



Women in Mining

NEWSLETTER

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MINERALS COUNCIL
SOUTH AFRICA

 **mining**
matters

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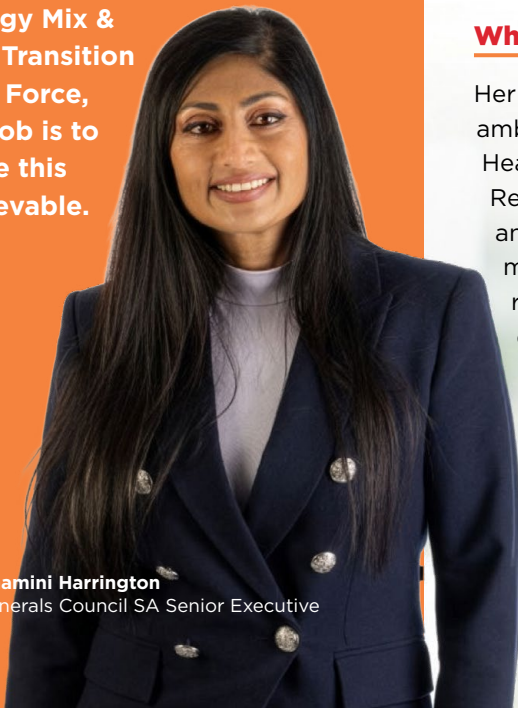


01

She Leads a Just Transition: Shamini Harrington on Building a More Sustainable and Inclusive Mining Industry in South Africa



The future of the mining industry cannot be separated from the tenets of inclusion, climate justice, and sustainability. No one understands that better than Shamini Harrington. As the Senior Executive for Environment, Health, Legacies, and Employee Relations at the Minerals Council South Africa, Presidential Climate Commissioner and Deputy Chairperson of the B20 Energy Mix & Just Transition Task Force, her job is to make this achievable.



Her work spans decades, starting as a researcher at the CSIR, who went to work at Sasol in multiple roles, in which she gained expertise across the full energy value chain from mining, refining, and processing to decommissioning. Having been initially drawn to climate change because it was an emerging field of focus, she has since become a respected voice in the field.

Leadership and Mandate:

Where Policy Meets People

Her role at the Minerals Council and the ambit of her portfolio (Environment, Health, Legacies, and Employee Relations) is two-fold. She acts as an advocate for members in the mining industry while also leveraging research as a thought leader to enable the mining sector to chart the best path toward a sustainable future. Aiming for the quadruple bottom line (people, planet, profit, and progress) is a complicated balancing act for any industry, but it is especially delicate for South Africa's mining industry.

Harrington explains: *"As a semi-arid country facing climate change, South Africa has serious water issues. The mining sector is a consumer of water, but it also manages water within its operations. The question is: how can we collaborate to unlock solutions to these major national challenges?"*

The Minerals Council plays a vital role in finding ways to ensure mining operations are sustainable, ultimately contributing to a better environment for all. The same logic applies to health and safety: *"how do we chart a path to achieve its goal of Zero Harm?"*

Legacy:

Reconciling the Past, Building the Future

A key part of Harrington's duties involves not just driving towards a thriving future for the mining industry, but also reforming and addressing legacy problems created from historic mining activities. This involves engaging the Department of Mineral and Petroleum Resources, which is the legal custodian of abandoned

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01

She Leads a Just Transition: Shamini Harrington on Building a More Sustainable and Inclusive Mining Industry in South Africa



As the Minerals Council, we advocate for solutions, conduct research, and collaborate with the government. This work is critical for community resilience, safety, and creating future livelihoods.

and derelict mines, that pose serious health, safety, legal and environmental risks to the communities around them. Her role includes facilitating improved environmental performance amongst minerals council members to ensure responsible mining.

Harrington explains that *“we have in place best-practice guidelines and are part of international standard-setting memberships. In many ways, the mining sector is now leading the charge on safety, health, and environmental practices. From a climate perspective we are contributing to diversifying our national energy mix through a focus on all energy sources including renewable energy and have developed leading practices for mine decommissioning, cognisant of safety and environmental issues.”*

“As indicated we work closely with government on derelict and ownerless mines. For some sites, the only solution is to rehabilitate and render the site inaccessible to prevent illegal mining and for safety. For others, we can transition the facilities into new opportunities, like small-scale agriculture or businesses, to unlock new value,” she elaborates.

