

## Raglan

Glencore and Raglan Mine acknowledge our employees' right to freedom of association and to industrial action. In May 2022, faced with an impasse in negotiations, Raglan Mine asked the Ministry of Labour, Employment and Social Solidarity to appoint an independent monitor to facilitate discussions with the United Steelworkers Union (USW), Local 9449. Raglan Mine recognises its responsibility to preserve jobs in the long term and to allow employees to benefit from a robust market.

USW Local 9449 twice withdrew from negotiations. First in May, when it went on strike and suspended discussions 12 minutes after the tabling of an offer that would place Raglan Mine employees among the highest paid in the Canadian mining industry and secondly in July when it rejected a new offer aimed at ending the labour dispute. The offer in July provided for an average salary increase of 32.2% over five years, reviewed annually based on inflation. With this offer, 80% of the unionised employees would have received total compensation ranging between CAD130,000 to CAD190,000 annually. In comparison, at the time, the average total compensation in Quebec was CAD66,500 annually according to data published by Institut de las Statistique du Quebec.

In September, USW Local 9449 supported a five-year collective agreement.

The turnover rate at Raglan Mine has averaged 5.3% between 2017 to 2022, while the industry average is over 10%. According to annual surveys conducted by Raglan Mine, employee satisfaction stands at 86%. Employees on fly-in fly-out schedules work less than half the year and are paid 2.3 to 3.3 times the average wage in all regions of Quebec. In 2022, Raglan Mine was recognised as the safest base metals mine in Canada for the third consecutive year.

Further information is on Glencore Canada's [website](#)