



Women in Mining

NEWSLETTER

OCTOBER 2026



MINERALS COUNCIL
SOUTH AFRICA

 **mining**
matters

Contents

- 01** | **Celebrating Dr Thuthula B.**
Celebrating the Woman Who Led Transformation in the Mining Industry
- 02** | **Trust Women, Transform Mining:**
The Tshepa Basadi Story
- 03** | **Promoting Women's Participation and Leadership** for Inclusive Economic Growth.
- 04** | **Impala Platinum | From Classroom to Mine Site:** Women Shaping the Future of Mining
- 05** | **Learning without limits** at Kumba Iron Ore
- 06** | **Health Facts:** Eye Care Awareness
- 07** | **Building Hope Through Partnership:** The New Kopanong Thuthuzela Care Centre



01

Celebrating Dr Thuthula B. Celebrating the Woman Who Led Transformation in the Mining Industry



Dr Thuthula Balfour is no stranger to public service. As a medical doctor and public health medicine specialist, with an MBA and a Diploma in Occupational Health, she has built a long and illustrious career defined by courage, intellectual rigour, compassion, and service.

I first met Dr Balfour in 2019, when she took the time to introduce herself and welcome me to the mining sector. Two years later, as an office bearer and President of Minerals Council South Africa, I had the opportunity to see her in action as we worked together on several initiatives.

Affectionately known as Dr. T, she has consistently challenged norms, championed new ideas, and offered deeply human-centred leadership in the public sector and in mining, including through her role as Head of Health at Minerals Council South Africa.

Her contribution to health interventions like the Masoyise Health Programme and the mining sector COVID-19 response programme is well documented and appreciated by those who worked very closely with her. Dr. T's influence has never been limited to health and wellbeing alone. She brought the same conviction, wisdom, and urgency to the cause of Women in Mining, recognising that a truly safe mining sector must also be equitable, inclusive, dignified, and enabling for women.

From the inception of the Minerals Council's Women in Mining programme in 2020, and through her earlier contribution as a patron and board member of Women in Mining South Africa (WiMSA), Dr. T lent her voice, credibility, and influence to the fight for women's inclusion and equitable participation in mining. She helped position gender inclusion not as a peripheral transformation issue, but as a strategic industry priority central to safety, leadership, culture, and long-term sector sustainability.

As CEO champions, Paul Dunne and I were always reassured by Dr. T's rigour and well thought-out strategies to systematically address these issues.

Throughout her distinguished 39-year career spanning medicine, public health, strategic leadership, in the mining sector, Dr. T has consistently broken barriers and driven positive change.

As a visible and credible advocate for Women in Mining, she contributed to the leadership of the Minerals Council's Women in Mining Task Team and supported workstreams flowing

Contents

- 01** | **Celebrating Dr Thuthula B.**
Celebrating the Woman Who Led Transformation in the Mining Industry
- 02** | **Trust Women, Transform Mining:**
The Tshepa Basadi Story
- 03** | **Promoting Women's Participation and Leadership** for Inclusive Economic Growth.
- 04** | **Impala Platinum | From Classroom to Mine Site:** Women Shaping the Future of Mining
- 05** | **Learning without limits** at Kumba Iron Ore
- 06** | **Health Facts:** Eye Care Awareness
- 07** | **Building Hope Through Partnership:** The New Kopanong Thuthuzela Care Centre



01

Celebrating Dr Thuthula B. Celebrating the Woman Who Led Transformation in the Mining Industry

from the sector's Women in Mining white paper, including gender and diversity reporting, zero tolerance for gender-based violence, diversity and inclusion policies, and unconscious bias training. Her work helped move difficult conversations from intention to action, and from aspiration to accountability.

Dr. T led with purpose, conviction, and generosity. Whether engaging in industry discussions, mentoring colleagues, advocating for meaningful progress, or strengthening collaboration between the Minerals Council, its members, government and civil society partners, she inspired those around her to think bigger, do better, and remain courageous in the pursuit of change.

Through her own example, including her recognition among the Top 100 Global Inspirational Women in Mining, she showed current and emerging women leaders that technical excellence, public service, courage, and inclusive leadership can shape the future of the sector.

Those who have worked with Thuthula often speak of her unwavering commitment to excellence, her courage

and tact in tackling difficult issues, and her ability to hold space for divergent views while still challenging leaders to confront systemic barriers. She brought strategic leadership, advocacy, and stakeholder-management expertise to difficult industry conversations, always grounding her contribution in respect, integrity, and the betterment of the industry. Her rare ability to combine firmness with grace made her a trusted voice and a powerful champion for holistic wellbeing, dignity, and inclusion in mining.

