

# GLENCORE

Amanda Romero (Colombia) and (Mauricio Lazala (London)  
Business & Human Rights Resource Centre  
1-3 Charlotte Street, 3rd floor  
London W1T 1RD  
United Kingdom

06 July 2015

Dear Ms Romero and Mr Lazala,

Thank you for giving Glencore the opportunity to respond to the issues raised by the IndustriALL article dated 25 June 2015.

Glencore has engaged with IndustriALL on a number of occasions, including responding to all of their allegations against our company in the attached letter dated 9 December 2014 and at our AGM in May 2015 when our Chairman, Tony Hayward, answered questions from IndustriALL representatives.

We have already responded directly to IndustriALL to the specific allegation they made against Glencore regarding our approach to industrial relations in Peru. On 10 November, our employees at Antamina mine in Peru began industrial action motivated by the profit sharing that employees receive. IndustriALL alleged that the strike was in response to health and safety violations, Antamina routinely violating the collective bargaining agreement and employees being denied fair payment for bonuses and overtime and being excluded from the Miners' Pension Fund.

The profit-sharing payment was lower in 2014 due to lower production at Antamina as a result of planned lower head grades; this was in full compliance with the law. Both the regional and national governments in Peru ruled the strike illegal.

Throughout the strike, Antamina continued to operate, supported by non-striking employees. The strike ended on 8 December and all workers returned to work.

We take a proactive approach towards industrial relations, actively engaging with our employees and the unions representing them. We report on the number of employees represented by an independent trade union or covered by a collective bargaining agreement each year in our sustainability report (71% in 2014). We also report in our sustainability report on the number, duration and status of industrial action that takes place at our operations. The majority of our assets have good working relationships with the unions representing our employees. We are committed to working honestly and openly with labour unions at all of our operations and undertake negotiations in good faith.

We recognise that our people are fundamental to our success. We treat all of our employees and contractors fairly and with respect.

We uphold the rights of all our workers to freedom of association, right to unionise and collective representation, regardless of their location or purpose. We are active in upholding, protecting and promoting human rights and are committed to the United Nations' Universal Declaration of Human Rights. We support the UN Guiding Principles on Business and Human Rights as a framework for the responsibilities of governments and corporations to protect the rights of individuals and groups and ensure that redress is available if any of these rights are infringed.

Our Code of Conduct sets out the standards we expect all of our people to meet and everyone working for Glencore, regardless of the location or function, is expected to fully apply it to their workplace and responsibilities. We have in place a robust grievance

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Glencore plc

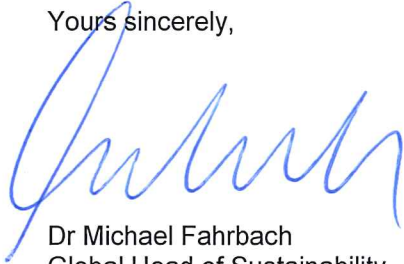
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mechanism that allows our employees, contractors and stakeholders to immediately report any situations in which the Code or its underlying policies or the law appear to be breached. All incidents and concerns raised via our grievance mechanism are reported in our annual sustainability report.

We regularly review our approach towards industrial relations to ensure that all of our assets are conducting activities in a transparent, legitimate and inclusive manner.

We remain fully committed to the principles of transparency and responsible citizenship in the areas where we operate. Further information on our operations and our performance can be found on our website: [www.glencore.com](http://www.glencore.com).

Yours sincerely,



Dr Michael Fahrbach  
Global Head of Sustainability