



Petition launched at the Glencore 2021 AGM on 29th of April 2021

Urgent need for profound changes in the behaviour of Glencore on human rights and environmental impacts

In view of the Glencore AGM on 29th of April 2021, we have launched this petition. Ivan Glasenberg is handing over the company to his successor Gary Nagle. This generational change may give hope for some changes in the company's behaviour. Glencore is still responsible for environmental damage, human and worker rights violations and destruction of livelihoods. Water and air are polluted in Democratic Republic of Congo (DRC), Zambia, Chad, Peru and Colombia, livelihoods are destroyed in Peru, Colombia and Bolivia and human rights violated in Congo, Peru and Colombia, among others. For this reason, we ask for real changes in the company's behaviour in human rights policies, transparency and consultation, stringent environmental protection policies and fair employment and labour union policies. To give strength to this petition, we are trying to collect as many signatures from organizations and individuals as possible.

We, the undersigned organisations and individuals, make the following demands of Glencore.

Main demands

- Human Rights Policy: Disclosure of all Human Rights Impact Assessments and subsequent Action Plans, as well as social baseline and criteria to measure improvements
- Transparency about policies, plans and impacts on neighbouring and affected communities, stakeholders and workers as well as direct and open engagement with communities about their needs and concerns
- Stringent environmental protection policies and measures, dust control, efficient water management including no wastewater effluents to rivers and surrounding lands, no river diversions, no pollution and no drying out of water sources
- Implementation of environmental controls to stop ongoing pollution of air and soil, and appropriate remediation of adverse impacts
- Implementation of human-centric policies to stop involuntary resettlements and displacements of entire communities for development
- Real processes of Free Prior and Informed Consent in all mining projects that affect indigenous and tribal people, granting transparent and truthful information about all impacts and respecting fully the decisions of the affected communities
- Employment conditions that are fair, non-discriminatory, non-precarious and safe, including better wages, tightening of safety measures, strengthening of unions' rights, and improvement of health-related and social benefits

- Giving priority to remedy, truth finding and reparations to the communities affected by environmental damages and gross human rights violations

Examples of human rights violations and environmental incidents that underlie our demands

Impact on natural resources, particularly water

Water pollution and scarcity

Colombia: Groundwater and surface water pollution in Colombia by the open pit coal mines Prodeco and Cerrejón with different heavy metals. Coal dust covering surface waters, washing out of toxic elements from waste dumps and tailings flowing into the rivers; Glencore diverted several rivers, many of them dried out; Mining also affected the level of ground water and dried out springs and jagueyes (ponds).

Peru: High levels of minerals and heavy toxic metals in rivers associated with mining activity from the Tintaya and Antapaccay mining projects, owned by Glencore. To date, there are around 1621 confirmed cases of people affected with toxic metal poisoning; all live near the river sources of the Salado and Cañipía rivers, near the mining sites. There are also 5 registered cases of people with toxic metals found in their bloodstream who live near the new Corocchohuayco project, which is in the exploration stage.

The company has done very little in providing adequate information to the communities affected about the negative effects of its exploration and exploitation activities, nor has it provided a source of clean water, as they have previously agreed to do so.

In 2017 Glencore bought a majority stake in the Cerro de Pasco mine. 78% of children surveyed experienced symptoms of heavy metal poisoning, including chronic gastrointestinal diseases, reduced vision, depression and other behavioural disorders. There are high levels of lung cancer, stomach cancer, depression, and suicide amongst the adult population. The heavy metal poisoning was found by the Center for Climate Crime Analysis to be directly caused by the mining activities.

Bolivia: Glencore's Porco mine, in Potosi, is contaminating the river Agua Castilla. Water samples showed high levels of zinc, iron and manganese up to 30, 50 or more times above the legal permits. This high level of pollution may seriously affect the health of people who drink this water, including damage to vital organs and cognitive problems. It also affects agricultural production in the region.

Congo (DRC): Acid and wastewater effluents to rivers, acid spill over onto roads and agricultural lands, including death-related incidents, acid spills into rivers.

Zambia: Underground and pipe water has been contaminated with heavy metals in Kankoyo. Mufulira district. Water samples show particularly high level of cadmium and lead. For the households in Kankoyo the water is not safe to use for drinking. In 2008, a malfunctioning pump discharged so much sulphuric acid into the water supply of neighbouring villages that over 1,000 residents were treated for severe vomiting, diarrhoea, and abdominal pains.

