

Geneva, 20 July 2015

Mr. Ivan Glasenberg
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IndustriALL Global Union urges Glencore to ensure rights of Peruvian workers are upheld

Dear Mr. Glasenberg,

I am writing on behalf of IndustriALL Global Union, which represents more than 50 million workers in the mining, energy and manufacturing sectors in 143 countries around the world, to draw your attention to recent developments at two Glencore mines in Peru.

Our affiliate the Federación Nacional de Trabajadores Mineros, Metalúrgicos y Siderúrgicos del Perú (FNTMMSP) has several member unions at Glencore mines in Peru, including the Sindicato Único de Trabajadores de la Compañía Minera Antamina S.A (SUTRACOMASA) and the Sindicato de Trabajadores Funcionarios de la Mina Antapaccay (SITRAMINA).

At **Antapaccay**, the Ministry of Labour has convened a hearing on July 24 in order to address allegations of unfair labour practices at the company. These allegations have arisen in a context of management's attempt to rid itself of SITRAMINA. The union's leaders were unfairly dismissed in December 2013 and reinstated in December 2014; however, since then the company has generated a dozen or so court and Labour Ministry filings in its attempt to have the leaders dismissed.

We would be grateful if you could urge the company to participate in good faith in the hearing on 24 July, as well as to adopt an approach based on dialogue and sound industrial relations rather than legal wranglings and union discrimination.

At **Antamina** we are pleased to hear that collective bargaining negotiations are scheduled to begin on 21 July. We trust that negotiations take place in a climate of good faith.

I would be grateful if you could follow up with these two companies as appropriate to ensure the establishment of sound industrial relations, respect for the right to organize and the promotion of good faith collective bargaining.

Looking forward to your response,



Jyrki Raina
General Secretary