



MINERALS COUNCIL
SOUTH AFRICA



Women in Mining

Anne-Marie Naude

TALENT AND TRANSFORMATION MANAGER

NORTHAM PLATINUM HOLDINGS LIMITED



Anne-Marie Naude, Talent and Transformation Manager at Northam Platinum Holdings Limited, is advancing education and talent development to create opportunities for women in mining. With nearly two decades of experience in Human Resources and leadership roles, she has been instrumental in designing inclusive programmes that empower individuals and build future leaders.

One of her key achievements is the launch of Northam's Female Talent Pipeline Project, which identifies young women excelling in STEM subjects and supports them with mentorship and guidance throughout their academic journeys. Partnering with Dinaledi Schools in the Moses Kotane Local Municipality, the initiative has nurtured seven young women who are now pursuing careers in metallurgy, geology, and mining operations, strengthening the talent pipeline while promoting long-term industry growth.

Beyond talent development, Anne-Marie champions gender equity and education. As a member of the Women in Mining Task Team of the Minerals Council South Africa, she raises awareness of mining careers for women, creates educational pathways, and mentors emerging leaders. She also fosters platforms where women can discuss skills, safety, and professional growth, inspiring confidence and demonstrating that women are capable of excelling in traditionally male-dominated roles.

Her vision is to leave a lasting legacy where mining is a sector that prioritises education, development, and inclusive leadership. Through her initiatives and mentorship, Anne-Marie is shaping an industry that values opportunity, nurtures talent, and prepares the next generation of women leaders for sustainable success.

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EDUCATION & DEVELOPMENT **HEROES**