

Geneva, 17 May 2023

Gary Nagle
CEO
Glencore

Calling on Glencore to intervene at Compañía Minera Antapaccay to ensure proper negotiations

Dear Gary Nagle,

I am writing to draw your attention to a situation that has arisen at the Antapaccay mine in Peru involving the Sindicato de Trabajadores Funcionarios de la Compañía Minera Antapaccay (SITRAMINA), which is a member of our affiliate the Federación Nacional De Trabajadores Mineros, Metalúrgicos y Siderúrgico (FNTMMSP).

The Compañía Minera Antapaccay has unilaterally changed the shift systems for supervisory personnel, abandoning the 10x10 system (ten days on, ten days off) that was in force during the pandemic and reverting to the 8x6 system used prior to 2020.

The company says that now that the health emergency has been lifted the change will allow for an in-person handover. However, the union argues that the process of virtual handover which was implemented for three years during the pandemic was very effective.

The 8x6 system increases the number of travel days, which are a significant burden on workers as the travel is unpaid time and is very tiring.

The journey from Cusco or Arequipa takes about six hours, and once at the camp it takes another hour to hand out work clothes and assign rooms. Workers must report to work at 5am the next morning.

Under the 10x10 system, workers leave the city at 16:00 and are not settled in their rooms until 23:30. Under the 8x6 system, on the other hand, transport leaves the city at 20:00 and arrives at about 02:00 am, which means that by the time workers are settled in their rooms they have only two hours rest before they start work.

This goes against the company's own policy on fatigue and sleepiness (which establishes an obligatory sleep period of 6 to 8 hours) and poses a significant health and safety risk. It also has a negative impact on workers' personal and family lives.

Despite the considerable burden placed on employees, the company failed to consult with the union in breach of article 2 of Supreme Decree 007-2002-TR (Law on Working Time, Working Hours

and Overtime Work), which establishes mandatory consultation and negotiation with the workers impacted by the measure.

Moreover, Peruvian case law establishes that it is discriminatory to change working time for only one group of workers as is the case at Antapaccay (the change affects only supervisory personnel, not operators).

For these reasons, our affiliate and STIRAMINA are calling on Glencore to intervene in order to secure a proper negotiation between management and the union to come to a conclusion that benefits both parties.

Yours sincerely,



Atle Høie
Secretario General