

IN THE MATTER OF AN ARBITRATION

B E T W E E N:

Vale Canada Limited

(Vale/Company)

and

**United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied
Industrial and Service Workers International Union (Local 6500)**

(Union)

Direct Difference Union Grievance: December 1, 2023

Sole Arbitrator: James Hayes

Appearances:

For the Union Brian Shell, Counsel

For the Company Simon Mortimer, Counsel

A hearing was held on the Zoom platform on February 24, 2025.

CONSENT AWARD

1. A case conference/hearing was held on February 24, 2025, at which time the parties resolved this grievance by agreement to the following terms that are hereby incorporated into this Consent Award:

Whereas the Union filed a grievance on December 1, 2023, alleging that Vale has contracted out maintenance, production and transportation work at Murray Pit and additionally, that Vale has failed to notify the Union under the schedule U provisions of the CBA in violation of the collective agreement.

And Whereas the Company acknowledges development, transportation, production and maintenance work at Murray Pit is work to which the terms and conditions of the collective agreement apply.

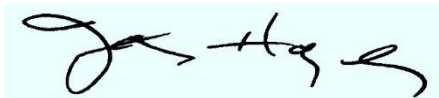
And Whereas the Company acknowledges it did not properly notify the Union under Schedule U when it made the determination to contract out the work at Murray Pit.

Now therefore and as a full and final settlement of this grievance,

- a. In the circumstances of this case, the company is prepared to pay to the union \$40,000 in lieu of union dues that is estimated would have been remitted to the union had the Murray Pit work been performed by Vale employees covered by the collective agreement;
- b. The Company agrees that any further development, transportation, production and maintenance work at Murray Pit will be conducted in accordance with the terms and conditions of the Collective Agreement.
- c. Arbitrator Hayes, or an arbitrator agreed upon by the Parties should Arbitrator Hayes decline, or failing agreement, a replacement arbitrator appointed by Arbitrator Hayes, shall remain seised with respect to the interpretation, implementation and enforcement of these Minutes which shall be included as a Consent Award

The grievance is resolved this February 24, 2025,

Dated at West Vancouver, British Columbia, February 24, 2025.

A handwritten signature in black ink on a light blue rectangular background. The signature is cursive and appears to read "James Hayes".

James Hayes