

Geneva, 22 March 2023

Mr Darren W. Woods
CEO
ExxonMobil Corporation

IndustriALL Global Union calls on ExxonMobil Corporation to intervene with its Peruvian supplier Laboratorios SMA S.A.C to resolve serious violations of labour rights

Dear Mr Darren Woods,

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 141 countries worldwide, including in Peru, to draw your attention to ongoing violations of fundamental labour rights at one of your Peruvian suppliers, Laboratorios SMA SAC.

The conflict involves the Sindicato Nacional de Trabajadores del Laboratorio SMA, which is part of our affiliate, the Federación de Trabajadores de la Industria Manufacturera y Servicios Afines del Perú (FETRIMAP). The union has faced continued anti-union discrimination since it was formed last April. That which has now culminated in the threatened dismissal of the General Secretary, Flor de María Aranda Surichaqui.

We first wrote to Laboratorios SMA S.A.C in December of last year, expressing concerns about violations of labour rights and urging management to meet with the union to resolve ongoing issues. We were concerned that the company has violated the right of freedom of association through acts of anti-union discrimination, interference in the functioning of the union and the refusal to bargain in good faith.

The company is making abusive use of temporary contracts to avoid regular employment and deny workers their fundamental rights, including the right of freedom of association. It has also violated the fundamental right of health and safety, in particular the right to know about workplace hazards and obtain training and education. We have outlined these violations in detail in the attached report.

Unfortunately, no progress was made. In March several buyers conducted an audit and asked questions about management-union relations. They asked to talk to the General Secretary of the union, but management falsely claimed she was 'unavailable'.

One week later, the General Secretary of the union received a 'pre-dismissal' letter and telling her not to report to work until a final decision is taken regarding her dismissal. They told Flor de María Aranda Surichaqui she had until March 19 to present her defence. The allegations of 'serious misconduct' are completely bogus (the pre-dismissal letter and Flor de María Aranda Surichaqui's defence are attached for information). This is a blatant case of union-busting and retaliation for the scrutiny exerted by certain buyers.

The general secretary of the union, Flor de María Aranda Surichaqui, presented a document on March 17 to request that the company's pre-dismissal letter be annulled. She provided defences to the accusations made by the company. She assures that the dismissal is due to her intense union activity as General Secretary; for having filed complaints to government labour authorities; for having sent letters to the company to request to comply with its obligations; and for participating as a member of the negotiating commission to solve the list of claims of the union, through collective bargaining.

We fear the company's decision is a foregone conclusion, in which case, we will have to intensify the campaign against your supplier to force it to uphold the internationally recognized right of freedom of association. It would not be acceptable to 'cut and run', we expect you to work with your supplier, and with us, to remedy these violations.

Therefore, we urge you to intervene as a matter of urgency to demand that Laboratorios SMA SA revoke the pre-dismissal letter and sit down in good faith with the union to resolve all outstanding issues.

We look forward to your response.

Yours sincerely,



Atle Høie
General Secretary