Her influence extends far beyond her professional achievements. It lives on in the confidence she instilled, the curiosity she sparked, the doors she helped open, and the many people she empowered along the way. For many women in mining, her leadership offered more than representation; it offered proof that their voices mattered, that their safety and dignity mattered, and that their leadership belonged in every part of the industry.

As she embarks on a new chapter, we celebrate not only her accomplishments, but also the legacy she leaves behind: a legacy of learning, leadership, compassion and inclusion.

We thank Dr Thuthula Balfour for her unwavering commitment to Women in Mining and for using her influence to advance the cause of women in the sector. We also appreciate her contribution to building a mining industry where women are seen, heard, respected, and empowered.

Her example continues to offer the next generation of women leaders a powerful model of holistic leadership, and her legacy will continue to inspire the work ahead.



Written By Nolitha Fakude,
Chairperson of Anglo American in
South Africa and former Chairperson
of the Women in Mining Leadership
Forum at Minerals Council South Africa.



Contents

- 01** | **Celebrating Dr Thuthula B.**
Celebrating the Woman Who Led
Transformation in the Mining Industry
- 02** | **Trust Women, Transform Mining:**
The Tshepa Basadi Story
- 03** | **Promoting Women's Participation
and Leadership** for Inclusive
Economic Growth.
- 04** | **Impala Platinum | From
Classroom to Mine Site:** Women
Shaping the Future of Mining
- 05** | **Learning without limits**
at Kumba Iron Ore
- 06** | **Health Facts:**
Eye Care Awareness
- 07** | **Building Hope Through
Partnership:** The New Kopanong
Thuthuzela Care Centre



02

Trust Women, Transform Mining: The Tshepa Basadi Story



From two employees and one mining client to a diversified group with women making up 39% of its workforce, Tshepa Basadi shows what becomes possible when women are trusted to lead, deliver and create opportunity.

When Mbali Milanzi and Thabile Nkomo were confronted with the message that women did not belong in mining, they responded by building a business that would make that claim impossible to repeat.

On 31 August 2017, two women working as project managers in the mining industry looked around and saw an opportunity. Mining was changing. Women were increasingly entering operations, but there was another space where their participation mattered: the procurement and supply chain supporting the industry. So, Mbali Milanzi and Thabile Nkomo decided to build one.

They called it Tshepa Basadi, “Trust Women” in Setswana. The name was more than a brand. It was a statement of belief: that women could be trusted to lead, to deliver, to build, and to solve some of the industry’s most complex challenges.

Since commencing operations in Hotazel in January 2018 with two employees and one mining client, Tshepa Basadi has grown from a project management business into a diversified group. It now

Today, women
make up
39%
of Tshepa Basadi’s
workforce

spans project management, property development and mineral exploration; serves mining and Engineering, Procurement and Construction Management (EPCM) clients across South Africa; and has property and exploration interests in South Africa and Botswana.

Tshepa Basadi’s growth is impressive, but the more important story is how Milanzi and Nkomo have used that growth to create opportunities for others.

At Tshepa Basadi, women are not simply beneficiaries of transformation; they are part of the talent pipeline. Employment is only the beginning. The real measure of empowerment is whether a woman gains experience, confidence and responsibility and ultimately has the opportunity to lead.

Contents

- 01** | **Celebrating Dr Thuthula B.**
Celebrating the Woman Who Led Transformation in the Mining Industry
- 02** | **Trust Women, Transform Mining:**
The Tshepa Basadi Story
- 03** | **Promoting Women’s Participation and Leadership** for Inclusive Economic Growth.
- 04** | **Impala Platinum | From Classroom to Mine Site:** Women Shaping the Future of Mining
- 05** | **Learning without limits** at Kumba Iron Ore
- 06** | **Health Facts:** Eye Care Awareness
- 07** | **Building Hope Through Partnership:** The New Kopanong Thuthuzela Care Centre



02

Trust Women, Transform Mining: The Tshepa Basadi Story



Today, women make up 39% of Tshepa Basadi's workforce and hold 30% of its leadership roles across project and construction management, engineering, HR and commercial functions. These figures reflect an intentional approach to recruiting, developing and supporting women but the individual journeys behind them reveal the fuller impact.

Having built their careers in mining, both women understand what it means to walk into a room as the only woman. They know the weight of having their competence questioned before their work has even begun, and the assumption that a woman-led technical business cannot be trusted with significant projects. Their journey was also shaped by people who believed in them before their success was visible. One such ally was Mxolisi Tribe Bhengu, who opened their first door in 2017. His support affirmed a lesson they now understand deeply: men can help advance women by creating space, removing barriers and backing competence and potential not by speaking on women's behalf.