Chad: In September 2018, at the Badila concession in Chad, a retention basin collapsed and spilled the equivalent of 84 Olympic pools of wastewater into the local river which is used by thousand of local residents for daily consumption. In the weeks that followed, dozens of residents complained about burns, skin rashes, pustules and sudden death of their livestock, which drank from the river. The case was brought to the OECD National Contact Point, as

communities claim Glencore should adequately investigate and remediate the adverse impacts of the spill, which, according to them, was not done. In July 2020, a sump containing crude oil spilled into communities' wells and prevented his residents from obtaining potable and safe water for weeks. No remedies have been provided by Glencore or its subsidiary.

Dust, fine particles, gas emissions

Colombia: The open pit coal mines emit large quantities of coal particles and fine dust containing heavy metals, and the mining operation and coal transport also generates a lot of dust. Wind is transporting these (fine) dust particles over large distances, impacting the health of local communities and animals and harming the growth of plants.

Zambia: Sulphur dioxide gas is being emitted into the air and trickling into ground and housing structures. As a consequence, most houses in the Kankoyo neighbourhood are cracking open, making its structures unsafe. Any form of farming is made impossible by the emissions, as it produces acid rain, contaminating the soil.

Congo (DRC): Around the KCC concession, in the middle of the copper-cobalt belt, air is difficult to breath. Scientific research has pointed to an increase in heavy metal particles in ambient air and dust , which can have adverse human health impacts.

Spills and accidents

Congo: In 2019, a truck carrying sulphuric acid to Glencore's Mutanda mine in the Democratic Republic of Congo collided with two other vehicles and killed 18 people in the spill. Just 4 months later, at Glencore's neighbouring Katanga mine, 41 artisanal miners were killed when part of the mine collapsed. On 16th March 2021 at Glencore's Kamoto Copper Company (KCC) mine in the Congo there was an a spill of sulphuric acid from a tank during maintenance work. Glencore declined to say how much acid was spilled from the tank, but said KCC immediately contained the spill and conducted follow-up monitoring of the environment, and there were no injuries to the workforce or contractors.

Chad: In September 2018, a wastewater basin holding a crude oil by-product collapsed at Glencore UK's operations in Badila, southern Chad. Some 85m litres of runoff – equivalent in volume to 34 Olympic-sized swimming pools – flooded fields and the local river, which local people use for drinking, bathing and washing. At least 50 people reported burns, skin lesions, sickness and diarrhoea after bathing in or using the contaminated river water in the weeks after the leak. Many of those harmed were children, some of whom were admitted to hospital. Livestock drinking from the river also died, according to the complaint.

Affected livelihoods, land disputes

Colombia: The mines privatized big extensions of land used before by local villagers. Today, aces to rivers, forests, grazing and former communal land is often denied, people are losing their livelihood. The open pit mines caused displacements and forced resettlements because of mines advancing or because of pollution

Peru:

On April 3 2018, around 40 members of the PNP and officials of Glencore's Antapaccay mining company came with machinery to a sector of the community of Alto Huarca, Espinar - Cusco, to begin with the removal of land and thus divert the course of the Jutumayo river, in these

circumstances several people, especially women, were beaten and abused for trying to defend their territories, three women were seriously injured after receiving insults, blows and shoves from the police and security of the mining company. The people affected consider themselves to be the owners of the Cetu property, in the Alto Huarca Campesino Community, and as such their possession and access to water should be respected. The mining company intends to take the water, which is essential for the food/agriculture of the people and for the animals.

Zambia: Restrictions of use of Surface Mine Land in the claimed Mutundu Farm Block far away from the Mine Plant. Rehabilitation of the Tailing Dam Facility No.11 must not disturb the Community during the buttressing process.

Human rights

In **Colombia**, mining companies including Glencore are accused of having cooperated with paramilitary forces and there are agreements with state security forces providing the security for the mines. Army and Police are frequently hostile to local communities and protests are violently repressed. Many anti mining activists face serious death threats and armed attacks, resulting in several killings of community leaders and trade unionists in recent years. Although Glencore Prodeco claims to carry out due diligence and to have in place comprehensive human rights policies, there is no disclosure on the HRIA (Human Rights Impact Assessment_ which it carried out and on the HR Action plan in nearly two years since conducting the HRIA.

To date, there has been no real FPIC (Free Prior Informed Consent) process in Colombia with indigenous Yukpa and Wayuu people over mining projects which harm their culture and territory. Frequently there is repression of peaceful protest by anti-riot police ESMAD, and death threats against mining opponents and social leaders. Communities are divided and social networks weakened through pressure, money and social projects offered to people in favour of the mine. The destruction of livelihoods harms the right to food, access to water, housing etc. Displacements and forced resettlement also violate a wide range of human rights, including the right to participate, the right to decent housing, the right to work and the right to a healthy environment.

