



Senator Malcolm Roberts
One Nation Senator for Queensland

19 March 2020

Mr Masumi Minegishi
President, CEO & Chairman of the Board
Recruit Holdings Co Ltd
8-4-17 Ginza, Chuo-ku
TOKYO JAPAN

Dear Mr Minegishi

As someone who has worked in an executive position within Australia's coal export industry, my experience is that Japanese businesses and joint venture partners highly value behaving with integrity and honour.

I write today to express my concern in regard to the abuses of casual black coal mine workers at BHP's Mt Arthur Mine in New South Wales, Australia.

I note that your company owns the Chandler MacLeod Group (CMG), which has been a significant contributor to the abuses that hardworking Australians have had to endure and, with respect, I am seeking your support to put things right.

I am informed that CMG as the labour-hire employer, may have colluded with the CFMEU (Hunter Valley Mines Division) to perform wage theft from casual black coal miners by negotiating a 'sham' agreement. This agreement allowed your company to underpay workers 40%, knowing these workers were slipping through the cracks in the Australian industrial relations and workers compensation insurance systems.

Further, I understand that CMG under-declared the number of employees they had on site and the types of work they did, declaring that the casual miners who were working at the coalface in coal production were 'administrative staff' in order to save money on insurance premiums. I am sure that you understand that this may be both fraudulent and illegal.

I am also informed that CMG declared that they had no casuals when there were already casual miners working for the company on site at the mine. I know that CMG employs a team of employment and industrial relations professionals and therefore most likely management would have done these immoral things knowing they were taking advantage of these workers.

Regardless of how CMG and BHP determined to use labour-hire as a way of reducing mine production costs, the lower pay rates and the workers' significant loss of entitlements has seen the coal industry join various national retailers and others accused of ripping off workers with "wage theft".

In doing so, there is a risk that not only will CMG be liable for repayment of these workers' entitlements, they may have put at risk their AUD \$300 million worth of Australian Government labour hire business, if the Mt Arthur breaches are proven to demonstrate that they are not fit to have government work.

I understand that CMG is 'waiting' to see what happens. In my view, it is time for action.

It is time for Recruit Holdings and for CMG to prove themselves to be honourable and good corporate citizens and to put things right.

If you require further information or wish to discuss this matter I would be happy to assist.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'M Roberts', is written over the typed name.

Malcolm Roberts
Senator for Queensland