Industry recognition has followed Tshepa Basadi's growth. In 2023, Tshepa Basadi Project Management was named runner-up in the Top Women Business in Resources, Construction and Infrastructure Development category at the Standard Bank Top Women

Awards, sponsored by Harmony Gold. In 2025, the Project Management Institute South Africa named it Consulting Firm of the Year. In 2026, the Construction Industry Development Board's ERWIC Awards named Tshepa Basadi runner-up for Transformation Entity of the



Contents

- 01** | **Celebrating Dr Thuthula B.**
Celebrating the Woman Who Led Transformation in the Mining Industry
- 02** | **Trust Women, Transform Mining:**
The Tshepa Basadi Story
- 03** | **Promoting Women's Participation and Leadership** for Inclusive Economic Growth.
- 04** | **Impala Platinum | From Classroom to Mine Site:** Women Shaping the Future of Mining
- 05** | **Learning without limits** at Kumba Iron Ore
- 06** | **Health Facts:** Eye Care Awareness
- 07** | **Building Hope Through Partnership:** The New Kopanong Thuthuzela Care Centre

02

Trust Women, Transform Mining: The Tshepa Basadi Story



year, recognising its commitment to empowerment and the advancement of women in construction.

The partnership between the two directors has been central to Tshepa Basadi Group's resilience. Through setbacks and uncertainty, they leaned on each other, driven by a shared purpose: to show that women can build sustainable, reputable mining businesses that perform well while uplifting previously marginalised communities.

Over the past three years, Tshepa Basadi has directed 17.82% of its net profit after tax towards socio-economic development. The investment has supported skills development, mentorship, community initiatives and opportunities that help women and young people see themselves as participants in the mining value chain, and not as spectators.

A woman given an opportunity can build a career. A career can create leadership. Leadership can create opportunity for someone else.

Mining has made progress: women are more visible across the value chain, and the industry increasingly recognises the value of diverse talent. But progress should not lead to complacency. More work is needed to advance representation, leadership and entrepreneurship.

When women are trusted, they do more than take a seat at the table. They build businesses, lead projects, create jobs, develop others and make room for those who follow.

That is the real meaning of Tshepa Basadi:

**Trust women.
Open doors.
Back their competence.
Together, we can change
the face of mining.**

Written by Mbali Milanzi and Thabile Nkomo, co-founders and directors of Tshepa Basadi.

Contents

- 01** | **Celebrating Dr Thuthula B.**
Celebrating the Woman Who Led Transformation in the Mining Industry
- 02** | **Trust Women, Transform Mining:**
The Tshepa Basadi Story
- 03** | **Promoting Women's Participation and Leadership** for Inclusive Economic Growth.
- 04** | **Impala Platinum | From Classroom to Mine Site:** Women Shaping the Future of Mining
- 05** | **Learning without limits** at Kumba Iron Ore
- 06** | **Health Facts:** Eye Care Awareness
- 07** | **Building Hope Through Partnership:** The New Kopanong Thuthuzela Care Centre



03

Promoting Women's Participation and Leadership for Inclusive Economic Growth.



South Africa cannot achieve inclusive growth while women remain underrepresented in the sectors, value chains and leadership spaces where economic decisions are made.

Women's Month calls on South Africa to do more than honour the courage of the women who marched in 1956. It challenges us to ask whether women today have a full and equal role in shaping the economy. This is not only a question of fairness: excluding women from leadership, productive

sectors and decision-making costs the country valuable skills, ideas, innovation and income. Expanding women's participation is therefore essential to building a more inclusive, productive and resilient economy.

Women have made meaningful gains in education, workplaces and public life, but progress remains uneven. Many still face restricted access to opportunities, professional networks, finance, mentorship, technical occupations and senior leadership roles. The gap is especially visible in mining, engineering, energy, technology and other specialised industries, where women remain underrepresented in technical and executive positions. Closing it requires more than increasing the number of women in boardrooms: women must participate across the full economic value chain, including technical, operational, entrepreneurial and frontline roles, so that they are represented wherever decisions are made, production takes place and innovation is implemented.

This matters economically because leadership teams that draw on a wider range of experience and expertise are better equipped to test assumptions,

improve decisions and develop solutions that respond to complex social and economic challenges.

