



## Living with Dignity

The Anglo American approach to fighting the scourge of GBV within the business and in host communities

Official

International Day of Women in Mining | 15 June 2022 | Johannesburg

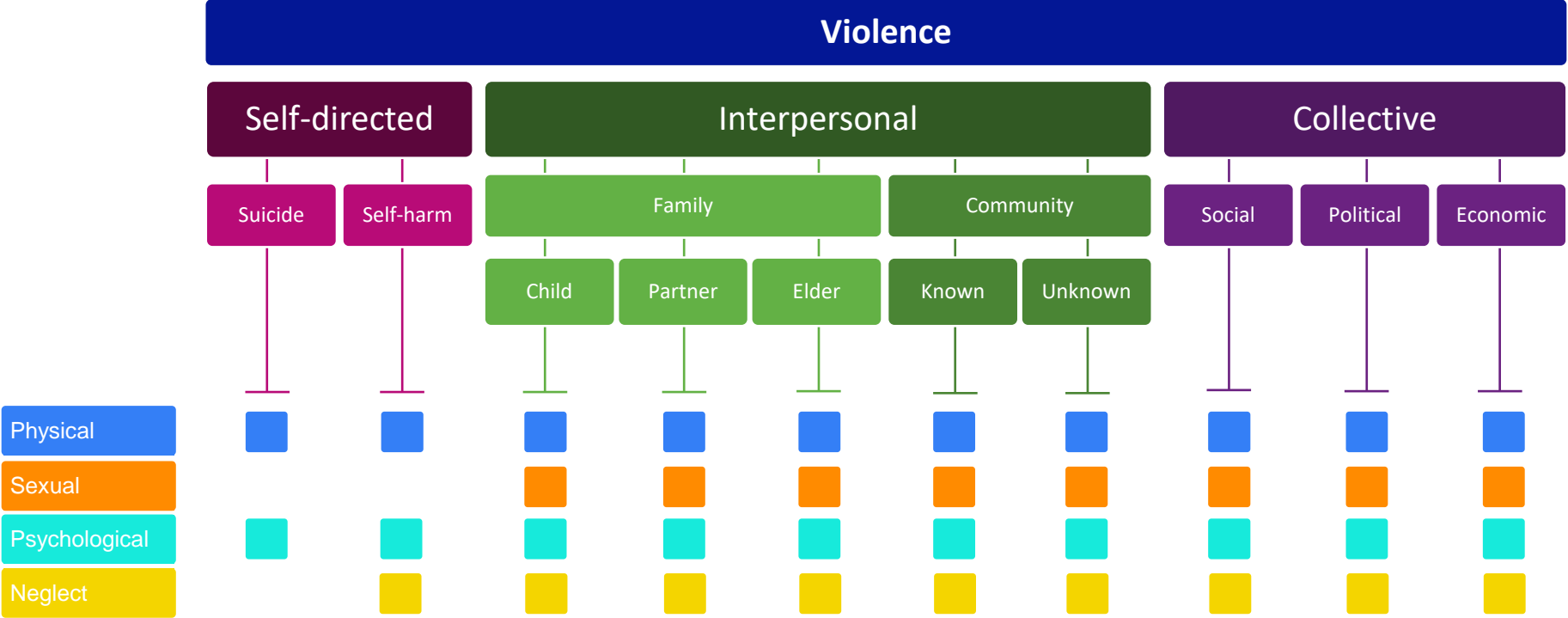
# Please reach out

Should you feel you'd like to speak to someone about your own experience of violence or if you suspect harassment or violence among your colleagues or within your family, please reach out to the relevant support structures in your company or through services available in your community:

|                           |              |
|---------------------------|--------------|
| National GBV Helpline     | 0800 150 150 |
| LifeLine South Africa     | 0861 322 322 |
| National Counselling Line | 0861 322 322 |

# Understanding violence

## Types of violence



# What leads to violence?

## Risk factors

### Societal

- Broad societal factors that help create a climate in which violence is encouraged or inhibited. For e.g., social and cultural norms that support violence as an acceptable way to resolve conflicts; and government policy that help to maintain economic or social inequalities between groups in society.

