

October 21, 2020

Gordon Pridham  
Chairman  
Orvana Minerals Corporation  
c/o Juan Gavidia, CEO  
Toronto, Ontario  
M5J 1S9

*Via Email*



Dear Gordon Pridham:

On behalf of the National Union of Public and General Employees' (NUPGE) more than 390,000 members across Canada, I am writing to express my concern with the situation at the Don Mario Complex in Bolivia operated by your subsidiary, Empresa Minera Paititi S.A.

We have come to learn that on February 29, 2020, 130 workers at the Don Mario Complex in Bolivia were suddenly and unlawfully dismissed from their jobs. An inspection by the Ministry of Labour on March 9 found that the workers were dismissed without recognition of the union leadership and without demonstrating a justified cause. It is extremely troubling that with the loss of their jobs, these workers also lost their health care benefits amid a pandemic.

All of this follows a period of deteriorating labour relations between the company and the Union of Mining and Metallurgical Workers Paititi (STMMP), which represents the workers. STMMP and the company had been in collective bargaining for over 2 years. In October 2019, they reached an agreement wherein the company committed to guarantee labour stability and work opportunities for the membership in the long term.

However, the company then began a "workforce restructuring program" that culminated in the dismissal of these 130 workers. This signals a blatant attack on the union and, in turn, the workers' collective bargaining rights.

The workers and their union have filed legal complaints against the company for breaching their contract and violating Bolivian labour laws, and they are demanding the workers' reinstatement. We understand that the union has also reached out to your company leadership in Canada with a request for dialogue.

NUPGE stands in solidarity with these workers and with STMMP. We echo their demands for justice.



As we wrote to you on October 20, alongside Canadian labour and civil society allies, NUPGE urges you to immediately engage in good faith dialogue with the union to respect their rights and to repair the harm caused.

I look forward to your response on this matter.

Sincerely,

A handwritten signature in black ink, appearing to be 'LB', with a horizontal line extending to the right.

Larry Brown  
President

cc: Juan Gavidia, Chief Executive Officer, Orvana Minerals Corporation  
Nuria Menendez, Chief Financial Officer, Orvana Minerals Corporation  
Jorge Zeballos, General Secretary, Union of Mining and Metallurgical Workers  
Paititi  
Bert Blundon, NUPGE Secretary-Treasurer  
National Executive Board