



## **CHARMAINE MATLOU**

*Facilitator  
(WiM chairperson)*

### **Northam Platinum**

**Charmaine serves as the chairperson of Women in Mining (WiM) at Northam Platinum, where she plays a crucial role in guiding the organisation towards advancing gender diversity and inclusion in the mining industry.**

Her responsibilities include fostering a nurturing and supportive environment for women in the field, advocating for equal opportunities, and addressing gender-related challenges.

Charmaine shares that being selected as a Safety Hero has been a positive and empowering experience, fostering a sense of belonging and leadership at Northam Platinum .

In her role as chairperson, Charmaine is tasked with participating in strategic decision-making, networking and collaborating with the WiM structure.

Additionally, she is responsible for implementing various safety interventions, such as:

- **Ladies flame and chemical proof PPE and ladies safety gloves** – for a more suiting, comfortable and safer fit for ladies. For example, double padded designs built for durability, and smaller gloves to accommodate smaller hands
- **Panic button installed in all ladies' change houses** – to ensure women can get help in an emergency
- **Sanitary pouch** – an easy to carry light pouch with compartments that assists women in handling sanitary ware during their menstrual cycles, while also improving underground hygiene for all
- **Wide-calf ladies underground boots** – to accommodate women with wider calves, which improves daily mobility, comfort and performance
- **Miners underground waist padded belt** – with shoulder support to reinforce the waist from the weight of equipment, like Res-Q Packs, Camp Lamps and first aid bags
- **Laundry bags** – with identification tags designed for keep ladies' personal garments organised

Charmaine remains committed to challenging gender stereotypes and contributing to diversity in a male-dominated industry, while simultaneously fostering a positive influence on her fellow women colleagues and the broader community.

**WOMEN  
IN MINING  
SAFETY**  
HEROES 2023