Congo (DRC): At Glencore's operations at KCC and MUMI, the behaviour of security teams is a matter of concern. Eric Mutombo Kasuyi, 23, died on 15 February 2014, shortly after being apprehended by a KCC security patrol. Medical evidence confirmed that he died not from natural causes, as the company alleged, but from internal injuries sustained around the time of his arrest.

Resettlement of Musonoï Residents: Blasting at KCC's T17 mine has been going on close to residents' homes for years, making their lives a misery. Clearly before the blasting and drilling at T17 commenced, those people living closest to the pit should have been relocated for their health and safety, as was recommended by Glencore's own consultants. Apart from the severe problem of dust and lack of clean water, many of the houses have suffered structural damage and some have even collapsed as a result of the explosions. Glencore, in its response of June 2014, claims not to have divulged the 2009 resettlement action plan for Musonoï in order 'to avoid creating confusion' and upset among the residents. Today the company is reconsidering its projects and says it now intends to excavate an underground mine. According to the company, this new option means that no homes in Musonoï will need to be demolished and no residents will need to be relocated. But this is disingenuous: the question that Glencore completely fails to address is why KCC has not already resettled those families living closest to the mine. It seems to be trying to evade responsibility for redressing KCC's past impacts and the years of upheaval and disruption that its mining activities have already inflicted on the people of Musonoï. KCC now claims to be evaluating the impact of the proposed underground mine in its new environmental and social impact assessment, but at no time has the affected population, those who live in the township, been informed, let alone consulted about this. This lack of transparency and dialogue with the communities, whose future is at stake, is in

contradiction not only with Congolese law (which requires consultations during not after the EIA process) but also with international human rights standards, to which Glencore claims to adhere.

Peru: The issue of contracts between private companies and the police for the latter to provide private security services has been a cause of grave concern for several years, particularly with regard to the management of protest and the role of the police in protecting private interests rather than ensuring the safety of its population. In 2012, violent confrontations between security forces and communities around the Tintaya mine showed this very clearly, after two protesters were killed and a number were severely injured. Others were unlawfully detained. Investigation into allegations of excessive use of force by the police have not yielded any results. Instead, various human rights defenders and leaders who have taken part in protests against the mining have faced criminal charges themselves. Some have had to face lengthy judicial processes until they are eventually closed for lack of evidence.

The latest conflicts in Espinar occurred between July and August 2020. In addition to their health and environmental demands, the population requested a one-time payment of 1000 Soles (approx \$265) from the resources of the so-called "framework agreement" (by which 3% of the mining company's profits go to the province), to alleviate the economic crisis resulting from the pandemic. Faced with the company's refusal, the population went out to protest and was brutally repressed by the police. Peru's National Human Rights Coordinator reported violation of human rights, mistreatment and torture of the population by the police.

The consultation process around the Coroccohuayco project has begun. Only 11 communities have accepted to begin consultation, and only if the company implements a process of reparation for the damages caused by the Antapaccay mine project. Two other communities have refused to start a consultation because they demand to be consulted on the negative impacts that the project will have.

There are 8 communities who live only 8 kilometres away from the mine site but are not recognised to be under the direct area of influence. The company and the State have denied their request to be included in the consultation process.

Bolivia: Glencore's operations in Bolivia are managed by mining companies Sinchi Wayra and Illapa. Together they control tin, zinc, silver and lead mining activities in the Oruro and Potosí departments. One matter of importance in Bolivia is the existence of so-called "mining cooperatives", a form of mineworkers' societies with legal permission to exploit mining resources, often with little oversight by the State. Illapa, owned by Glencore, has a de facto control over where mining cooperatives can work on its operation in the Porco mine.

In November 2020, a Swiss NGO released a report describing the precarious and risky way in which mining cooperatives extract zinc, lead and silver from the Porco mine in Potosí. Some of this is subsequently sold to Illapa. It is known that this operation often employs child and teenage labour, something that is not legally allowed in the country and that violates all children's rights.

Zambia: Demands to resettle communities adjacent of Mopani mine have not been acted upon. Right to health is not being fulfilled.

