



MINERALS COUNCIL
SOUTH AFRICA



National Day of
Women in Mining



Women in Mining Strategy

21 August 2020



Our journey so far

Minerals Council launched its

WOMEN IN MINING INITIATIVE

to enhance representation and development of women in mining industry



Now we have developed a 2020 roadmap towards achieving our ambition, sharing potential initiatives and a strategy definition process for member companies to leverage

To achieve this, the Minerals Council aims to streamline member companies' gender diversity and inclusion strategies and implementation effort.

First steps in March 2020:

- **Launch of the White Paper**
- **Launch of gender-based violence initiative**



Why a Strategy?

1

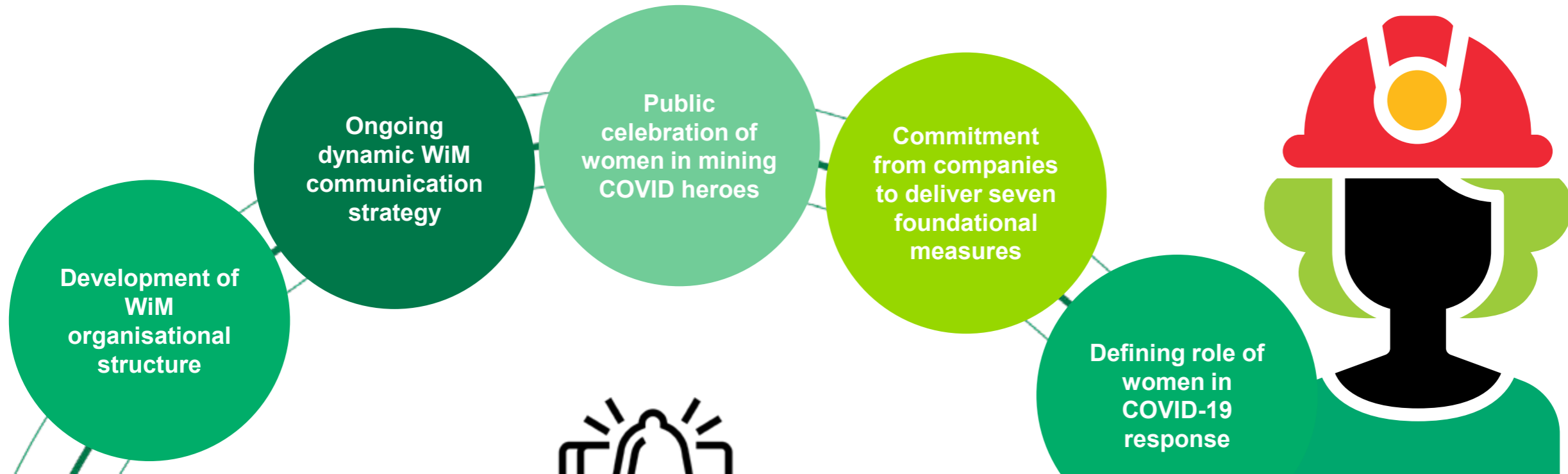
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<p>Benefits of diversity are material... and proven</p>	<p>Diversity is a global and South African priority - acceleration is crucial</p>	<p>Improving diversity is an ethical imperative</p>	<p>Diversity alone is not enough, it is inclusion that unlocks value</p>
<ul style="list-style-type: none"> • Diverse companies perform better financially (+6% net profit in companies with >= 30% women in leadership) • Diversity improves performance culture and workplace environment (19% more revenue from innovation in diverse companies) 	<ul style="list-style-type: none"> • UN SDGs include 2 goals on gender equality and inclusive workplaces • NDP2030 emphasises gender diversity throughout execution of plan • Mining Charter III has 8 gender diversity targets 	<ul style="list-style-type: none"> • All people, regardless of their identity, should have access to the same opportunities • Right to equality is protected under the Constitution 	<ul style="list-style-type: none"> • It is important to increase diversity throughout organisation • Inclusion ensures positive impact and results of diversity





SIX  **PRIORITY INITIATIVES**

#MakingMiningMatter



Seven foundational measures

1	Reaffirm Zero Tolerance for GBV through Stop Abuse campaign	5	Deploy ongoing companywide pulse check survey
2	Develop gender diversity and inclusion policies	6	Build inclusive physical environment
3	Provide reporting system for gender diversity issues	7	Supply PPE for women specifically
4	Initiate unconscious bias training to transform culture		

Clear steps for members to define their strategy

1

Diagnosis of the company's current situation

Conduct employee survey to:

- assess current gender diversity and inclusion status quo
- identify existing initiatives that are effective
- determine gaps

2

Evidence-based prioritisation of focus areas

Based on employee survey results and company context, company prioritises across the four focus areas and details its diversity and inclusion strategy

3

Selection of initiatives to build action plan

Initiatives to be selected out of long-list based on three types:

- 'Foundational measures'
- 'Proven measures'
- 'Hidden gems'

Challenges and opportunities of COVID-19

Opportunities

- Pilot of remote working models and technology
- Push to implement technology with potential to benefit and attract women
- Mindset shift offering opportunity to challenge status-quo, incl. gender diversity

Challenges

- De-prioritisation of topic as companies respond to COVID- 19 crisis
- Reduced (gender) diversity budget due to cost cutting
- Decreased recruiting resulting in fewer women joining industry
- Disproportionate retrenchment of women owing to unconscious biases

Potential to strengthen the industry

Resilience:

Diversion and inclusion = innovation and resilience

Innovative thinking

Diversity = broader perspectives = improved problem-solving and innovation

Collaborative teaming

Women-centric teams are more collaborative and inclusive

Female lighthouse

Enhanced inclusion will contribute to new narrative of mining industry





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THANK YOU

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