

**Glencore International AG**  
**Ivan Glasenberg, Chief Executive Officer**  
**Baarermattstrasse 3**  
**CH-6340 Baar**  
**Switzerland**

**POSTAL ADDRESS**  
Postbus 2475  
3500 GL Utrecht

**ADDRESS FOR VISITORS**  
Tiberdreef 4  
3561 GG Utrecht

**TELEPHONE**  
030 - 751 1260

**FAX**  
030 - 751 1109

**INTERNET**  
www.cnv.nl

**E-MAIL**  
internationaal@cnv.nl

**DEPARTMENT**

Internationaal

**EXTENSION NO.**

+ 31 30 7511260

**E-MAIL**

internationaal@cnv.nl

**CITY**

Utrecht

**DATE**

March 2, 2021

**OUR REFERENCE**

1974/AW/MvB

**YOUR REFERENCE**

**CONCERNING**

**Closure Prodeco mines in Colombia**

Dear Mr. Glasenberg,

As one of the major trade union confederations in the Netherlands, we would like to express how deeply concerned we are with the announcement of the closure of Glencore's Prodeco mines in Colombia's Cesar region. These closures will profoundly affect the national, regional, and local economies in Colombia and cause mass unemployment. These workers are specialised in mining and will lose their jobs in a region dominated by mining. They will be left destitute, without any viable economic alternatives.

For three decades, Prodeco, a subsidiary of Glencore, has exploited the coal mines of La Jagua and Calenturitas, located in the Department of Cesar in Colombia. On February 4th, the company announced they were relinquishing their mining titles in the country to the National Mining Agency (ANM). They did this without informing or consulting the trade unions, communities, or other stakeholders. This sudden and unilateral decision is a major violation of Prodeco's responsibilities of due diligence and transparency of information, which have been clearly established in the OECD Guidelines for Multinational Enterprises. Workers, trade unions, and stakeholders such as communities should have been consulted and included in a progressive and obligatory plan that contemplates a just transition.

The Netherlands has experience with mine closures. In the 1960s, all the coal mines in the south of the country were closed over a relatively short period of time. Unions, the government, and the companies came to an agreement and huge investments were made to provide alternative employment for the miners and to ensure economic development.

For 30 years, the workers in the Colombian mining corridor have put all their efforts and energy into Prodeco's mining operations. The region has come to depend enormously on the mining industry. The Dutch experience with their own coal mine closures shows that a good social plan and investments are crucial to mitigate the inevitable negative impact on the region.

Please mention our reference and number in your reply.

The worldwide movement to transition from fossil fuel energy sources to reduce CO2 emissions and avoid a climate crisis will affect the use of coal as an energy source. This is already very visible in Europe. The Netherlands, for example, has decided to close coal-fired power plants to achieve their climate goals. This means that it is even more important to ensure a responsible and fair transition that prevents the workers and their communities from paying the price. Further, the COVID-19 pandemic and its consequences on the global economy also add to the urgency of their needs.

For these reasons, we call Glencore to act responsibly and in accordance with the OECD guidelines for multinational enterprises and enable a just transition process which includes the following aspects:

- The withdrawal of Prodeco's request to Colombia's Ministry of Labor for the collective dismissal of its workforce;
- The establishment of a constructive tripartite dialogue which includes the trade unions and is based on mutual efforts for a fair and just transition for the region;
- The creation of a social plan for transition, which includes agreements regarding:
  - o Training and placement programs for both temporary and permanent workers;
  - o Investment funds for the creation of new jobs and economic alternatives in the region;
  - o Comprehensive reparation measures for workers whose health has been affected by the extractive activities of mining.

This week we received word that Cerrejon - partially owned by Glencore - is proceeding with the forced layoff of 450 employees. Again, this is being done without consulting trade unions and is another example of the violation of international standards. We therefore call out Glencore to engage in tripartite dialogue to arrive at a responsible social plan for the Cerrejon workers

Kind regards,



**Anneke Westerlaken**  
President CNV Internationaal

Cc:

- Netherlands Embassy in Bogotá
- Embassy of Switzerland in Bogotá
- Embassy of Colombia in The Hague
- Trade Union confederations CTC, CUT, CGT