Health

In **Colombia**, respiratory and skin diseases are common within the communities living nearest to the mines: people have permanent flu, intestinal problems due to contaminated water and

air pollution/fine dust; the fine dust with heavy metals may cause cancer and malformation in children. Mineworkers suffer from problems with the spinal column and pneumoconiosis

Peru: poisoning with heavy metals (as above)

Zambia: Respiratory infections and blood poisoning are widely reported in the communities adjacent to Mopani mine as consequence of the sulphur dioxide gas emissions. E.g. former District Commissioner Beatrice Mithi died 2014 as consequence of inhaling toxic sulphur dioxide fumes produced by the Mopani mine. In 2020, the Supreme Court of Zambia has ruled that Mopani is liable, and has to pay reparations to Mithi's family.

Worker rights

Colombia: Cerrejón

The trade unions at Cerrejón are fighting back against Cerrejón's continuing unfair conduct over collective bargaining and the Cerrejón management's lack of respect for and implementation of the collective bargaining agreement. Glencore is one of three joint venture partners of Cerrejón and Cerrejón management's actions are on the instruction and blessing of the three joint venture partners. In violation of the collective bargaining agreement that ended the strike, Cerrejón continued to implement a rejected shift roster by the union and in the process announced the intention to unilaterally terminate the employment of 450 workers.

Colombia: Ci Prodeco SA and Sociedad Portuaria Puerto Nuevo SA

Glencore has announced it will hand back its Colombia mining contracts to the government of Colombia after concluding that its Prodeco operations are no longer economical. The decision by Glencore follows the government of Colombia's rejection of the application by Ci Prodeco SA and Sociedad Portuaria Puerto Nuevo SA, both of which are Glencore subsidiaries, to suspend their operations at the Calenturitas and Jagua mines for four years.

In a unilateral move, without consultation with workers and their unions, Glencore is pushing ahead in a decision that will have serious ramifications for the workers, their families, and the communities of the region. The suspension of most contracts with contractor companies by the Prodeco Group has already caused the dismissal of more than 2,500 outsourced workers and is a cause of concern to the 1,200 workers employed at Prodeco.

Beyond the lack of consultations on the terms of dismissals, Glencore has gone ahead with enforced "voluntary redundancies". It has not even engaged with the unions and communities on "Just Transition" measures.

Peru

Workers at Los Quenuales went on an indefinite strike over labour rights and COVID19 health and safety violations.

Cases of labour rights violations have been reported at the Yauliyacu and Izcaycruz Mining Units of Empresa Minera Los Quenuales S.A. Workers have reported breaches of the collective agreement reached on December 2, 2020. The union and Los Quenuales signed a collective agreement stating that as of January 15, 2021, the company promised to respect the legislated 14 X 7 working time: Instead, the workday exceeds an average of 8 hours a day and 48 hours a week.

Glencore has also unilaterally imposed a new shift roster without consultation with the union.

Occupational health and safety, particularly in the midst of COVID19 has become an urgent challenge for workers at Glencore's Peru operations. Covid19 best practice violations were

reported by workers and workers reasonably attribute the 7 death and 700 infected workers to these violations.

Chile

In Chile, the Sindicato Único Altonorte reported that in March 2020 the Altonorte Copper Smelter took the decision to remove some 100 at risk employees from the workplace.

This decision was necessary to protect the health of the workers concerned. It was also a measure that protected the company, as compliance with this requirement meant the company could continue to operate. In fact, the company went on to achieve excellent operational results in 2020, increasing production by 200% compared to December of the previous year.

From March onwards the workers received their monthly wage during this period as well as a contingency bonus. However, the company has now unilaterally announced a 50% reduction in the annual bonus which was payable at the end of January. It did so without warning or consultation. The union noted that over the past few years the relationship with the company had deteriorated. In protest at the violation of the CBA and the company's refusal to engage in good faith dialogue, the union held a work stoppage in protest at the facility

Zambia

In Zambia, Glencore has divested its investment of its Mopani mine and sold its shares to the Zambian Government, remain though, the exclusive buyer of the copper. The unions in Zambia have gone on strike following lack of consultation with the Union and the mass dismissal of sub-contractors and the intention to lay off the permanent workforce. The strike was resolved with the intervention of the government and the institution of dialogue with the union.

Bolivia

Illapa initially used machinery to extract minerals. However, when that was no longer profitable the cooperatives entered to extract the ore manually, often at their own risk, without work or life insurance. Reports note that accidents at the mine are very common, especially when mineral prices are good, meaning more workers come to the mines. The balance over the last four years is 20 mineworkers killed on average each year, including some minors. It is an arrangement that has been classed as one-sided in serious research studies, because it frees Glencore from its labour and environmental responsibilities, which are outsourced to the mining cooperatives.