

INDUSTRY WIDE APPROACH TO ZERO TOLERANCE TO GENDER BASED VIOLENCE

The Minerals Council continuously seeks to confirm its commitment to realising gender diversity and inclusion in the mining industry. This includes increasing the attraction, retention, and development of women in mining. The Minerals Council Women in Mining (WiM) initiative was established to increase the representation and development of women in the mining industry. The work carried out by WiM is driven by 7 Foundational Measures (FM) which were devised to address 6 key priority areas identified in the WiM strategy as being crucial to achieving gender diversity and inclusion within the mining industry. Of these is FM 1 has the following stated objective: Reaffirm Zero Tolerance for Gender Based Violence and Femicide (GBVF) through the Stop Abuse Campaign.

As such, a task team was established to craft a strategy to enable industry-wide efforts and actions that reaffirm and ensure Zero tolerance for GBVF. Following exploratory research conducted on the drivers of GBVF, administering a survey (which yielded 2054 responses from MCSA member employees), the task team has highlighted the recommendations detailed below to all its member companies. These recommendations have been presented to the Women in Mining Leadership Forum and accepted by the member companies represented at the Forum:

Immediate term (1 year):

1. The industry should run an aggressive campaign for 16 Days of Activism for No Violence against Women and Children Campaign commencing on 25 November 2021 till 10 December 2021- with a focus on:
 - Creating and re-emphasising the awareness of existence GBVF reporting lines
 - Highlighting to staff members where to get help if one experiences GBVF
2. Link GBV lines to central reporting system such as TEARS foundation
3. Unconscious bias training should include concepts of power distribution, normalised women in leadership and women's dressing norms
4. Include key GBVF metrics in the Women in Mining dashboard to we can track progress

Medium Term (1-2 years):

5. Craft and run **awareness** campaigns & training on understanding **where to get** help in the case of experiencing GBVF

6. Explore and implement the **provision of childcare facilities** for mining employees.
7. **Conduct an Infrastructure audit** and implement recommendations. The audit should also unpack why infrastructure remains a challenge in the industry
8. Audit process and policies behind GBV reporting lines and create trust in these so that we may increase reporting of GBV
9. Conduct qualitative research to unpack drivers that we have identified in the 2021 survey

Long Term (2-5 years):

10. Implement initiative from qualitative research
11. Understand how we can use learnings from anti GBV for women to encourage participation of all genders, binary or non-binary.

ENDS