



**GBVF NSP**



**100-Days Challenges**

# GBVF NSP LOCALISATION





**Pillar 5**

**exxaro operations**

**Gauteng, Limpopo and  
Mpumalanga**

**Economic Empowerment**

# NSP key interventions



Accelerated initiatives that address women's unequal economic and social position

Safe workplaces that are free of violence against women and LGBTQIA+ persons, including but not limited to sexual harassment;

Demonstrated commitment through policy interventions by the South African state, private sector and other key stakeholders to eliminate the impact of economic drivers of GBV;

Strengthened child maintenance and related support systems to address the economic vulnerability of women

Focus, Goal and  
Stakeholders



100-Days Challenges



**IMPACT**



**Safe workplaces, free of violence against women and LGBTQIA+ persons, including but not limited to sexual harassment.**

**Each operation at Exxaro created its own work plan, and the Woman in Mining Committee chairpersons formed a joint team to collaborate on the overall 100-Day Challenge.**



**Awareness and Education**



**Partnership and Support**



**Diversity and Inclusion**



**Increase engagement on GBV-FH at Exxaro and during the 100-Days start a campaign to get 10,000 pledges.**

**Dept of Mineral Resources and Energy**      **Mineral Council**

**Employees**

**Office of the President**

**Exxaro CEO and Executives**

**Exxaro Board**

**Women in Mining Committees**

**Communication department**

**South African Police Services**

**Operations management**

**Tears foundation**

**End GBVF Collective**

**Human Resources**

**Communities**



Experiments,  
Innovations and Action



100-Days Challenges



**DISCOVERY**

# Launch Event

Exxaro's launched the Gender-Based Violence and Femicide (GBVF) 100-Day Challenge with the Presidency and the Minerals Council of South Africa (MCSA) on the 4th of April 2022



# Gauteng Corporate Office

**Campaign theme: Inclusive and empowerment**



**Suggestion boxes**

**Self-defence classes**

**Group policies and reporting systems**

**Community outreach**

# Leeuwpan

## Campaign theme: Breaking the silence

### Safer environment campaigns

- Education books
- Videos were produced Sexual Harassment Policy
- Shared video with SAPS
- Employees made pledges

LPN WIM - Theme "BREAK THE SILENCE"



IT DOES NOT MATTER IF YOU ARE MALE...



IT DOES NOT MATTER IF YOU ARE FEMALE...

### Community outreach

Roll out of GBV campaign to primary schools in our community



### Awareness - Imbizo interactions



### Beyond 100-Day activities

- Posters and pamphlets for all Primary Schools in Botleng with Hotline numbers
- Industrial Theatre for employees (Budget permitting).
- Continuous awareness & engagement on GBV, Femicide and Sexual Harassment

# Matla

## Campaign theme: Stand against GBV

### Stand against GBV campaign

- Internal brief
- Video of management pledges
- HR Sexual Harassment toolkit
- Comic strip



### GBVF Monster in My house video series

The team has commissioned a 12 episode film which provides a deepened understanding on GBVF drivers and sexual harassment.



### Ibandla Event

Breaking silence from male employees



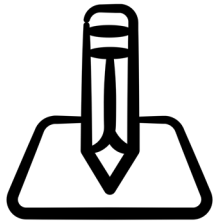
Reporting system

Prevention safety and response

Beyond 100-Day activities

# Grootegeluk

Campaign theme: Every day, I rise to thrive



## Survey – Understanding the barriers

120 people  
participated in a  
survey on sexual  
harassment and GBV



## Women's month

The campaign will  
officially close out  
during Women's  
month with outputs  
from the campaign  
and messages

# Belfast

Campaign theme: Breaking the silence



Women's  
safety  
initiatives



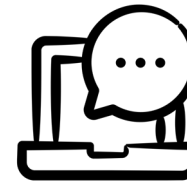
Internal  
Comms  
campaign



Schools  
engagements



Partnership  
with Tears  
Foundation



Anonymous  
report line



Employees  
pledging  
videos



Women's  
month  
campaign

Insights gained and  
lessons learned



100-Days Challenges



**LEARNINGS**



# Insights and Recommendations



## Sexual harassment indicators

- In a campaign, have a clear goal and don't be scared to go for big goals.
- Improve on the reporting systems and integrate data from various reporting channels
- Get a critical mass to engage, to create a tipping point



## Collaboration across operations

- Peer learning enhanced operations activities.
- Expand the initiative across the mining sector.
- Mining houses should pull resources together and create service points near operations



## Diverse team

- Inclusivity by seeking guidance and ideas from all employees
- Start conversations with men earlier.
- Involve the community in the 100-day team



## Urgency creates focus and creativity

- Do not be scared to experiment and try a new way of doing
- Celebrate small victories along the way



# Insights and Recommendations



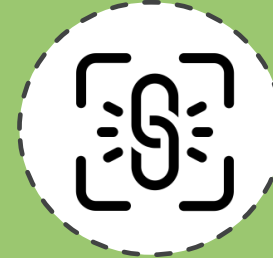
## Storytelling

- Storytelling rather than speeches create interest and engagement
- Use media platforms to create awareness and have GBV dialogues
- “talk” GBVF daily



## Management support

- Managers lead by example - Engage them early to get buy-in and support.
- GBV & sexual harassment should be on all agendas, not an add-on



## Red tape

- Tackle procurement red tape as soon as possible
- Involve procurement process/funders in the 100-day team



## Community outreach

- Employees are part of a community and their kids in schools
- Expand the outreach to all educational institutions
- Partner with NGOs to provide support

# The Results



100-Days Challenges



**IMPACT**



# Results **exxaro**

Increase  
engagements  
on GBVFH at  
Exxaro in  
100-Days and  
start a  
campaign to  
get **10,000**  
pledges



Employees engaged



Action pledges so far ...

The education and awareness campaigns saw a remarkable increase in the reporting of sexual harassment cases

GBV+F affect each and every one of us. Have passion, be a Team Player and be open-minded and be prepared to experience new challenges and be a change maker.

I want to spread and share from the Rooftops about what the teams achieved and did.

We have an opportunity to change the narrative about GBVF and the mining industry.

The teams have done more than I could have imagined am pleasantly surprised.

This challenge has been the most intense in terms of commitment, innovation, teamwork not to mention impacting people's lives, I am honoured to have been afforded this opportunity and chance.

The pressure showed us what is possible

You touch women you have moved the Rock. This 100-day challenge was not just turning lemons into lemonade it was like being given 20c and turning it into a gold coin - this is what the business units have done.



IMPACT IN 100 DA