



IMF IMB Fiom
Fitim Fism

INTERNATIONAL METALWORKERS' FEDERATION
INTERNATIONALER METALLGEWERKSCHAFTSBUND
FEDERATION INTERNATIONALE DES ORGANISATIONS DE TRAVAILLEURS DE LA METALLURGIE
INTERNATIONELLA METALLFEDERATIONEN
FEDERACION INTERNACIONAL DE TRABAJADORES DE LAS INDUSTRIAS METALURGICAS
FEDERAZIONE INTERNAZIONALE DEI SINDACATI METALMECCANICI

54 bis, route des Acacias
Case Postale 1516
CH-1227 Geneva
Switzerland

Telephone: ++ 41 22 308 50 50
Telefax: ++ 41 22 308 50 55
E-mail: info@imfmetal.org
Website: <http://www.imfmetal.org>

President: Berthold Huber
General Secretary: Jyrki Raina

January 20, 2010

Mick Davis, CEO
Xstrata Head Office
Xstrata plc
Bahnhofstrasse 2
PO Box 102
6301 Zug
Switzerland
Fax: +41 41 726 60 89
Email: mdavis@xstrata.com

On behalf of 25 million metalworkers represented by the International Metalworkers' Federation with strength in more than 100 countries worldwide, I want to express our deep concern over Xstrata Copper Canada's unilateral decision to shut down its copper and zinc metallurgical plants at the Kidd Site in Timmins, Ontario.

I understand from our affiliate, the Canadian Auto Workers that your company did not discuss with the union such plans prior to the December 7 announcement. It is most disturbing to note that during their last round of bargaining, the company repeatedly assured the union that it did not foresee anything that would negatively impact the membership over the course of the three-year agreement signed on November 5, 2008.

We urge you to postpone taking such drastic measures and allow for constructive dialogue between the CAW, Xstrata and community leaders in an effort to explore alternative long-term solutions that will prove beneficial to all parties.

As you know, your proposed closure will result in the direct loss of some 670 permanent jobs and an additional 200 contractor positions. It is estimated that 3,000-4,000 jobs will be lost in Timmins and surrounding communities due to these proposed closures.

The IMF fully supports the CAW in their request for information regarding the release of the details of the agreement made between your company and the Canadian government when Xstrata took over Falconbridge in 2006. We urge you to comply with this reasonable request to ensure that your company is meeting all commitments made in that agreement.

As a company that publicly portrays itself as a promoter of sustainable development and transparency, and as a member of the UN Global Compact, Xstrata has committed itself to honouring basic principles of social justice and human rights at all its operations worldwide.

Should Xstrata continue to ignore their social responsibilities to the communities where they operate, the IMF is prepared to use all means necessary to ensure that the CAW and the members of local 599 have the full support of the international labour community.

Sincerely,

A handwritten signature in black ink, appearing to be 'JR' with a stylized flourish at the end.

Jyrki Raina
IMF General Secretary

cc: Canadian Auto Workers
Claude Ferron, Xstrata Copper Canada