Women's participation is both a growth issue and a productivity issue. Economies perform better when more people can work, build businesses, innovate, enter value chains and influence decisions. Exclusion narrows the pool of contributors and carries tangible costs through lower potential output, weaker household incomes and reduced social mobility. In South Africa, where unemployment, youth unemployment and inequality continue to strain households and communities, creating practical pathways for women into employment, entrepreneurship and leadership is a direct way to unlock more of the country's productive capacity.

Gender equality must form part of a broader commitment to inclusive development. Women are not a homogenous group, and barriers to participation are also shaped by geography, disability, income, age and access to basic services. Rural and non-urban communities, people with disabilities and those living with limited infrastructure are too often excluded from economic planning, despite the value of their knowledge and experience.

Contents

- 01** | **Celebrating Dr Thuthula B.**
Celebrating the Woman Who Led Transformation in the Mining Industry
- 02** | **Trust Women, Transform Mining:**
The Tshepa Basadi Story
- 03** | **Promoting Women's Participation and Leadership** for Inclusive Economic Growth.
- 04** | **Impala Platinum | From Classroom to Mine Site:** Women Shaping the Future of Mining
- 05** | **Learning without limits** at Kumba Iron Ore
- 06** | **Health Facts:** Eye Care Awareness
- 07** | **Building Hope Through Partnership:** The New Kopanong Thuthuzela Care Centre



03

Promoting Women's Participation and Leadership for Inclusive Economic Growth.



They must be recognised not only as beneficiaries of development, but as participants who help design solutions. This is particularly urgent in the Fourth Industrial Revolution: technology can widen opportunity, but it can also deepen inequality unless access to electricity, connectivity, education, affordable services and digital skills expands alongside it.

Creating meaningful participation requires deliberate action. South Africa must strengthen education and skills pipelines for women and girls in science, technology, engineering, mathematics, mining, energy and finance; expand mentorship, procurement opportunities and affordable finance for women-owned enterprises; improve recruitment and promotion practices; invest in care infrastructure; and make leadership spaces more supportive and representative. This is not about excluding others or treating gender inclusion as a one-sided issue. Men's underrepresentation in fields such as education, nursing and care work also reflects restrictive assumptions about suitable work. The wider goal is to remove gender stereotypes across sectors so that people can pursue opportunities according to their interests, skills and potential.

Expanding opportunity in this way enables the economy to draw on the talent, experience and potential of all people and makes progress a shared responsibility across government, business, institutions, communities and individuals.

An inclusive economy also depends on cooperation across generations. Young people need access to employment, training and meaningful participation in shaping the future of work, while older workers contribute experience, institutional memory and technical knowledge. Systems should connect these strengths through learning, knowledge transfer, innovation and shared responsibility rather than create competition between age groups. Similarly, supporting girls and young women should go hand in hand with recognising the challenges facing boys and young men. A fair society does not choose one group over another; it widens opportunity so that everyone has a better chance to contribute.

Women's participation and leadership are essential to shared growth because they strengthen economic decision-making and expand the country's development possibilities. Progress must

be measured not only by the number of women in boardrooms, but by whether women and other historically excluded groups can shape decisions, access opportunities and contribute wherever economic value is created. Leadership representation must therefore be matched by practical pathways into mining, infrastructure, technology, enterprise development and other productive sectors.

The task now is to turn commitment into measurable progress: **widen access to skills and finance, strengthen pathways into technical and leadership roles, challenge limiting stereotypes and hold institutions accountable for results.**

Inclusive growth will depend on whether South Africa enables women and other excluded groups to participate fully wherever economic value is created.

A resilient economy recognises people as its greatest asset and gives everyone the opportunity to participate with dignity, capability and purpose.

Written by Dimpho Moepane,
Administrative Assistant - Economics
at Minerals Council South Africa

Contents

- 01** | **Celebrating Dr Thuthula B.**
Celebrating the Woman Who Led Transformation in the Mining Industry
- 02** | **Trust Women, Transform Mining:**
The Tshepa Basadi Story
- 03** | **Promoting Women's Participation and Leadership** for Inclusive Economic Growth.
- 04** | **Impala Platinum | From Classroom to Mine Site:** Women Shaping the Future of Mining
- 05** | **Learning without limits**
at Kumba Iron Ore
- 06** | **Health Facts:**
Eye Care Awareness
- 07** | **Building Hope Through Partnership:** The New Kopanong Thuthuzela Care Centre



04

Impala Platinum | From Classroom to Mine Site: Women Shaping the Future of Mining



The journey from the classroom to the mine site took centre stage on 15 August 2026, when the Students in Mining Engineering Society (SMES) Women in Mining hosted its 2026 Women in Mining Conference at the University of the Witwatersrand.

