

#MakingMiningMatter

WOMEN IN MINING

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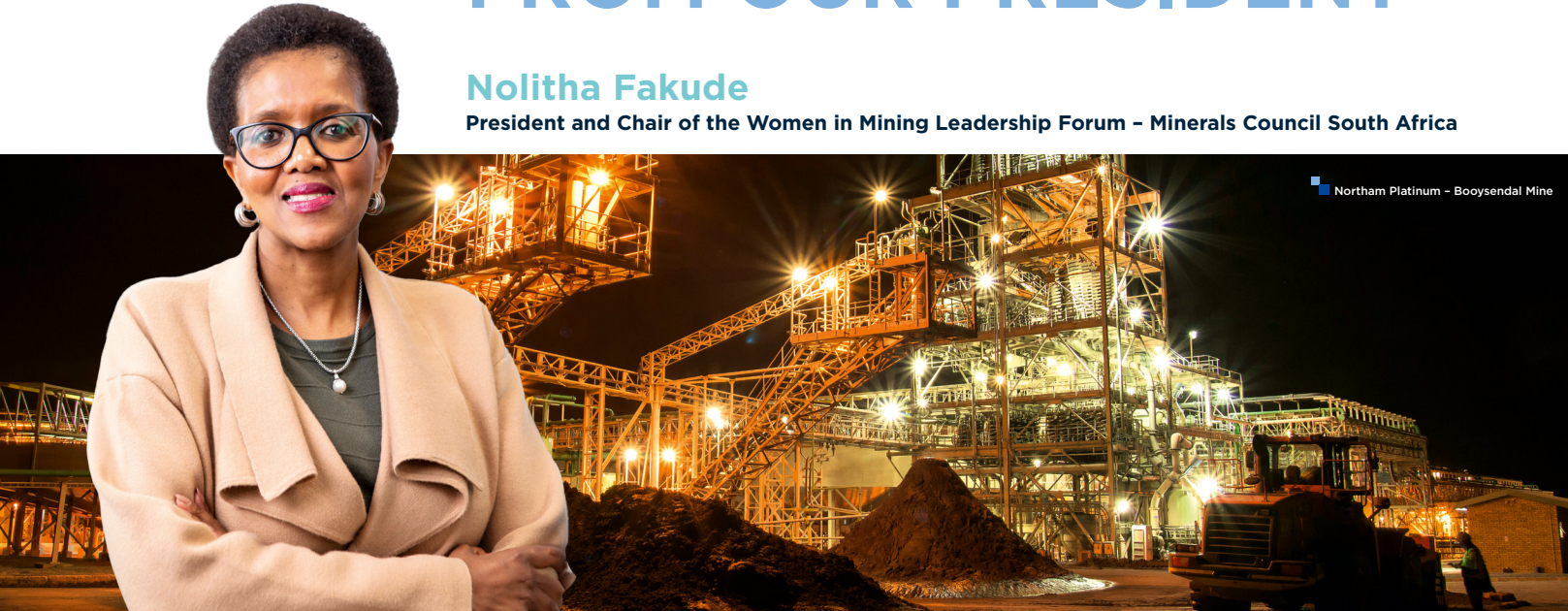
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FOREWORD FROM OUR PRESIDENT

Nolitha Fakude

President and Chair of the Women in Mining Leadership Forum – Minerals Council South Africa



The Minerals Council is pleased to introduce our Women in Mining (WiM) Newsletter during August as we celebrate Women's Month.

The aim of this newsletter is to highlight the exceptional contributions, achievements, and experiences of women in the local mining industry. There will be stories about the work the Minerals Council is doing to support and encourage women through our WiM Leadership Forum. We aim to create a platform that amplifies the voices of women in our sector and facilitates sharing of best practices among Minerals Council member companies.

Features include highlighting the inspiring success stories of women who have overcome barriers and have made a positive contribution to the industry and their respective companies. The

newsletter includes interviews with influential women in leadership roles and those doing remarkable things. We also share industry insights and trends and provide information of upcoming events, workshops and conferences and highlight resources and opportunities to support and empower women in mining and continue *#MakingMiningMatter*.

We trust you find this newsletter both inspiring and informative.



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BREAKING BARRIERS AND EMBRACING DIVERSITY IN MINING ENGINEERING

Dr Adwoa Issaka is the first black woman in South Africa to earn a PhD in Mining Engineering



The story of Dr Adwoa Issaka, a trailblazer in the mining industry, serves as an inspiration for women in the sector or those thinking of joining it.

At just 35 years old, she proves that age should never hinder one's pursuit of progress and desire to make a difference, particularly for women. Adwoa's journey encourages women to recognise their potential for growth and advancement, overcoming any gender or age-related barriers in their path.

