



*International Federation of Chemical, Energy, Mine and General Workers' Unions
Internationale Föderation der Chemie-, Energie-, Bergbau- und Fabrikarbeitengewerkschaften
Fédération Internationale des Syndicats de Travailleurs de la Chimie, de l'Energie, des Mines et des Industries Diverses
Internationella kemi-, energi-, gruv- och fabriksarbetarefederationen
Federación Internacional de Sindicatos de Trabajadores de la Química, Energía, Minas e Industrias Diversas
国際化学エネルギー鉱山一般労連
Международная федерация профсоюзов химиков, энергетиков, горняков и работников других отраслей*

President: Senzeni Zokwana • **General Secretary:** Manfred Warda

29 January 2010

Mr Oleg Deripaska
CEO and Director

Mr Victor F. Vekselberg
Chairman

RUSAL
13/1, Nikoloyamskaya Street
Moscow 109240
RUSSIA

Transmitted to fax no. +7 495 745 70 46 and e-mail: rusal@rusal.ru

Dear Mr Deripaska and Mr Vekselberg:

I write to you in serious concern over your company's social reputation, at a time when the world mining and metals communities is paying sharp attention to your company. It is the belief of the ICEM, a global trade union federation representing 20 million workers, including miners of national unions in some 90 countries, that your corporation in Russia must at once make direct intervention to correct negative workplace practices occurring in your global installations.

I specifically refer to a situation now existing at your Bauxite Company Guyana Inc. (BCGI) subsidiary, and I urge both of you to take remedial action immediately. The ongoing dispute between BCGI and the Guyana Bauxite & General Workers' Union is serving to further sully your company's reputation, and unless your intervention happens in Guyana, the ICEM will work in Geneva, and internationally, to discredit your company's social policies and human relations conduct.

The situation in Guyana is that BCGI management has unilaterally and illegally withdrawn recognition of the Guyana Bauxite & General Workers' Union at your Aroaima and Kwakwani mines and also has unilaterally discharged 57 miners for lawful union activity. After investigation, the ICEM is convinced that your managers at BCGI have taken extreme measures against the union and these trade unionists, measures which run contrary to Guyanese labour law, as well as against international labour and human rights conventions.

The ICEM understands that matters in Guyana are currently under court review, but we urge you to halt BCGI's court actions, reinstate the discharged workers, and order your BCGI management team to recognise this union, and commence social dialogue with the union in order to reach a mutually acceptable collective agreement.

As a global trade union federation that has intervened in Guinea against your company's harsh work practices there, the ICEM is well positioned to draw your attention to the ugly matter in Guyana, and again, we call on you to urgently intervene and correct this further disrepute to your company.



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Sincerely,

A handwritten signature in blue ink that reads "Manfred Warda".

Manfred Warda
General Secretary

CC Honourable Igor Bratchikov, Russian Ambassador to Switzerland
Senzeni Zokwana, ICEM President
Charles Sampson, General President, Guyana Bauxite & General Workers' Union