Held during Women's Month under the theme, "The Journey of Women in Mining: From Classroom to Mine Site," the conference brought together students, industry professionals, academics and women from across the mining sector for candid conversations, practical learning, connection and inspiration.

The conference set out to bridge the gap between academic study and the realities of working in mining. By hearing directly from women who had navigated the industry, students gained practical insight into career opportunities as well as the challenges, choices and lessons that shape a woman's journey in the sector.

Speakers and panellists shared candid accounts of entering the industry, building careers, overcoming challenges and finding their voices in a traditionally male-dominated sector. Their experiences brought wider issues into focus, including confidence, leadership, authenticity, mentorship and the need to create workplaces where women can thrive.

Support from Implats, Mbuyelo Coal, Enaex Africa, Seriti Resources and Geostrat made the conference possible while giving students direct opportunities to engage with industry representatives.

Dressed in Earthy Tones and Gold Accents

Attendees were encouraged to dress in earthy tones with gold accents, a theme deliberately chosen to reflect the connection between women and the mining industry.

The earthy tones reflected mining's foundations: the earth, minerals and mine sites at the heart of the industry. They also symbolised the grounded resilience women bring to their careers as they navigate and shape the sector.

Gold represented value, strength, excellence and the potential within every woman. As a mineral closely associated with South Africa's mining history, it offered a fitting symbol for women who are not only part of the industry but are helping to shape its future.

Together, the colours represented a powerful message: women are deeply rooted in the mining industry, but their value extends far beyond what is extracted from the ground.

Contents

- 01** | **Celebrating Dr Thuthula B.**
Celebrating the Woman Who Led Transformation in the Mining Industry
- 02** | **Trust Women, Transform Mining:**
The Tshepa Basadi Story
- 03** | **Promoting Women's Participation and Leadership** for Inclusive Economic Growth.
- 04** | **Impala Platinum | From Classroom to Mine Site:** Women Shaping the Future of Mining
- 05** | **Learning without limits** at Kumba Iron Ore
- 06** | **Health Facts:** Eye Care Awareness
- 07** | **Building Hope Through Partnership:** The New Kopanong Thuthuzela Care Centre



04

Impala Platinum | From Classroom to Mine Site: Women Shaping the Future of Mining



Creating Space for Women to Be Heard

The conference featured powerful contributions from industry professionals Phindile Mkhwebane, Khutjo Ivy Lebelo and Tsholofelo Moloto, as well as a panel discussion featuring Zinomtha Gqweta, Shareen Kgopodithate, Ntombi Mahlangu, Mamosa Modise and Noleen Pauls.

The panel explored key realities women face in mining, including mentorship and sponsorship, work-life balance, leadership, diversity and inclusion, resilience and confidence in male-dominated spaces. The honest perspectives shared showed that while there is no single path to success, perseverance, meaningful connections and strong support systems remain essential. Three messages stood out for students: Khutjo described mining as a “people’s game” and reminded them that courage, not hard work alone, makes a miner; Tsholofelo drew on the unity and strength of the 1956 Women’s March; and Phindile highlighted networking as a practical way to open doors and build lasting careers

in the industry. For students, these conversations and engagements offered something that cannot always be found in a lecture hall: first-hand perspectives on working in mining, opportunities to ask practical questions and industry connections that could help them navigate their own careers.

More Than Just a Conference

More than a programme of presentations and panel discussions, the conference created a space where students could see what was possible, professionals could share hard-earned lessons and women across the sector could support one another’s journeys. For a student, seeing a woman in a mining leadership role can turn an ambition into a credible possibility: “I can do that too.”

As Women’s Month was celebrated, the conference reinforced that advancing women in mining is not only about representation, but also about creating an industry where women can grow, lead and be heard.

The future of mining needs women. The sector’s challenge is to ensure that every

step from the classroom to the mine site is supported by visible role models, strong mentorship and real opportunities to participate, lead and thrive.

Article contributor: Impala Platinum



Contents

- 01** | **Celebrating Dr Thuthula B.**
Celebrating the Woman Who Led Transformation in the Mining Industry
- 02** | **Trust Women, Transform Mining:**
The Tshepa Basadi Story
- 03** | **Promoting Women’s Participation and Leadership** for Inclusive Economic Growth.
- 04** | **Impala Platinum | From Classroom to Mine Site:** Women Shaping the Future of Mining
- 05** | **Learning without limits** at Kumba Iron Ore
- 06** | **Health Facts:** Eye Care Awareness
- 07** | **Building Hope Through Partnership:** The New Kopanong Thuthuzela Care Centre



05

Learning without limits at Kumba Iron Ore



Learning Without Limits

Mining inclusion is often measured at the mine gate: who is hired, who is promoted and who is in the room. These measures matter, but they reflect the end of a much longer process. The pipeline of women entering the industry begins in classrooms where learners either gain the subjects, confidence and exposure required for technical careers or are excluded from those pathways before reaching the mine gate.

