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President: Jörg Hofmann
General Secretary: Valter Sanches

Geneva, 18 May 2017

Mr Graham Kerr
Chief Executive Officer
South32 Ltd
Level 35
108 St Georges Terrace
Perth WA 6000
Australia

Sent via email: julie.mcgee@south32.net; south32boardsupport@south32.net

IndustriALL Global Union calls on South32 to reinstate Dave McLachlan immediately at Appin coal mine

Dear Mr. Kerr,

I am writing to you as the General Secretary of [IndustriALL Global Union](http://www.industriall-union.org), which represents more than fifty million workers in mining, energy and manufacturing sectors throughout the world, including Australia, to call on South32 to reinstate Dave McLachlan, District Lodge President from CFMEU Mining & Energy, at the Appin coal mine in New South Wales (NSW), who was unlawfully dismissed on 19 April. Please note that the CFMEU Mining & Energy Division is affiliated to IndustriALL Global Union.

IndustriALL Global Union condemns in the strongest terms the harsh, disproportionate and vindictive decision of your local management to dismiss Dave McLachlan, who has an unblemished work record, and has worked at Appin for 16 years, and in the coal mining industry for 30 years. Dave McLachlan's impeccable work record has been instrumental in helping to maintain one of the most productive and settled workplaces in the NSW coal industry.

Dismissing Dave McLachlan for having participated at a short protest—which did not result in any lost time or impediment to coal production—and that was highly justified by the failure of the company to provide laundry service and work uniforms that is legally obliged to provide, constitutes a blatant violation of his fundamental labor rights, as stipulated in national labor law, and international labor standards, including Convention 87 on Freedom of Association and Protection of the Right to Organize, and Convention 98 on the Right to Organize and Collective Bargaining of the International Labour Organization (ILO).

We truly hope that South32 will redress this gross injustice, thus making it unnecessary for IndustriALL Global Union to launch an international campaign to inform your shareholders, governments, OECD, United Nations, and the public at large about the untenable situation at the Appin coal mine.



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Therefore, IndustriALL Global Union urges South32 to intervene immediately and instruct its local management to reinstate Dave McLachlan, and engage with the workforce at the Appin coal mine in a consultative manner.

Sincerely,

Valter Sanches
General Secretary