

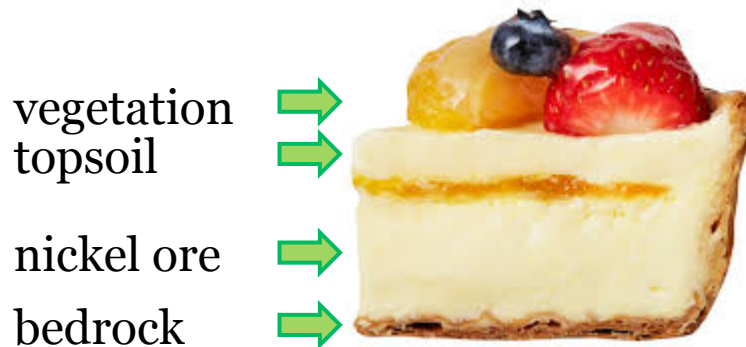
The Situation of Nickel Mining/ Refinery in the Philippines

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A decorative graphic consisting of several horizontal lines of varying lengths and colors (teal, white, and light blue) extending from the right side of the slide towards the center.

Nickel Mining in the Philippines

- Located in remote locations
- 90% shipped to China and the rest mostly to Japan
- Mostly open-pit mines



Working in a mine site and refinery in the Philippines

- Examples of working conditions:
 - Site A) 12 hour shifts, 6 days a week, day shift and night shift alternate weekly
 - Site B) 12 hour shifts, 20 consecutive days on, 10 days off
- Stories that are heard in multiple locations:
 - “I had to pay for the car accident that happened while on duty”
 - “I asked for a leave to attend my parent’s funeral and the company denied it”
 - “They do not supply sufficient protective gear to periphery workers” (e.g. drivers, janitorial workers)
- Overall, the situation is not ideal to say the least...

Evidence obtained by monitoring work

- 58 hours of overtime in two weeks
- well above the “Karo-shi Line” (Death by Overwork Standard)

Rate per day: 450 Per Hour: 56.25
Working days:

	DAYS	HOURS	AMOUNT
REGULAR HOURS	5.00	40.00	2,250.00
REG. OVER TIME		58.00	4,078.13
SH/RD	1.00	8.00	720.00
SH/RD EXCESS		3.00	475.31
RD/REG HOLIDAY	-	0.00	-
REG NATL. HOLIDAY	-	0.00	-
RNH NIGHT SHIFT	-	0.00	-
RNH EXCESS		0.00	-
NIGHT PREMIUM	7.31	58.50	4,935.94
LATE DEDUCTION		0.00	-
TOTAL GROSS	13.3125	169.5	12,459.38

DEDUCTIONS

PAG IBIG	:	100.00
PHILHEALTH	:	137.50
S.S.S	:	-
UNIFORM	:	-
PAG IBIG LOAN	:	-
SSS LOAN	:	-
OTHERS	:	300.00
GOODS	:	-
MFICINES	:	-
TOTAL DEDUCTIONS	:	537.50

NET PAY : **11,921.88**

CERTIFIED BY:

Sample Driving Record

- First Pickup at 5:20AM
- Final Drop off at 6:00PM
- Interval max of 61 min

NAME OF USER	TIME USED		DESTINATION		KILOMETER		SIGNATURE
	FROM	TO	FROM	TO	FROM	TO	
N-C:UBA	5:20 AM	6:06 AM	CANTON	CLAYTON	293245	293251	S
DA... PL... PL...	6:00 AM	2:25 PM		CANTON		293265	
W... P...	7:25 AM	7:39 AM	GOP	W... OFFICE	250966	250970	P
E... C...	7:50 AM	7:54 AM		CANTON		250971	
E... M...	8:33 AM	8:58 AM		CLAYTON		250989	J
E... C...	9:10 AM	9:15 AM		PANTANAGA		250991	
W... P...	10:00 AM	10:40 AM		MAGALANES		250995	S
W... P...	10:59 AM	11:29 AM		W... OFFICE		251051	
W... P...	11:40 AM	11:50 AM	FRANCISCO	OFFICE / FITNESS GYM		251052	S
W... P...	11:58 AM	11:59 AM		W... OFFICE		251053	
W... P...	12:32 PM	12:39 PM		GOP		251055	J
W... P...	12:44 PM	12:56 PM		MAGALANES		251059	
W... P...	1:00 PM	2:00 PM	W... OFFICE	GOP		251066	J
W... P...	2:19 PM	2:40 PM		CAGDINAO		251074	
W... P...	2:46 PM	2:55 PM		MAGALANES		251077	J
W... P...	2:05 PM	3:15 PM	TAGANITO PAST OFFICE / W... OFFICE			251080	
W... P...	3:20 PM	3:37 PM		GOP		251081	J
W... P...	3:59 PM	4:04 PM		W... OFFICE		251083	
W... P...	5:05 PM	6:00 PM		GOP		251085	J

Why don't conditions get better?

- Workers are well aware of rights and labor laws
- Company employs tactical outsourcing that keeps workers in temp-staff positions for years
- Filipino law only allows temp-staff positions for 6 months.
- The Company practice is being contested at the regulators
- Yet, the Company pressures outsourcing agents to discontinue hiring of dissenters
- Workers are silenced by unstable employment and are pressured to drop cases

Environmental Degradation

- Surface vegetation and topsoil removed from vast areas (surface damage visible from typical mapping services like Google Maps)



Open pit mining exposes toxic minerals

- Due to the topsoil and vegetation being removed, toxic minerals flow out when it rains
- “Cr(VI) (hexavalent chromium) is known to cause cancer. In addition, it targets the respiratory system, kidneys, liver, skin and eyes.” US Department of Labor OSHA



WHO
Safety
Limit



Mining Impacts are Growing

- Nickel Mine site in the Philippines planned to expand by over 3000 hectares
- Additional refinery plant planned to start processing in Indonesia by late 2020

How will the rush for additional minerals coincide with “responsible mining”?

How does it matter to us?

- The traditional Supply Chain
 - 90% of nickel ore from the Philippines is still shipped to China mainly for stainless steel production

Nickel Mine

Chinese Steel
Manufacturer

Industrial
Uses involving
Stainless Steel

How does it matter to us?

- The Recent Trend in Nickel Supply Chains
 - 37% of nickel production will be geared towards lithium ion batteries by 2030 according to Vale Corp. (as opposed to 3% in 2017)
 - This will happen through an increase in production by over 1 million tons of nickel
 - Japan is hoping to hold over 50% share in lithium ion batteries

Nickel
Extracts

Japanese
Smelter

Battery
Producers

How does it matter to us?

- ALL ELECTRONICS using lithium ion batteries will need to be considered from labor, human rights and environmental impacts, considering the ongoing situation in mine sites and refinery plants in the Philippines
- If current trends continue, 1 out of every 4 lithium ion batteries could be using nickel from the Philippines