Over the past 18 months, Kumba Iron Ore's Women in Mining (WiM) programme has invested deliberately in this early stage intervention. Its education interventions are designed as a pathway: widening access to learning resources, exposing girls to technical careers, developing practical skills and supporting young women towards industry-recognised certification.

Seventy years after the 1956 Women's March, formal access alone is not enough. For many young women,

economic participation depends on leaving school with the Mathematics and Science results, career exposure and practical support needed to pursue technical study and employment.

The Classroom Problem Behind The Industry Problem

With roughly 48% of South Africa's public school teachers over 50, the education system faces a significant retirement risk over the next decade. Strengthening the pipeline of qualified teachers particularly in Mathematics, Science, the Foundation Phase and African languages will be essential to sustain the subjects and foundational learning on which technical-career pathways depend.

In rural and mining host communities, this demographic pressure compounds existing teacher shortages. Under-resourced schools are particularly vulnerable to gaps in Mathematics and Science teaching, which restrict learners' access to engineering and technology pathways and, over time, narrow the skills pool available to mining and other technical sectors.

Contents

- 01** | **Celebrating Dr Thuthula B.**
Celebrating the Woman Who Led Transformation in the Mining Industry
- 02** | **Trust Women, Transform Mining:**
The Tshepa Basadi Story
- 03** | **Promoting Women's Participation and Leadership** for Inclusive Economic Growth.
- 04** | **Impala Platinum | From Classroom to Mine Site:** Women Shaping the Future of Mining
- 05** | **Learning without limits**
at Kumba Iron Ore
- 06** | **Health Facts:**
Eye Care Awareness
- 07** | **Building Hope Through Partnership:** The New Kopanong Thuthuzela Care Centre

05

Learning without limits at Kumba Iron Ore



Against this backdrop, Kumba Women in Mining is investing in education to address a structural constraint on the sector's long-term talent pipeline. By strengthening learning access, technical exposure and skills development in host communities, the programme aims to widen the pool of young women able to pursue mining and other technical careers over the next 20 years.

Education as a Pillar, Not a Project

The Kumba WiM programme sits within the company's Inclusion and Diversity function and is guided by five strategic pillars: Fair Workplace and Belonging; Harmless Spaces and Wellbeing; Participation and Professional Development; Alliances, Partnerships and Community Initiatives; and Value-Adding Opportunities.

Education gives practical expression to all five pillars. It strengthens participation and professional development by building technical capability; advances fair workplaces and belonging by widening the future talent pipeline; supports wellbeing by expanding economic choices; mobilises

alliances through delivery partners; and creates value-adding opportunities through recognised skills and employment readiness. Under the 2026 theme, "Empowered women empower the nations", the programme therefore treats learning and gender equity not as occasional outreach activities, but as a structured, multi-year pathway.

Bringing The Library to The Learner

For many schools in and around mining host communities, the barrier to digital learning is not interest, but infrastructure: unreliable connectivity, limited devices and curriculum content that sits behind a data cost that learners cannot carry.

On 24 March 2026, Kumba Iron Ore's Women in Mining programme, Transnet and RuraTech launched and handed over a Mobile Digital Library at Louwville High School. The platform provides CAPS-aligned Mathematics, Science and ICT content without depending on continuous internet access, enabling learners and educators to use digital resources in a setting where reliable connectivity is limited.

“

Empowered women empower the nations

”

From Exposure to Certification

Access to resources matters, but learners also need visible role models and a clear route from interest to opportunity. Kumba WiM's three-year partnership with WomHub is therefore sequenced as a progression model: career exposure first, deeper technical immersion next, and then accredited skills development and employment preparation.

