

27th March 2024

Attention: Natalia Daza Niño - Natural Resources Assistant Researcher, Business & Human Rights Resource Centre

Statement issued in response to emails received from Business & Human Rights Resource Centre of 19th March 2024.

As indicated in our Human Rights Policy, our employment policies and practices adhere to all applicable domestic laws and are, to the extent reasonable, consistent with the internationally accepted labour standards. This includes the right to freedom of association and collective bargaining.

At the time of the publication of the note signed by the General Secretary of IndustriALL Global Union and addressed to our CEO, we had 7,000 employees, approximately 60% of whom were considered unionized workers. In accordance with the principle of freedom of association, two unions were present, each with the right to affiliate members who chose to join them without interference from the company.

Over the past 18 months, both unions have been engaged in legal disputes to determine, in accordance with Panamanian legislation, which union possesses the sole right to negotiate the Collective Bargain Agreement. The jurisdiction over this process between unions lay with the Panamanian Minister of Labour, who, following the completion of legal procedures, determined that the Union de Trabajadores de Minera Panama (UTRAMIPA) was the primary union with the authority to negotiate. This was evidenced by their successful completion of their 4th consecutive Collective Bargaining Agreement negotiation process in September 2023.

As a company, we uphold respect for the decisions made by Panamanian authorities and adhere to international agreements concerning freedom of association as recognized by local and international organizations.