

To: The Senior Management of the Green Climate Fund – IRM

Greetings

I, [REDACTED] submit my complaint to you.

I am an employee of Health and Safety Home, the Benban Solar Power Project general coordinator.

We are suffering from a poor working environment within the company in that there is no equality between employees within the company. Benefits, promotions and pay increases are offered to those with connections, acquaintances, and contacts. I worked as a driver for FMC for four years. When this new management of Health and Safety Home company took over the work in FMC, I was a firefighter driver and the management assigned me to the job of Transportation and Drivers Manager. When they saw I had experience and worked hard, the management then assigned me to the job of Vehicle Maintenance Manager because I had over ten years' experience with vehicles.

When I asked for proof of any of the jobs I was doing and a salary adjustment, the management withdrew the tasks of my job and gave them to certain colleagues. I was completely side-lined from work which caused me psychological harm to the extent that I was looking for another job outside of the project when I had a situation which forced me to be absent from work, and on the basis of this absence I was dismissed from the job without any prior warning by phone or post. I tried to solve the issue amicably which was flatly refused. When I went to the Labour Office to submit my complaint of 'dismissal without prior notice', the problem was solved by the Labour Office and I returned to work.

A week after my return to work, I was offered the position of Firefighter Team Leader by the Health and Safety Home management. I accepted the position. I was surprised that this position like the positions I previously had was a verbal consent. When I asked for proof on paper and a salary adjustment (because there are supervisors and drivers in the firefighting department whose salaries were more than mine, so how is it reasonable that the team leader's salary is less than the salaries of the individuals in the team) it was rejected by the management. After I had verbally rejected the job, I was once again side-lined.

In the context of this side-lining, we were subject to insults and slander by those working for the management, accusing us of immoral acts of employee dissension and spying on employees. Some were charged with accusations of breach of honour to defame them. The purpose of this was to reduce the size of the company's workforce. They were led by the manager [REDACTED] who insulted and slandered me and some of my colleagues. When he was confronted with what he said, he admitted what he'd said in the presence of some colleagues.

It has been communicated to me and to all my colleagues working in FMC and my relatives in the village of Benban and surrounding villages that the Benban solar power investor consortium, its representative, [REDACTED] and the [REDACTED] coordinator and representative, [REDACTED] and the [REDACTED] are all united for the sake of their personal interest that the banks and funders of this mega project should not know about what happened between them in Benban village and their dishonesty about everything related to community development for the village on which the project is established.

Up until now there has been no community development by the mega project.

We respectfully request that you accept our complaint, review it and investigate the following points:

1. Increase salaries, adjust positions and give each individual their rights.
2. Exonerate the indignity to which we have been subjected.
3. Look into the working environment and climate in which we work.

We are sure of your integrity and fairness and that you stand alongside the workers.

Kind regards