Contents

- 01** | **Celebrating Dr Thuthula B.**
Celebrating the Woman Who Led Transformation in the Mining Industry
- 02** | **Trust Women, Transform Mining:**
The Tshepa Basadi Story
- 03** | **Promoting Women's Participation and Leadership** for Inclusive Economic Growth.
- 04** | **Impala Platinum | From Classroom to Mine Site:** Women Shaping the Future of Mining
- 05** | **Learning without limits**
at Kumba Iron Ore
- 06** | **Health Facts:**
Eye Care Awareness
- 07** | **Building Hope Through Partnership:** The New Kopanong Thuthuzela Care Centre



05

Learning without limits at Kumba Iron Ore



The partnership includes three linked programmes:

- **Ask an Engineer (#AAE):**
a one-day workshop introducing Grade 10 to 12 Mathematics and Science learners to engineering and technology through women engineers' career stories, mentoring and career mapping.
- **The GirlEng Technovation Camp:**
a four-day immersion for high-potential Grade 10 to 12 learners, focused on coding, robotics, innovation, teamwork and pitch presentations.
- **The Future Skills Programme:**
a 12-month pathway for young women aged 19 to 21 who are not in education, employment or training, leading to the globally recognised Cisco Certified Network Associate (CCNA) qualification, with laptops, connectivity, mentorship and job-readiness support.

Across these interventions, Kumba WiM is building a connected pathway from school-based Mathematics, Science and ICT exposure to technical skills, recognised certification and employment readiness. Reporting learner reach, completion rates, certification outcomes and progression into further study or employment will show whether this pathway is expanding the future talent pool rather than simply delivering once-off activities.

Kumba WiM's education work will continue through the remainder of 2026 through support for the Future Skills

Programme cohort, community radio engagements, WiM committee training and further community initiatives. Its success should be judged not only by activities delivered, but by measurable progression: improved access to learning, stronger Mathematics and Science pathways, recognised qualifications and movement into further study or employment. In mining, the future workforce is shaped long before recruitment begins; it starts wherever a learner gains the tools and confidence to imagine herself in a technical career.

By Kutlwano Takadi, Principal: Transformation, Regulatory and Women in Mining (WiM) at Kumba Iron Ore and Dr Pranill Ramchander, Executive Head: Corporate Affairs at Kumba Iron Ore.

Contents

- 01** | **Celebrating Dr Thuthula B.**
Celebrating the Woman Who Led Transformation in the Mining Industry
- 02** | **Trust Women, Transform Mining:**
The Tshepa Basadi Story
- 03** | **Promoting Women's Participation and Leadership** for Inclusive Economic Growth.
- 04** | **Impala Platinum | From Classroom to Mine Site:** Women Shaping the Future of Mining
- 05** | **Learning without limits**
at Kumba Iron Ore
- 06** | **Health Facts:**
Eye Care Awareness
- 07** | **Building Hope Through Partnership:** The New Kopanong Thuthuzela Care Centre

06

Health Facts: Eye Care Awareness



Eye Care Awareness Month, observed from 20 September to 17 October, is a reminder that protecting your eyesight starts with prevention. An estimated 75% of blindness is preventable or treatable, making regular eye examinations essential—even when you have no noticeable vision problems. Employees should have their eyes tested at least once a year.

Seek prompt medical assessment if you experience any of these warning signs:

- **Loss of vision**
- **Changes in eye movement**
- **Eye pain**
- **Loss of peripheral vision**
- **A bulging eye**

Report any of these symptoms immediately and seek assessment from

an appropriate healthcare professional. Early detection and timely treatment can reduce the risk of long-term visual impairment and improve health outcomes.

Protect your sight: wear the correct protective eyewear, have your eyes tested annually and report any vision changes immediately. These simple actions help prevent injuries, identify problems early and strengthen the mining industry's commitment to Zero Harm.

Eye care is especially important in mining, where dust, flying particles, chemical splashes, bright light and machinery-related hazards can damage eyesight. Employees should use the correct protective eyewear for the task and follow all site safety procedures to reduce the risk of serious injury or permanent sight loss.

Clear vision is essential for workplace safety: it enables employees to identify hazards, read safety signs, operate equipment accurately and respond quickly in emergencies. Protecting eye health therefore supports individual wellbeing, safer workplaces and more productive mining operations.



Contents

- 01** | **Celebrating Dr Thuthula B.**
Celebrating the Woman Who Led Transformation in the Mining Industry
- 02** | **Trust Women, Transform Mining:**
The Tshepa Basadi Story
- 03** | **Promoting Women's Participation and Leadership** for Inclusive Economic Growth.
- 04** | **Impala Platinum | From Classroom to Mine Site:** Women Shaping the Future of Mining
- 05** | **Learning without limits** at Kumba Iron Ore
- 06** | **Health Facts:**
Eye Care Awareness
- 07** | **Building Hope Through Partnership:** The New Kopanong Thuthuzela Care Centre



07

Building Hope Through Partnership: The New Kopanong Thuthuzela Care Centre



A decade ago, I entered a facility as a survivor of gender-based violence (GBV). I did not know that it was a Thuthuzela Care Centre (TCC): there was no signage or other visible indication of what the centre represented. I only knew that it was a place where I received support and in which I began my journey of healing.

