



INTERNATIONAL DAY OF WOMEN IN MINING 2022 – ADDRESS BY MINERALS COUNCIL SOUTH AFRICA PRESIDENT NOLITHA FAKUDE ON 15 JUNE 2022

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Minerals Council CEO Roger Baxter

Fellow guests

Good morning and thank you for braving this chilly morning to join us as we mark International Day of Women in Mining 2022.

Around the world today, our peers and colleagues in the resources industry are celebrating women's perseverance, contributions, talent, and spirit. International Women in Mining, a not-for profit organisation committed to celebrating female pioneers the world over and campaigning for the global mining industry and individuals to work on actionable initiatives collectively and collaboratively towards a more sustainable, diverse and inclusive mining industry. International Women in Mining (IWIM) has invited the global mining industry to set aside 15 June as International Day of Women in Mining.

To celebrate this day, we decided with our sister organisation and Minerals Council WiM Stakeholder, WiMSA to mark this day by co-hosting this symposium to have a candid conversation of the challenges faced by women in mining, put actionable goals to building a pipeline of women and youth in mining and really make mining matter.

In South Africa, as we celebrate Youth Day tomorrow, our diversity and inclusion programmes must extend to young women in our companies and organisations to give them the support and encouragement they need to make mining a long-term career choice.

While women are well represented in tertiary institutions, this changes as they join mining companies and our industry as men are promoted ahead of women, in most instances reflecting unconscious or conscious bias that so many companies are working to address through programmes and policies.

If we, as an industry, intend reaching our targets for women representation in mining, we must act more than we talk, and actively recruit, train, and retain women in our businesses, developing clear career paths so that women are full represented in all layers of our businesses.

Since 1996, when women were first legally allowed to work underground in mining operations in SA, the industry now employs 64,500 women out of a total workforce of nearly 460,000, which translates to just 14%. The global number is between 15% and 20%, which indicates we have some way to go.

The Minerals Council and its members have set targets to at least double the percentage of women in mining by 2025, reaching 30% to 40% women representation across the industry. This is a stretch target set in 2020.

In the next decade, we are targeting 50% women representation in management. For these targets to be met we must make the industry attractive for women to build thriving careers.

Research has shown diverse companies perform better financially. In 2021, Harvard Business School noted that on average, companies that increased women representation by 10% boosted their revenues by 10%.

A McKinsey & Company study showed that companies that have gender-diverse executive teams outperform their peers by 20%.

In SA, most mining boards are reflecting race and gender.

McKinsey's 2019 study encompassing more than 1,000 large companies in 15 countries showed that firms in the top quartile for gender diversity on executive teams were 25 percent more likely to have above-average profitability than companies in the fourth quartile.

The Minerals Council and its members are actively working on diversity and inclusion programmes, and a key part of this is highlighting the role women play in making mining matter for broader society.

In a male-dominated industry, remarkable achievements and successes by women must be celebrated, raising awareness for all women that this is an industry in which they can make a difference, be recognised for their contribution, and blaze a trail for others.

There are six companies on the JSE headed by women, three of which are in mining. These are Exxaro Resources, Anglo American Platinum and Kumba Iron Ore.

The perception, and in some cases the lived reality, of mining is that it is a tough, sweaty industry that needs physical strength to operate heavy and difficult equipment. A key area of work in the Minerals Council and its 78 member companies and associations alongside research institutions is to modernise mining, making it safer and accessible to everyone working in the sector.

Early this year, the Minerals Council Women in Mining Leadership Forum sought to acknowledge the crucial role modernisation plays in making mining attractive to women, while accelerating transformation and growth within the industry.

Through the Women in Mining Modernisation Heroes campaign, we honoured and celebrated these unsung women heroes in the industry who work tirelessly to create an environment in which more women can participate and realise their potential through innovation and technology.

Zero harm goes beyond mining safely without injuries and fatalities so that every employee feels secure in their job. The zero-harm culture includes the psychological well-being of all employees, particularly women, knowing that they will not be bullied or subjected to demeaning sexist and racist behaviours from their colleagues.

The sobering release of Rio Tinto's external report in February 2022 on workplace culture at its global operations, highlighted the extent of bullying, sexual harassment, racism, and discrimination throughout the company. Rio Tinto must be applauded for its bravery in releasing the report and owning the problem that is manifest throughout our industry and certainly is not ringfenced to a single company.

The Rio Tinto made us all look at our own companies with sharper eyes where we have the same problems that need urgent attention and action.

Preventing gender-based violence and femicide is the first of the Minerals Council's seven foundational measures, which affirms zero tolerance of this scourge.

I must stress that these problems are not unique to mining, which reflects the societies in which we operate and from which we draw our labour.

The release of South Africa's crime statistics earlier this month (June) reflects the depressing reality of our societal ills. In the first three months of 2022, 10,818 people were raped, of whom 4,653 were raped at home or in the home of the rapist. Public spaces are dangerous for women, while alcohol played a role in nearly 1,300 rapes.

The police report that 1,154 police stations across South Africa have GBV desks to specially manage reports of abuse, violence and femicide, providing a victim-centred service. More than 90,000 police officers have gone on GBVF training.

For the mining industry, these societal ills do not magically stop at our gates. We must re-double our efforts to eradicate this scourge at our mines, processing plants, and offices. We must make a difference, creating a safe space in South Africa for the women choosing mining as a career. We must not be part of the problem.

It needs concerted, focused interventions by all employees from CEOs down to entry-level recruits, our stakeholders, and communities to address this scourge. We cannot hope to do it alone.

The Minerals Council and its members in 2020 established and adopted seven foundational measures of:

- zero tolerance for GBVF,
- the development of gender diversity and inclusion policies,
- setting up the Minerals Council's reporting system for gender diversity issues,
- unconscious bias training to transform culture,
- ongoing companywide pulse checks on diversity progress,
- building an inclusive, safe physical environment,
- supplying women-specific PPE

We have made progress but there is much more to do. Fourteen percent women representation in mining since 1996 is nothing to boast about, but it gives us a solid foundation to reach our targets and truly transform our industry, making it a diverse, sustainable, inclusive sector in which we can all play our part, realise our ambitions, live our dreams, and make the difference we want to see.

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