Her tale is an example of how inquisitiveness, resilience and unwavering dedication can lead to extraordinary achievements.

From Childhood Curiosity to a Career in Mining Engineering

Adwoa, born in Venda, and raised in the gold mining town of Virginia in the Free State, was fascinated by the impact of mining activities on her community and its people. This interest led her to pursue a BSc in Mining Engineering at the University of the Witwatersrand. Having seen first-hand the safety and socio-economic challenges faced by mining communities, she sought solutions to these issues while increasing the benefits flowing from mining. She specialised in rock mechanics, mine safety and sustainable mineral-based economic development.

Overcoming Barriers and Challenges

Entering the South African mining industry as a black woman presented Adwoa with

numerous obstacles, which she met head on. Driven by her passion and commitment, she worked hard to earn the recognition she deserved. She focused on building trust and respect with her colleagues through emotional intelligence, strategic thinking and objectivity.

The Journey to a PhD in Mining Engineering

Inspired by her family's legacy in the field, Adwoa pursued her PhD with the goal of developing advanced problem-solving skills and standing out among her peers. Her research focused on mineral-based sustainable development and finding solutions to the small-scale mining crisis in Ghana. She discovered ways to position small-scale mining as a cornerstone of sustainable development, attracting young professionals to the field.

Adwoa is the first black woman in South Africa to earn a PhD in Mining Engineering. She is a passionate advocate for gender diversity in the industry, encouraging an end to stereotypes and promoting advanced degrees for women in the field.

The Impact of Gender Diversity on Mining

Adwoa emphasises the significance of gender diversity in the mining industry, highlighting the unique perspectives women can bring, while understanding the benefits of having women in leadership positions. She highlights the importance of balancing policies, addressing the challenges faced by women in mining and working towards industry modernisation to create a more gender-inclusive and safer working environment. Her journey inspires professionals in promoting a safe, sustainable and gender-diverse mining industry by emphasising the positive impact individuals can have on their chosen fields.



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CREATING POSITIVE IMPACT BY SUPPORTING THUTHUZELA CARE CENTRES TO ELIMINATE GENDER-BASED VIOLENCE AND FEMICIDE (GBVF) IN MINING HOST COMMUNITIES



Left to right: Nketsi Ntamane, Adv Carina Coetzee, Molefe Macabane, Dimpho Moepane, Lindokuhle Zwane, Gloria Voko and Christian Lekgothane

GBVF is deeply problematic in our society as the rates continue to rise. According to the TEARS Foundation, one woman is killed in South Africa every three hours.

Although the overall statistics for GBVF are high, the most common form is rape; a person is raped every 25 seconds in South Africa and 45% of victims are minors, meaning 13,800 children are raped annually. These statistics suggest that 50% of children in South Africa will be abused by the age of 18 and are most likely to experience repeat victimisation as adults.

Thuthuzela Care Centres (TCCs) are one-stop facilities that provide support services

to victims of GBVF. A national exhibition by the Constitutional Court demonstrated a victim's experience of reporting GBVF at the South African Police Services (SAPS) and showed that victims experience secondary trauma within the system. The National Prosecuting Authority (NPA), as custodians of TCCs, established these centres around the country to empower victims and increase the prosecution and conviction rate for perpetrators of GBVF. TCCs provide a 6-step service for victims which entails case reporting, medical forensic provision, psycho-social support, shelter referral, trial preparation and legal advice.

In December 2022, the Minerals Council, NPA and GBVF Response Fund launched a partnership to streamline and facilitate the support and enhancement of GBVF responses in mine host communities. This initiative is a way for the Minerals Council to extend GBVF interventions beyond mine gates by providing support and resources to these centres as well as building these facilities. This project is an opportunity for our members to work together to assist those in need and at their most vulnerable.

The partnership is aligned to WiM Foundational Measure 1 on Zero Tolerance of GBVF. There are 62 TCCs across all nine provinces, providing protected shelter for women and children. As an industry, we contribute towards the vision of increasing the number of TCCs to 150 nationwide.

The Minerals Council is embarking on a roadshow to link members to TCCs across the country and we invite you to get involved by joining the partnership. There are three pathways to support TCC infrastructure: building a new TCC or refurbishment of an existing centre or re-accommodating a TCC. There are also other ways to support TCCs by providing equipment and furniture, comfort packs and blankets, teddy bears and heaters.

To join the partnership and get involved, please contact Lindokuhle Zwane, Project Coordinator: National Partnership with GBVF Support Centres, on lzwane@mineralscouncil.org.za.

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OUR WOMEN IN MINING STRATEGY

Over the past two decades, the mining sector has made significant progress in addressing legislated gender inequality that had historically prevented women from working in mines, by ringfencing these jobs for men. Nonetheless, there is more to do to reach gender equity, equality, safety and retention of women in the industry.

