

Geneva, 26 February 2015

Mr. Sergey Eganov  
General Director  
Rich Metals Group  
Via email: [SEganov@richmetalsgroup.com](mailto:SEganov@richmetalsgroup.com)

## **IndustriALL Global Union Calls on RMG Gold and RMG Copper To Stop Violation of Trade Union Rights**

Dear Mr. Eganov,

I am writing this letter to you on behalf of [IndustriALL Global Union](http://www.industriall-union.org), which represents more than fifty million union members throughout the manufacturing chain in 143 countries worldwide, to bring to your attention the facts of violations of trade union rights at the operations of RMG Gold and RMG Copper in Georgia. IndustriALL is honored to have the Trade Union of Metallurgy, Mining and Chemical Industry Workers of Georgia (TUMMCIWG) as one of its affiliates.

IndustriALL Global Union is aware that since the beginning of February at both companies part of the Rich Metals Group, contributing more than 10 per cent of Georgian exports, some 1,000 workers were forced to leave from the membership of TUMMCIWG as a result of an increased harsh coercion and persecution conducted by your management.

It is very obvious to us that this union busting began after TUMMCIWG reminded your management on 3 February 2015 about unfulfilled obligations under the agreement signed back on 23 March 2014 after a 40-day strike. It is unacceptable that as soon as the mining actions were resumed in December 2014, your management waged a full fledged union-busting campaign against union members at RMG Gold and RMG Copper.

At both enterprises, your representatives forced the workers to sign pre-printed union resignation letters. These acts of applied pressure were in violation of both national and international laws on human and trade union rights, and were denounced by TUMMCIWG in phone calls to several high-ranking company officials. Even though TUMMCIWG also warned the managers about criminal responsibility under the Georgian Criminal law, the pressure continued and still continues.

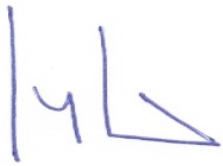
As result of the pressure, union members local union committee members at RMG Gold and RMG Copper were forced to quit from the union on 18 February 2015

Therefore, IndustriALL Global Union strongly urges your management to stop these acts of union and human rights' violations and to abide by the national and international laws. It is also

responsibility of your management to prevent further union busting at the RMG Copper and RMG Gold enterprises, to withdraw from anti-union tactics and to fulfill its obligations according to the agreement signed in March 2014.

I anticipate your quick reply and swift action.

Sincerely,

A handwritten signature in blue ink, consisting of a vertical line on the left, a horizontal line across the middle, and a diagonal line on the right that slopes downwards.

Jyrki Raina  
General Secretary

CC Prime Minister of Georgia Irakli Garibashvili