

Enhancing the representation and development of women in the mining industry

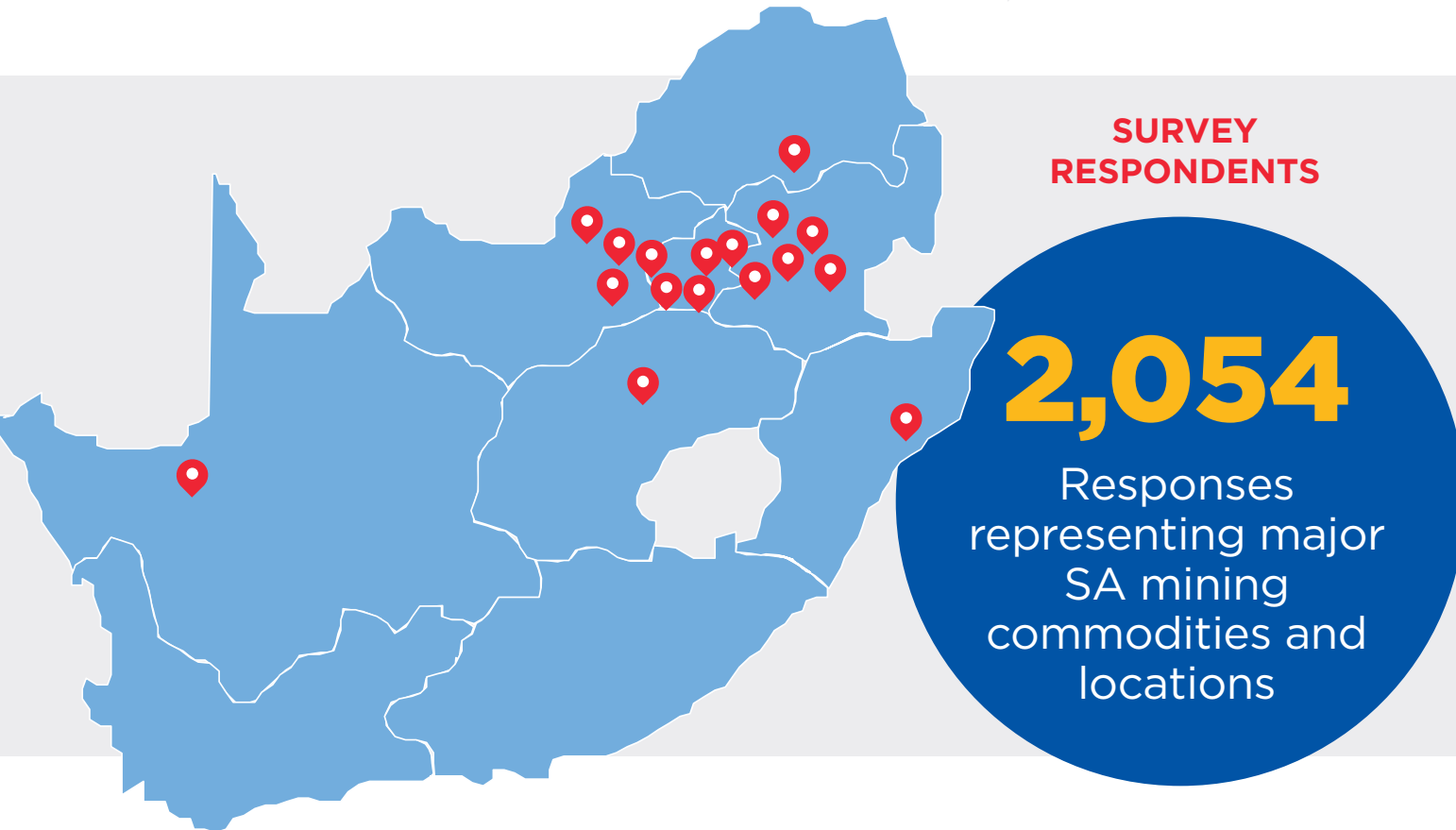


Seven Foundational Measures

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| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| Reaffirm Zero Tolerance for Gender Based Violence | Develop gender diversity and inclusion policies | Provide a reporting system for gender diversity issues | Initiate unconscious bias training to transform culture | Deploy ongoing companywide pulse check surveys | Build an inclusive physical environment | Supply PPE for women specifically |

Developing a strategy for Foundational Measure 1: Reaffirming Zero Tolerance for Gender Based Violence

Hearing the voices of women in mining on attitudes to GBV in the workplace



Reporting

- 30% don't know if their organisation has a reporting line.
- 36% of women don't trust the mechanisms behind reporting.
- 30% of women are afraid to speak up against GBV due to a fear of being judged.

Infrastructure

- 26% of women working in offices or in an opencast setting feel lighting is not adequate to protect them from GBV.
- 44% of women working underground feel lighting is not adequate to protect them from GBV.
- 89% feel mostly or always safe using transport to work (no significant difference between men and women).
- 95% women working in an office or opencast setting feel safe going to the bathroom alone whilst only 66% feel safe doing so underground.



Mining employers assisting with GBV

- 69% feel that their employer helps with the burden of costs for mental health related to the aftermath of GBV.
- 67% of respondents feel that their employer helps with the burden of costs for physical health related to the aftermath of GBV.
- 7 IN 10 employees think that the physical and mental health assistance their employer provides in the case of GBV is effective.

Childcare

- 79% of respondents say affordable and reliable childcare will help them balance work life.



Attitudes towards LGBTIQI+

- 78% of respondents say they accept their LGBTIQI+ colleagues.