The South African Minerals Act of 1991 prohibited women from working underground. The Constitution of the Republic of South Africa, which was promulgated in 1996 by President Nelson Mandela and came into effect early in 1997, ended gender discrimination. New regulations, policies and guidelines governing the sector have actively encouraged the employment of women in the mining industry. The three Mining Charters since 2004 have set targets for the employment of women.

Research conducted by the Minerals Council in 2020 found that women only made up 12% of the mining industry. This under-representation of women is not unique to South Africa; other countries with significant mining activities, such as Australia and Canada, also have relatively

low levels of female participation at 17% and 16% respectively.

To address this disparity, the Minerals Council launched the WiM Initiative in August 2020. The initiative aims to create a transformed, diverse and equitable mining sector that reflects South Africa's demographics. The WiM Strategy identified key priorities for implementation at an industry level, including measures like zero tolerance for gender-based violence (GBV), gender diversity and inclusion policies, unconscious bias training and inclusive physical environments for women.

The WiM strategy set ambitious targets to be achieved, including reaching 30% female representation across the industry by 2025 and 40% by 2035. Similarly, the targets for women in management positions are 40% by 2025 and 50% by 2035.

While progress has been made, the mining sector remains challenging for women due to cultural biases, physical and sexual harassment and a lack of gender-sensitive facilities. However, the Minerals Council noted that by 2023 the number of women in the mining workforce had increased to 72,500, representing 15% of the total workforce.



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OUR WOMEN IN MINING STRATEGY continued

Over the past three years, efforts have been made to implement the WiM Strategy through the Minerals Council's WiM Leadership Forum and working groups. However, there is a need for refocused efforts to achieve the targets we have set.

In response, the WiM working groups have recalibrated their efforts to make the mining sector an "Industry of Choice for Women." Through increased awareness campaigns, utilising multimedia platforms and focused partnerships with stakeholders, we aim to attract women to mining careers and ensure a safe, inclusive working environment.

Key actions over the next three years include crafting and sharing a GBV framework, revising diversity, equity and inclusion policies, establishing and running WiM structures at company level, increasing engagement on the Minerals Council's *WiM Gender Diversity and Inclusion Dashboard*, using education materials on unconscious bias and collaborating with external stakeholders to address socio-economic challenges.

The revised strategy allows for continuous co-creation by women and men in the industry to create a sustainable mining sector that is diverse and equitable, and addresses socio-economic challenges in host communities. Through these efforts, the mining industry aims to become more inclusive, perform better economically and attract the best talent in the field.

Targets for women in management positions are 40% by 2025 and

50%
by 2035



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GENDER DIVERSITY AND INCLUSION DASHBOARD

The WiM Strategy was developed with guidance from the Minerals Council White Paper on WiM. It aimed to promote gender diversity within the industry. One of its foundational measures was the establishment of a reporting mechanism focused on gender diversity concerns.

To monitor the industry's progress in implementing the WiM objectives, the WiM Leadership Forum (WiMLF) collaborated with external consultants and a dedicated task team. A comprehensive dashboard was created to track the adoption of strategies, policies and guidelines aligned with WiM priorities.

The dashboard's main purpose is to help achieve the stretch targets set during the WiM initiative's launch, aiming to double the representation of women in the mining industry by 2025. It monitors key performance indicators related to gender diversity and inclusivity, providing ongoing assessment and diagnostic insights.

For the January-March 2023 quarter, 36 out of 72 member companies submitted data and for the April-June 2023 quarter, 21 out of 76 member companies submitted data. The Minerals Council encourages all members to submit data as it is crucial in gaining valuable insights to effectively achieve gender equity within the mining industry and understand the current state of gender representation and inclusion practices.

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REWARD AND RECOGNITION



Employee remuneration

At all occupational levels, women have a lower average salary compared to industry.

SAFETY

The number of female PPE units issued

Majority of women are provided with female-designed PPE.

83,844



Whether companies provide toilets underground

A consistent majority of respondents indicated that they provide female only toilet facilities underground

CAREER MANAGEMENT

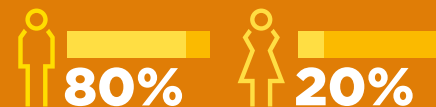
Number of terminations

Proportion of terminations that occurred among male and female employees



Number of external placements

Proportion of external placements that occurred among male and female employees



Number of promotions

Proportion of promotions that occurred among male and female employees



GLENCORE ALLOYS HOSTS WiM CONFERENCE



On 15 June 2023, Minerals Council member company, Glencore Alloys, held its WiM conference under the theme **“We work for our success”**.

