

Cape Town, 6 February 2014

Mr. Sam Walsh
Chief Executive Officer (CEO)
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United Kingdom

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Memorandum of Demands by IndustriALL Global Union's Rio Tinto Union Network

Dear Mr. Walsh,

We are writing this letter to you on behalf of Rio Tinto Union Network of IndustriALL Global Union representing more than fifty million workers in mining, energy and manufacturing sectors in 142 countries. Our global union network has just met in Cape Town from 3 to 6 February, and decided to convey this message to you.

The African Mining Indaba has become an annual feature of the global mining industry and has been billed as "...the world's largest mining investment event and Africa's largest mining event. For 19 years, Investing in African Mining Indaba along with its partners in Africa have channelled billions of dollars of foreign investment into the mining value chain. Mining Indaba is the world's largest gathering of mining's most influential stakeholders and decision-makers vested in African mining. 2013 was a record breaking year, with more than 7,800 individuals representing more than 1,500 international companies from 100 countries and approximately 45 African and non-African government delegations. This is where the world connects with African mining"
(<http://www.miningindaba.com/>)

In the two decades of the history of the African Mining Indaba, the mining industry experienced a commodity boom. Still fresh in our memory is the commodity boom of the last ten years, where for instance, in the midst of the worst global recession ever to hit the world in 2008, the mining industry witnessed phenomenal growth and expansion. Most mining companies came through the crises with robust balance sheets in what has been described as a commodity "super cycle", a prolonged rise in real commodity prices.

On the other hand, it has been 19 years of a race to the bottom for most of the working men and women in the industry, with rampant anti-union and trade union busting attacks on workers, rampant community and social dislocation across the industry's landscape and continued environmental degradation. The human misery visited on workers and communities do not make it on to the mining indaba's narrative, but instead plays out at the fringes of the indaba, such as at the alternative mining indaba, the IndustriALL Global Union's Rio Tinto global network meetings, and other parallel civil society activities and events.

Rio Tinto is one of the most aggressively anti-union mining companies in the global mining industry. IndustriALL Global Union is committed to campaigning across our membership in 140 countries to raise the profile of Rio Tinto and its practices across the world. This mining giant has a huge international footprint, generating enormous profits from the natural resources and minerals that should rightly benefit nations and their communities. Rio Tinto was named as the 6th most controversial company in the world by RepRisk, a firm specializing in assessing the possible environmental, social, governance and reputational risks of multinational companies and was also the recipient of the public eye award, an award voted by the public for the world's most notorious company.

IndustriALL Global Union is a global union federation (GUF) based in Geneva, Switzerland and represents 50 million workers in the mining, energy and manufacturing sectors. It is a force in global solidarity taking up the fight for better working conditions and trade union rights around the world.

On behalf of these 50 million workers in the mining, energy and manufacturing sectors across the world, as well as communities impacted by irresponsible mining activities around the world, IndustriALL Global Union hereby demands from Rio Tinto, the Chamber of Mines of South Africa, and the International Council on Mining and Metals the following:

- 1) Rio Tinto stops its union bashing tactics such as interfering in the collective bargaining process in all their operations across the world, particularly in Australia, Mongolia, Indonesia, Canada and Madagascar
- 2) Rio Tinto commits not to interfere in countries where it operates in their efforts to sign the ratification of ILO Convention 176, but to assist in such efforts, particularly in Australia, Mongolia, Indonesia and Madagascar, and to ensure that workers at their operations have a right to refuse unsafe work
- 3) Rio Tinto commits to engagement with workers and their trade unions, as well as civil society groups. This includes when downscaling their operations to mutually seek alternatives to retrenchments
- 4) Rio Tinto commits to transparency, meaningful consultation, respect for the rule of law and the rights of communities, particularly when applying for concessions and the social licence to operate, as exemplified by its coal operations in Mozambique
- 5) Rio Tinto commits to the minimization of precarious work (contracting out and labour hire arrangements) and the maximization of permanent, full-time employment at their operations

Sincerely,

Kemal Ozkan
Assistant General Secretary

Andrew Vickers
Chair of Mining Section and Rio Tinto Union Network

CC:
Chamber of Mines of South Africa
ICMM