

# COMMITTED TO CHANGE FOR WOMEN IN MINING

## THE CHALLENGE WE FACE

Women make up only 12% of the mining industry in SA. There has been very little improvement since 2008, when women made up 6% of the industry. Mining is among the least gender diverse industries in SA.

*This puts the industry on the back foot – everyone stands to gain when women are fully represented.*



## SUCCESS IS

*“Industry-wide commitment with a clear ambition, strategy and action plan towards gender equality in mining and pilot initiatives being kicked-off”*

### Three pillars to reposition WiM in light of COVID-19



Governance	Communication	Action
Adjust WiM initiative structure, forming Leadership Forum to drive and team(s) to execute enhancement of WiM	Adapt WiM communication strategy to be more dynamic and engage on prevalent issues including women's role in crisis	Advance gender diversity agenda by ensuring progress on fundamentals while responding to health and economic crises



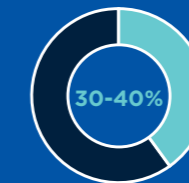
### Seven foundational measures to implement by November

- 1 Reaffirm zero tolerance for GBV through Stop Abuse campaign
- 2 Develop gender diversity and inclusion policies
- 3 Provide reporting system for gender diversity issues
- 4 Initiate unconscious bias training to transform culture
- 5 Deploy ongoing companywide pulse check survey
- 6 Build inclusive physical environment
- 7 Supply PPE for women specifically

## WE ARE COMMITTED TO BOLD TARGETS



Percentage of women in mining at least doubles by 2025



Work towards 30 to 40% of the industry and 50% of management over the next decade

### Three critical dimensions to achieve these targets



#### ATTRACTION

Increase no. of women across industry; Target women to join at junior level and then advance; Market mining as an attractive work environment



#### RETENTION

Implement and uphold gender inclusive policies, incl. for promotions; Provide training, mentorship and sponsorship for women; Improve working environment, incl. equipment, facilities and attitudes



#### DEVELOPMENT

Define individualised development strategies and paths for women; Outline performance criteria for promotions and trainings clearly; Identify and prepare female talent pipeline for roles across seniorities