### Community

- Settings, such as schools, workplaces, and neighborhoods, in which social relationships occur. The characteristics of these settings influence the risk of becoming victims or perpetrators of violence.

### Relationship

- Close relationships may increase the risk of experiencing violence. A person's closest social circle-peers, partners and family members-influences their behavior and contribute to their experience.

### Individual

- Biological factors and personal history that increase the likelihood of becoming a victim or perpetrator of violence. Some of these factors are age, education, income, substance use, or history of abuse.

# How does this relate to GBV?

## Risk factors

### Societal

- Policies and regulation that disadvantage women
- Harmful gender norms perpetuated in the media
- Ineffective judicial processes
- Inadequate policing

### Community

- Harmful norms perpetuated by business, schools, etc
- Poverty, inequality and social status of women
- Weak sanctions against GBV / bystander culture
- Unsafe spaces
- Violence as conflict resolution acceptable

### Relationship

- Unequal or changing power in relationships
- Financial insecurity
- Social acceptance of violence in family and peer groups

### Individual

- Witnessing or experiencing childhood abuse
- Trauma
- Education levels
- Economic and social vulnerability

# Gender, violence and mining

GBV is a pervasive societal issue, is it really a mining issue?

...men brushing up against women, inappropriate touching, forced fondling, crude jokes and use of vulgar or derogatory language by their male co-workers. Quite often practises of sexual harassment tend to be normalised by the workers (both male and female) and management. Complaints from victims are often not taken seriously. Perpetrators regularly get away with sexual harassment despite the existence of internal sexual harassment policies.

Commission for Gender Equality

One in four women surveyed [in Rustenburg] had been raped in their lifetime...if we extrapolate the survey findings to the general population, we estimate that there are more than 11,000 women and girls experiencing rape each year in Rustenburg Local Municipality

95% of women surveyed never told a health facility about their rape incident.

MSF, 2018

Critical to understanding SGBV is the concept of gender relations – forms of power relations between women and men in a given society.

**Our workplaces and communities are fundamentally unequal.**

We cannot eradicate SGBV until we address gender inequity and harmful gender norms – at our places of work and in mining communities.

# Anglo American's journey fighting GBV

- Anglo American launched the Living with Dignity Framework at the end of 2019, working to create safe workplaces, safe schools, safe communities and safe homes
- In doing so, Anglo American has recognised the crucial role that business can play in reversing the high levels of violence in our communities, which often find their way into our offices, change rooms, underground channels, and other corners of our business
- Anglo American is developing a set of initiatives across the business to support the fight against gender-based violence in our communities



2019 2020 2021

# Fighting GBV in mining contexts means taking a whole-of-community approach

We work from the premise that shifting norms and beliefs is everyone's job – we work with partners to build...

## Safe workplaces

Creating physically and psychologically safe spaces



## Safe homes

Eradicating domestic violence



## Safe schools

Challenging harmful gender norms at a young age



## Safe communities

Working with partners across communities in GBV prevention and response





# Our programmes



**STAND UP FOR  
EVERYONE**



international  
**alert**



Safe  
Communities



**SEE IT.  
SAY IT.  
ACT NOW.**

We're taking  
a stand against  
domestic violence

[CLICK HERE FOR  
SUPPORT](#)

**EVERYONE**

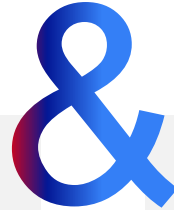


Safe Schools

# We need a combination of response and prevention efforts to put an end to GBV

## Prevention efforts

- Create an enabling environment, with visible support from senior leaders
- Focus on shifting attitudes and thereby addressing root causes
- Work internally and externally
- Ensure staff can participate in interventions during work time
- Integrate GBV work in safety interventions
- Shift from reactive GBV response to prevention
- Eradication of perpetual intergenerational violence



## Response efforts

- Ensure policy is accompanied by action
- Assess and improve reporting and response mechanisms
- Build capacity among service providers
- Create safe spaces
- Shift culturally from tick box to compassion, sincere commitment & deeper understanding
- Develop a holistic and consistent approach in managing GBV and harassment
- Capacitate all teams to handle GBV complaints
- Work towards end results that focus on survivor support

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