



**SOLIFONDS**

MULTIWATCH



Mr. Gary Nagle  
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Switzerland / Germany, 20th January 2022

Dear Sir

In light of the current labour dispute at Volcan Compañía S.A.A. in Andaychagua Peru, which is majority-owned by Glencore, the undersigned organisations address you with the urgent request to intervene to ensure that the Glencore subsidiary ends its anti-union practices against the *Sindicato de Trabajadores Mineros Metalúrgicos de Andaychagua Volcan Compañía Minera y de las Empresas Especializadas, Contratistas y de Intermediación que prestan servicios en Volcan Compañía Minera - Andaychagua*, recognises the union and starts negotiations with the union as soon as possible.

Background to the conflict:

There are 400 permanent workers at Volcan Compañía Minera S.A.A.'s Unidad Minera Andaychagua mine in the central Peruvian department of Junín. Around 1,200 more are employed through subcontractors, mostly on a temporary basis, even though they have been working in the main activity of the mine for years. Their working conditions are worse than those of permanent staff. They work underground with temperatures of over 40 degrees Celsius, with poor ventilation and inadequate safety equipment.

The *Sindicato de Trabajadores Mineros Metalúrgicos de Andaychagua Volcan Compañía Minera y de las Empresas Especializadas, Contratistas y de Intermediación que prestan servicios en Volcan Compañía Minera - Andaychagua* decided at its meeting in December 2020 to amend its statutes to allow outsourced workers to also become members. The amendment to the statutes was submitted to the Regional Labour Directorate, which took note of it and confirmed that the documents were in order.

After the union informed the company, Volcan Compañía Minera appealed to the Regional Labour Directorate in Junín to have the amendment to the statutes declared invalid. The Regional Labour Directorate rejected Volcan's request on the grounds that anti-union interference was inadmissible.

As a result, the company took reprisals against the union's general secretary, Alex Tinoco, who was investigated for allegedly leaving his workplace, and against the union itself, for example by cutting benefits (union leave) that were included in the collective agreement. Moreover, Volcan continues to refuse to negotiate with the union and challenges the resolutions and decisions of the Regional Labour Directorate in favour of the union.

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Faced with the company's attitude, the unionists decided to go on strike. They have been on strike since 21 December 2021, demanding that Volcan Compañía Minera start negotiations with their union. However, the company has been intransigent, violating the right to collective bargaining and freedom of association. And, now also violating the right to strike of two of the union's members insofar as one of them has just been dismissed and another one is undergoing dismissal proceedings.

**The undersigned organisations protest against the anti-union practices of Glencore's subsidiary Volcan Minera S.A.A. and call on you, as CEO of Glencore, to intervene urgently to ensure that Volcan Minera S.A.A. immediately recognises and enters into negotiations with the *Sindicato de Trabajadores Mineros Metalúrgicos de Andaychagua Volcan Compañía Minera y de las Empresas Especializadas, Contratistas y de Intermediación que prestan servicios en Volcan Compañía Minera - Andaychagua.***

**Likewise, Volcan Minera S.A.A. must respect the decisions of the Peruvian authorities in favour of the union, and refrain from pressuring the authorities as well as fully implement ILO labour standards.**

We ask you to inform us of your steps to ensure that Volcan Minera S.A.A. fully respects trade union rights.

We thank you for your commitment in this matter.

**SGB – Swiss Trade Union Federation**

Luca Cirigliano  
Central Secretary

**SOLIFONDS**

Urs Sekinger  
President

**Arbeitsgruppe Schweiz-Kolumbien**

Stephan Suhner  
Director

**MultiWatch**

Elango Kanakasundaram  
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**Bergbau Menschen Rechte**

Susanna Anderegg  
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**Swiss Coalition for Corporate Justice SCCJ**

Rahel Ruch  
Director

**Kampagne „Bergbau Peru – Reichtum geht, Armut bleibt“**

Silvia Bodemer  
Coordinator