Years later, while leading the National Partnership for TCCs at Minerals Council South Africa, I recognised the name of that same facility in which I had received assistance on a list of Thuthuzela Care Centres. The discovery was deeply personal: I understood both the value of the support I had received, and the extent of the change still needed.

The opening of the Kopanong Thuthuzela Care Centre marks far more than the completion of a building. It represents a shared commitment to dignity, healing and justice, and demonstrates what government, industry and civil society can achieve when they unite behind a common purpose.

Contents

- 01** | **Celebrating Dr Thuthula B.**
Celebrating the Woman Who Led Transformation in the Mining Industry
- 02** | **Trust Women, Transform Mining:**
The Tshepa Basadi Story
- 03** | **Promoting Women's Participation and Leadership** for Inclusive Economic Growth.
- 04** | **Impala Platinum | From Classroom to Mine Site:** Women Shaping the Future of Mining
- 05** | **Learning without limits** at Kumba Iron Ore
- 06** | **Health Facts:** Eye Care Awareness
- 07** | **Building Hope Through Partnership:** The New Kopanong Thuthuzela Care Centre



07

Building Hope Through Partnership: The New Kopanong Thuthuzela Care Centre



Although the TCC model provides support after an incident of violence, it is an essential part of the broader response to GBV. Prevention and awareness remain critical, but survivors also need places of safety and support following an incident of violence. A TCC's strength lies in bringing together services that restore dignity, preserve evidence, support healing and improve access to justice.

The newly built Kopanong TCC is a state-of-the-art facility with a separate perpetrator room, an overnight-stay option and furnishings chosen to create a sense of peace, safety and comfort. These features are designed to help survivors feel secure enough to speak openly and access support with dignity, while helping to prevent secondary victimisation. The centre also reflects the sustained commitment of mining sector leaders such as Thabo Masike of Seriti Resources and Claire McMaster of Fraser Alexander, who continue to advocate for survivors of GBV despite facing significant hurdles.

This achievement demonstrates the power of public-private partnerships. It reflects years of commitment from Seriti Resources, Fraser Alexander, the National Prosecuting Authority, Minerals Council South Africa and participating member companies, guided by the partnership's advisory board. Despite challenging circumstances and lengthy approval processes, the partners remained focused on a shared vision: creating a centre designed around the needs of survivors.

As the first TCC completed under the "National Partnership", Kopanong is not the conclusion of our journey; rather, it marks the beginning of a new chapter. A new chapter of hope, strengthened commitment, focus and an unwavering determination to address the devastating impact of GBV in South Africa.

As the facility opens its doors, the "National Partnership" will monitor its impact by tracking whether more survivors access services, access to justice is strengthened and more people

receive the support they need to heal. These insights will help strengthen future centres and sustain the partnership's momentum.

At the heart of this work are people: their stories, their dignity and their futures. Kopanong TCC reminds us of the undeniable fact that mining matters not only to economies, but also to the wellbeing of the communities we serve. Most importantly, it affirms that survivor's matter and calls on every partner across the mining sector to help sustain this commitment, strengthen access to support and extend its impact.

Lindokuhle Zwane, GBVF-H
Specialist, Minerals Council

Contents

- 01** | **Celebrating Dr Thuthula B.**
Celebrating the Woman Who Led
Transformation in the Mining Industry
- 02** | **Trust Women, Transform Mining:**
The Tshepa Basadi Story
- 03** | **Promoting Women's Participation
and Leadership** for Inclusive
Economic Growth.
- 04** | **Impala Platinum | From
Classroom to Mine Site:** Women
Shaping the Future of Mining
- 05** | **Learning without limits**
at Kumba Iron Ore
- 06** | **Health Facts:**
Eye Care Awareness
- 07** | **Building Hope Through
Partnership: The New Kopanong
Thuthuzela Care Centre**



Contents

- 01** | **Celebrating Dr Thuthula B.**
Celebrating the Woman Who Led
Transformation in the Mining Industry
- 02** | **Trust Women, Transform Mining:**
The Tshepa Basadi Story
- 03** | **Promoting Women's Participation
and Leadership** for Inclusive
Economic Growth.
- 04** | **Impala Platinum | From
Classroom to Mine Site:** Women
Shaping the Future of Mining
- 05** | **Learning without limits**
at Kumba Iron Ore
- 06** | **Health Facts:**
Eye Care Awareness
- 07** | **Building Hope Through
Partnership:** The New Kopanong
Thuthuzela Care Centre