Industry partners such as the Department of Minerals Resources and Energy, the Minerals Council and the Mine Health and Safety Council were invited to the conference held in honour of women and the key role they play in the South African mining sector. The day’s proceedings also centred around the need to prioritise women’s health and safety in mining, and their general well-being in the workplace.

Ms Neo Molelekeng, Group Metallurgical Manager, Glencore Alloys WiM Forum Chair and a member of the Minerals Council WiM Task Team, shared that Glencore had launched its WiM Forum, which comprised committees from the mining company’s nine operations, in May 2022. The WiM Forum was mandated to revive operational unit’s WiM structures and to identify key focus areas to ensure that Glencore Alloys is an employer of choice for women. Glencore is addressing challenges women face in their various work roles, focusing on career development processes and the overall transformation of the workplace for greater equity.

Neo said that central to Glencore’s actions to improve women’s health and safety was the provision of gender appropriate personal protective equipment (PPE). The

company proactively began the process of reviewing the provision of PPE and related procurement mechanisms before the enactment of the Mine Health Safety Act (MHSA), 1996 (Act No. 29 of 1996) – Mandatory Code of Practice for the selection and provision of Personal Protective Equipment on 28 July 2023.

Neo indicated that prior to the PPE review process, women were provided with unisex gear that did not cater to women’s physiological needs. With the then draft code in hand, the company engaged the WiM Forum, safety specialists and potential suppliers to ensure that women would be provided with safety gear that was in line with the research-based specifics provided by the Mine Health and Safety Council. Through this robust engagement process, the mine reached a noteworthy milestone of providing women with PPE that is based on the mandatory provisions of the MHSA, while also supporting a women-owned manufacturer for the supply of PPE.

We salute Glencore Alloys, the WiM structures and the organisation’s leadership for the groundbreaking initiative and exemplifying the day’s theme of **“We work for our success”**.

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Glencore Alloys WiM PPE trial: pants and jackets

2 PIECE OVERALL SET



Longer jackets for better coverage and flares around the bust and hips with side slits.

2-IN-1 PIECE OVERALL SET

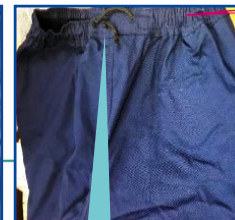
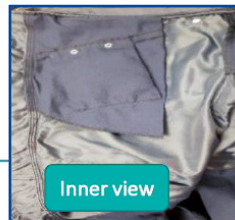
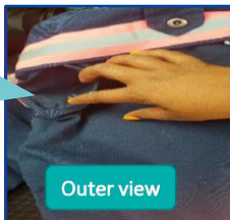


Jacket attached to pants via a zip. Full body coverage and design makes it more comfortable. Easier to manage when using toilet facilities.

The curvy option fits curvy women better.

ADDITIONAL FEATURES

Private pocket for storage of sanitary pads when going underground.



Elastic waist with drawstrings.



Shorter length of pants which does not require alterations.

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Glencore Alloys WiM PPE trial: safety boots

Four different boot makes were also explored to compare to the boots being issued at operational units.



Boot type 1	
Evaluation criteria	Overall received comments
Quality	Good
Comfort	Light weight and very comfortable
Challenge	See text bubbles

Front part of the boot scrapes against the skin when walking.



Water penetrates through elastic side.

Specifications

- Single density PU sole
- Heat resistance up to 95° Celsius
- Standard with a woollen top sock for added comfort
- Full grain leather upper
- Engineered with pull strap for ease of pulling the shoe
- Elastic side gussets for additional comfort


- Sans 20345
- Antistatic
- 03 - 08
- Black, brown

Boot type 2	
Evaluation criteria	Overall received comments
Quality	Seems not strong enough
Comfort	Comfortable to wear and walk with the whole day
Challenge	See text bubbles

After two months started tearing apart on the side.



Boot type 3	
Evaluation criteria	Overall received comments
Quality	Good
Comfort	Light weight and very comfortable
Challenge	<ul style="list-style-type: none"> • Does not have grip for plant conditions, one can easily slip and fall • Only suitable for employees with small bridge



Specifications

- Single density PU sole
- Heat resistance up to 95° Celsius
- Seven pair gunmetal brass d-ring lace-up
- Full grain leather upper
- Padded tongue for extra comfort
- Standard with a woollen top sock for added comfort

- Sans 20845
- Antistatic
- 03 - 09
- Black, brown
- STC

Boot type 4	
Evaluation criteria	Overall received comments
Quality	Stitches get loose too quick
Comfort	Sole inside is uncomfortable. Had to purchase different sole for comfort
Challenge	Does not have grip for plant conditions, one can easily slip and fall



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