

Geneva, 1 April 2020

Mr Holger Hertel
Project Executive
OOO "REDPATH DEILMANN Belschachtostroj"
Soligorsk, Belarus
Via email: holger.hertel@redpathmining.com
hhl.holger.hertel@gmail.com

CC : Mr Jochen Greinacher
Managing Director (Chairman)
JS Redpath Holdings Inc
Haustenbecke 1
44319 Dortmund, Germany
Via email: jochen.greinacher@redpathmining.com

Calling on Redpath Deilmann in Belarus to renew the work contract of trade union leader Mikalaj Valadzko

Dear Mr Hertel,

I am writing this letter to you as General Secretary of [IndustriALL Global Union](http://www.industrial-all.org), representing more than fifty million workers in the mining, energy and manufacturing industries in over 140 countries, including Germany and Belarus, to call upon you to address the unfair non-renewal of work contract with Mikalaj Valadzko, member of the Belarusian Independent Trade Union, an affiliate of IndustriALL, and a trade union leader employed at Redpath Deilmann GmbH.

IndustriALL has been informed that the management of your company Redpath Deilmann GmbH, decided not to renew the contract of Mikalaj Valadzko on the basis of the nationally existing system of short term contracts. We believe that this decision is a very selective interpretation of the national legislation in the country where your company is operating, and which is in contradiction with the national labour legislation your company observes in its operations in Germany.

For the past six months, trade union activists have been trying to obtain the safety certification of their jobs at your enterprise in order to enjoy in full their legal rights according to the Belarusian legislation, including early retirement for special working conditions, a shortened working day, additional leave under working conditions, and additional payments for harmful working conditions. It is important to note that the company's response to these legitimate demands has been **not** to follow national legislation, which runs counter to your previous decision.

We believe that Mr Valadzko is a diligent highly skilled specialist, with an impeccable record. Furthermore, Mr Valadzko has never hidden his BITU membership. In addition, one month ago, a trade union group of workers became members of BITU, and elected Mikalaj Valadzko as chairperson of the group.

Therefore, there is ample evidence to prove that the non-renewal of his contract is in retaliation for his trade union work. Mr Valadzko's dismissal is in violation of International Labour Organization's Convention 87 on Freedom of Association and Protection of the Right to Organise and Right to Organise, as well as Belarusian Labour Code, Article 24, and the Law on trade unions, Article 4 about prohibition of discrimination of citizens on the basis of membership in trade unions.

Consequently, we urge you to immediately reconsider your decision and renew the contract of Mr Valadzko. We also urge you to certify all the workplaces in accordance with the Belarusian legislation and apply all the safety measures required by national legislation.

I look forward to your positive and timely response.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Sanches". The signature is stylized with a large, sweeping initial letter.

Valter Sanches
General Secretary