



**MINERALS COUNCIL**  
SOUTH AFRICA



**Women in Mining**

# Carla Radloff

**GROUP HEAD:  
TALENT & TRANSFORMATION**

IMPLATS



Carla Radloff has been a trailblazer in mining since 1994, entering an industry where very few women held core leadership positions. Early in her career, she recognised the transformative power of education, development, and coaching for women, understanding that training and support could open doors not only for careers, but for personal growth and family advancement.

In 2004, Carla was part of the team that employed the first group of women in underground occupations at Implats. This milestone demonstrated that, with preparation and mentorship, women could excel in roles traditionally dominated by men. Her efforts helped increase female representation in management, with 29% of head office management positions held by women today.

At Implats, Carla has led initiatives across safety, empowerment, and well-being, implementing training programmes for employees at all levels. To date, more than 35,000 employees have completed programmes designed to identify inappropriate behaviour, participate in self-defence training, and engage in leadership development. In 2025, she spearheaded women's empowerment initiatives, including the establishment of a Gender-Based Violence forum to create safe spaces for open conversation and advocacy, encouraging both men and women to champion inclusion and respect.

Carla is committed to demonstrating that when women step into mining spaces, they leave a lasting legacy. Through education, mentorship, and empowerment programmes, she continues to create environments where women thrive, shaping an industry that values leadership, personal growth, and the development of future generations of mining professionals.

**W****MEN IN MINING**  
EDUCATION & DEVELOPMENT **HEROES 2025**