

EXXARO - IBANDLA MEN'S FORUM (IMF)





INTRODUCTION & SPEAKER DETAILS

Good morning/ day and thank you for inviting us as the **Exxaro Ibandla Men's Forum** , a groundbreaking initiative that reflects our shared commitment to creating a healthier, more inclusive, and supportive environment for men within the **Exxaro Group**.

Speaker Details;

Name: Tshepo Mufuma Mashigo

Organisation: Exxaro Group (Coal)

Career Path: Occupational Health and Safety (UNISA Alumna)

Organisational Role: Chief Safety Officer (Leeuwpan Mine)

Forum Role: Deputy Chairperson (Interim Chairperson)





BACKGROUND

- In 2019, the government established an interim steering committee on GBV and Femicide (GBVF) to develop a monitoring framework on the “Immediate response to the GBV and Femicide crisis facing South Africa”.
- The monitoring framework National Strategic Plan (NSP) was completed and released on the 21st of September 2019.
- Gender-based violence (GBV) and femicide are a widespread problem in South Africa, with stats published in the Crimes Against Women in South Africa report showing that femicide in South Africa is 5 times higher than the global average. Everyone has a role to play in combating GBV/femicide, voices of men as a collective can stop gender-based violence before it happens, and that requires tackling toxic masculinity and notions of patriarchy.
- In partnership with the Mineral’s Council, Exxaro launched the GBV 100days challenge. To contribute and participate in the challenge, Matla launched the Ibandla campaign, where a group of male employees speak about the societal norms which validates the violent behavior of men and the tendency to victimize women.





ESTABLISHMENT OF EXXARO GROUP IBANDLA MEN'S FORUM

- In the year 2023 leading to 2024, The Ibandla Men's Forum (IMF) has been founded with the vision of providing a dedicated platform that supports the well-being of men in a holistic way, addressing their mental, emotional, physical, and financial health. At its core, this forum aims to break down the stigmas surrounding men's mental health and create a safe, open, and non-judgmental space where everyone can be heard.
- The initiative received a widespread warm welcome and support by the organizational Executive lead by the then **CEO Dr. Nombasa Tsengwa**, management and Men of Exxaro group. Subsequently every business unit committee was/were established in the race to ensure that an Exxaro Group wide representative committee is ultimately established and viable.
- As a first Men's forum of its kind within the Exxaro group and the mining community at large, we believed that every man, regardless of his **background, sexual orientation, gender identity, or socio-economic status**, deserves to have a space where they can share their experiences, **express their concerns, and seek support without fear of judgment**. This forum is a step towards fostering an environment that values openness, empathy, and mutual respect. A space where we come together, not as individuals, but as a community, united by a shared purpose.
- Eventually the Ibandla Men's Forum was officially launched in February 2025, lead by the then **Acting CEO Mr. Riaan Kopperschaar**





IMF PURPOSE AND OBJECTIVES

Purpose;

- To raise awareness about issues affecting men in society (both at work and personal life) and coordinating support to deal with the issues raised. Promote psychological safety for men and women in the workplace by creating a platform to address factors that impact mental, emotional, financial, and physical health.

Objectives;

- Create awareness about men's challenges, promote inclusiveness, support men's health issues including social, physical, emotional, and mental health, and to create a safe work environment for all.
- Provide opportunities for members of the forum for self-development, networking, and socializing.
- Collaborate with various stakeholders (such as WIM) to ensure a comprehensive approach, which is underpinned by our Diversity, Equity, and Inclusion (DE&I) strategy, as we continue to strive to uplift all our employees and prioritize their well-being.
- Support any vulnerabilities men have alongside recognising their role and achievements in being part of the success of the organization.



EXXARO IMF STRUCTURE

Men's Forum Structure





IMF CONSTITUTION

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DOCUMENT NUMBER IMF001	IBANDLA MEN'S FORUM CONSTITUTION	APPLICABILITY . ALL COMPANIES AND OPERATIONS IN THE EXXARO GROUP OF COMPANIES
DOCUMENT OWNER	CREATION DATE	LAST REVISION
EXXARO GROUP IMF CHAIRPERSON	SEPTEMBER 2024	INITIAL





AFFILIATE EXXARO STRUCTURES

- **Women in Mining (WIM)**
- **Diversity, Equity & inclusion (DE&I)**
- **People Living with Disabilities & Vulnerabilities**
- **National Union of Mineworkers (NUM)**



OUR JOURNEY





EXXARO IBANDLA OBJECTIVE JOURNEY

- **Raise Awareness**

- We bring attention to the unique challenges that men face, both in the workplace and in their personal lives. Men often live in a world where they are not expected to show emotion, particularly because emotion can be seen as a weakness – even to ourselves
- This forum seeks to place conversations about men's challenges at the level it deserves.

- **Foster Inclusiveness**

- Most importantly, we have created an environment where every voice matters, in collaboration with other affiliate forums within Exxaro.
- We believe that the strength of our community lies in our diversity, and through collaboration, we aim to achieve even greater things.





EXXARO IBANDLA OBJECTIVE JOURNEY

- **Support Holistic Well-being**

- We are dedicated to supporting the well-being of men in all aspects of their lives.
- Whether it's through mental health support, fitness resources, or financial advice, the IMF will provide the tools and resources that men need to thrive through our organizational support.

- **Enhance the Work Environment**

- In line with Exxaro's commitment to diversity, equity, and inclusion (DE&I) strategy, we will ensure that men are able to grow and succeed in an environment that values respect and understanding.





EXXARO IBANDLA OBJECTIVE JOURNEY

- **Empower Personal Development**

- We also seek to empower employees to pursue self-development opportunities, expand their professional networks, and build lasting connections with others who share similar values.

- **Education on Legal and Other matters**

- We recognise that many men face challenges in their personal and professional lives that are influenced by legal and other related matters.
- Our forum will offer resources and educational topics like family law and workplace rights through relevant stakeholders, in ensuring that our members are equipped to make informed decisions.





CONCLUSION STATEMENTS

- This forum is not just a space for men to talk, but also a call to action. By providing this platform, we are creating opportunities for self-improvement and a stronger sense of community within Exxaro. Our goal is to create an environment where every man feels empowered to be his authentic self, supported by his peers and colleagues.
- We do not only exist as a forum, but also to celebrate and uphold the values that will drive it forward, unity, inclusivity and diversity. We strive to foster a culture of love, compassion, and empathy, ensuring that everyone feels valued through a;
 - Hand of Unity
 - People and
 - Men



THANK YOU

