



TRIM: 13/10/1/3956

4 October 2013

Ganesh Raj, Managing Director,
DP World Australia,
Level 21,
400 George Street,
Sydney, NSW 2000

Dear Ganesh,

We are delivering this letter to make clear our expectation that Dubai Ports World respect trade union rights in every port it operates in around the world. We expect DP World to recognise and bargain with legitimate trade unions representing the workers who have made this company so successful. Workers who are sub-contracted deserve the same rights as any other worker: we are all moving the same containers.

We know that DP World is an extraordinarily profitable company, earning more than \$700 million dollars in the first half of 2013. We know that almost 50% of DP World's revenue DP World keeps as profit. We know you have more than enough money to pay workers fairly and with respect.

There are a number of concerns we have about DP World's actions which we have discussed with MUA, TWU, RTBU and AMOU members working at each of the DP World terminals in Australia. We will continue to watch these matters closely, and will remain in contact with our brothers and sisters from ITF affiliates around the world who are regularly reporting to us on the progress of their struggles to have their unions justly and officially recognised by DP World.

First, we are deeply troubled that DP World is offering the new workers at its new London Gateway Terminal lower wages and conditions than at other DP World UK terminals, and that DP World has not allowed UNITE to have access to the Terminal and has so far not recognised or begun collective bargaining with the union. This is in sharp contrast to the behaviour of Hutchison, who have begun new terminal operations in Australia this year. The MUA has established a collective agreement with Hutchison on no less terms than at other Australian terminals. We expect no less of DP World - DP World must offer parity with other workers, allow UNITE access to the terminal, and establish recognition and collective bargaining processes with UNITE.

Second, we are very concerned about DP World's actions at a number of terminals in India. Our brothers and sisters in Chennai have explained to us that DP World is promoting a management-controlled 'union' that does not represent workers, as a way of undermining the legitimate union. We also understand that the management is using other means to try to prevent workers in Chennai from joining and being represented by a legitimate union. Our brothers and sisters in Cochin have told us that DP World is interfering in their right to freedom of association at the

terminal, in order to undermine workers' attempts to improve their working conditions. Our brothers and sisters in Mumbai have told us that DP World is refusing to renew the collective agreement previously achieved there. All of these matters must be promptly addressed.

Finally, we have heard from our brothers and sisters in Callao, Peru, that DP World is refusing to apply a judgement of the Peruvian labour court that requires DP World to implement a union collective bargaining agreement (CBA) to its terminal there. We request that this be done immediately.

MUA, TWU, RTBU and AMOU members in Australia demand that DP World recognise legitimate unions and immediately begin negotiations for collective agreements at London Gateway, Chennai, and all other terminals.

Sincerely,



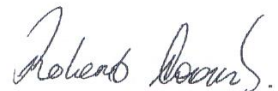
Tony Sheldon
Transport Workers'
Union



Paddy Crumlin
Maritime Union of
Australia



Bob Nanva
Rail, Tram and Bus
Union



Robert Coombs
Australian Maritime
Officers' Union

The ITF Dockers' Section Conference held in Chicago on 8-9 July 2013;

BELIEVES that Dubai Ports World is systematically attempting to undermine the wages and working conditions of workers all over the world by engaging in anti-union behaviour, including:

- Refusing to enter into meaningful negotiations with UNITE and refusing to sign a collective agreement to cover workers presently being hired at its new London Gateway Terminal;
- Refusing to recognise Madras Port Trust Employees' Union, the legitimate union representing workers in Chennai, India, and promoting a yellow union entirely controlled by the management of Chennai Container Terminal Ltd, which owned by Dubai Ports World;
- Hiring port workers out of the official port workers' register, with the objective of not negotiating a CBA with the union SUTRAMPORPC, even when the Peruvian Ministry has recognised the Union does have a branch collective agreement in Callao, that should be respected;
- Denying the right of freedom of association to workers at International Container Transshipment Terminal, a Dubai Ports World hub terminal in Cochin, India;
- Not renewing the collective agreement at Nhava Sheva International Container Terminal (NSICT-DPW), which expired in August 2012;
- Using the introduction of automated machinery at its Brisbane, Australia terminal as a cover for undermining union organisation, insisting on massive job cuts and the transfer of some union jobs to management.

DECLARES Dubai Ports World London Gateway to be a Port of Convenience, and to be a priority target for the ITF's Port of Convenience campaign.

CALLS UPON the ITF to develop and strengthen ongoing coordination of global union organization in all Dubai Ports World terminals.

FURTHERS CALLS UPON the ITF to organise a global campaign to highlight Dubai Ports World's anti-union activities, including a global day of action in September 2013. The campaign should involve unions representing dock workers at other terminal operators, and should also reach out to unions representing workers at Dubai Ports World who are not affiliated to the ITF.

CONCLUDES that the campaign shall have the following demands:

- Dubai Ports World shall recognise legitimate unions and immediately begin negotiations for collective agreements at London Gateway, Chennai, and all other Dubai Ports World terminals,; and
- Where Dubai Ports World seeks to introduce automation to its terminals, that this be done with full union consultation and a genuine attempt to prevent job losses.