

RIO TINTO

THE UGLY TRUTH



INDUSTRIAL CAMPAIGN TARGETS RIO TINTO

Global day of action at Rio Tinto

07th October 2014

PRESS RELEASE

As part of the global Campaign we at Rio Tinto Rössing mine in Namibia have seen it necessary to share with the world the challenges that we are facing as workers.

Below are highlights of some precarious labour practices through Rio Tinto Rössing mine:

The company refuses to address the concerns of the workers via the Union Representatives.

- *Failure to constitute a quorum for the company /union meetings.*
- *Once they met quorum, they come unprepared; and this undermine the structures in place.*
- *The company created an MD question forum whereby they simulate potential question and answers through the internal newspaper (Rössing–bulletin).*

Non-compliance of the Labour Act / Agreements.

- Non compliances of Section 50 that prohibits employers from changing conditions of employment unilaterally.
- Non-compliance of agreements and the unilateral implementation thereof, for example Sunday pay agreement of 24th June 2003 for four panel shift workers

Negotiation in bad faith

- The company recently withheld critical information during negotiations to obtain agreements to suit their hidden agenda.

Operating in cliques/favouritism in top management appointments

- The recent retrenchment has shown that no previously advantaged employees were retrenched and in some instances they were rather ring-fenced, protected and in some instances appointed in higher positions of which they have no knowledge or expertise in.

Management not held accountable for poor decision making.

- The recent Leach tank failure in December 2013 is as a result of poor management decisions by ignoring the condition monitoring structural report recommendations.
- Poor management's maintenance strategies that resulted in production targets not met, which led to the retrenchment of workers in the Bargaining Unit (BU) from grades 2 to grade 12 (K-band).
- The same poor management's maintenance strategies that resulted in huge cost to the company, where contractors without mining experience / background are appointed as specialist at the expense of the permanent employees.
- Contractors through Rio Tinto Rössing management are not being held accountable for poor work done on site and also poor labour relation which leads to work re-done by the Rössing workers on excessive overtime which pushes the cost to company to go up.

The Perceived economic situation at Rössing

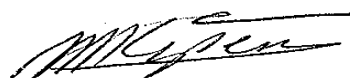
- The recent two retrenchments of 2013 and 2014 combined with outsourcing are testimony of the company's hidden strategy to get rid of full time employees and replace them with contract labour (contractors).
- The strategy further threatens the employee's job security with the constant announcement of potential out-sourcing under the pretext of business improvements.
- Ex-retrenched employees are now being contacted to come and work on six months contract bases.

In conclusions

We request IndustryAll to use the global muscle and know-how to inform directors and shareholders about these injustices that Rio Tinto Rössing management does on their behalf.

Trade Unions across the world must unite and fight these challenges together across the globe.

Regards



Cde Abiud Kapere
Chairman: MUN Rössing Branch