strike at the mine since June 6 in protest at the company's failure to uphold provisions of the collective agreement as well as legal requirements relating to profit sharing and holiday pay.

According to our affiliate the Sindicato Nacional de Trabajadores Mineros Metalúrgicos, Siderúrgicos y Similares de la República Mexicana (SNTMMSSRM), the company is violating health and safety provisions contained in the CBA by failing to provide training to the members of the health and safety committee, failing to recruit personnel essential for core operations and failing to provide the union with information on workplace accidents in a timely manner.

The company is also failing to uphold provisions in the CBA relating to recruitment, rejecting local jobseekers because they have been put forward by the union (as the CBA allows), or because they supposedly do not have the necessary training (despite the fact the CBA allows for a 120-day training period) or because of some minor physical condition.

Further, the union alleges that the profit-sharing bonus paid to workers was well below the mandatory 10% of profits in the previous fiscal year, and that the company is underpaying for time worked on public holidays.

Our affiliate has repeatedly indicated its willingness to engage in dialogue to resolve the conflict but says that the company is refusing to negotiate in good faith.

The mining industry is increasingly recognizing the importance of creating a preventative culture of health and safety and promoting sustainability by driving positive outcomes for workers and communities. Newmont, in contrast, is acting in an intransigent manner in refusing to address these issues and resolve the two-month long strike.

We urge you to intervene to seek a satisfactory resolution as a matter of urgency. Please note that, if necessary, we will not hesitate to bring this matter to the attention of key stakeholders with an interest in Environmental, Social and Governance (ESG) issues at Newmont.

I look forward to your response.

Sincerely,



Atle Høie  
Secretario General