Another consideration is the knock-on effect of transitioning on the communities that have depended on mining activities for decades. Protecting the economic viability of these areas is a priority, especially taking into account the national priorities of economic growth, poverty alleviation and equality.

“As the Minerals Council, we advocate for solutions, conduct research, and collaborate with the government. This work is critical for community resilience, safety, and creating future livelihoods. South Africa is dealing with poverty and inequality, so we aim to positively contribute to society beyond our immediate operations.”

Shaping a Sustainable and Just Transition

As the Deputy Chairperson of the B20 Energy Mix & Just Transition Task Force, Shamini Harrington must also reckon with all of the moving parts and key players who must come to the table to make the Just Transition achievable in the most inclusive and effective way possible.

“I have been struck by the willingness of South African business to collaborate,

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Intersectionality in Practice

As a woman in leadership, Shamini Harrington is keenly aware of how issues of race, gender, and class still act as barriers to progress.

"We have learned, sometimes through painful lessons, that meaningful engagement is critical. We have developed methods to be inclusive: we disseminate information in different languages, consult with youth, and ensure women are brought into discussions."

"The intersectionality of all these challenges is pronounced in mining, making it impossible to ignore. These issues are now mainstream in our business operations. From our mentorship programmes to Thuthuzela Care Centres, the mining sector is spearheading these efforts and seeking ways to improve how we address the complex issues we face," Harrington clarifies.

because there is no silver bullet. This has elevated the importance of convening power. When we operate in our own silos, we are unaware of what others are doing. Opening our minds to different perspectives has allowed us to find a common platform and work toward a shared vision".

She stresses that, "this makes it critically important for us to start talking to each other. The B20 is extremely valuable because they offer solutions. What has been elevated for me is the undeniable need for collaboration to solve these problems. This challenge is simply too big for one sector or one company."

Leadership and Mentorship:

Building Pathways for Others

The next frontier of Shamini's work is passing on the baton to current and future climate change researchers, environmental scientists, policymakers and advisors. She agrees that the next generation of leaders in the field must include women at all levels of the conversation. However, she also highlights the importance of being able to work with male leaders who are allied to the progression of women within the field. Having had a male mentor herself, whom she credits for her early success, she believes open-mindedness, more than anything else, is what can prime young women to thrive.

She concludes: *"You must open yourself up to mentor, coach, and be present for other women in your work environment or even your value chain. I've been approached by many people whom I don't know, but I make the time to learn about their sector and their aspirations. Because someone once took the time to mentor me, I make time for others. Even if it's just for one person, you have paid it forward."*

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02

Transforming Policy into Practice: A Closer Look at WiM's Inclusive Leadership and Respectful Workplaces Pillar



Just over thirty years ago, South Africa's mining industry was a mostly white and male dominated industry. Today, the sector has made great strides in moving away from this, with women not only being part of its labour force but also occupying executive positions.



While it's true that meaningful transformation progress has been achieved, the work is far from complete.

Therefore, the Women in Mining (WiM) Strategy 2025-2027 finds one of its core principles: policy, while essential, will only get us so far. Pillar 2 of this strategy, Inclusive Leadership and Respectful Workplaces, tackles this by addressing the inescapable reality that taking transformation in the mining industry to its next level will require scrutiny not just of who is leading, but also of how they lead.

Why Inclusive Leadership Matters

According to the Commission for Gender Equality's Gender Transformation in the South African Mining Industry 2023/2024 report, women's representation in the mining industry has increased from 12% in 2020 to 19% in 2024. While this is a win on its own, it is insufficient without the transformation of workplace culture towards a lived reality in which women

aren't just represented but respected, valued and whose safety is prioritised.

Similarly to many other workplaces, women in the mining industry are still subjected to many work culture challenges that their male counterparts do not experience, including stereotypes, pay gaps, glass ceilings, and gender-based violence. These gender-specific challenges are enough to deter women from having any ambitions of joining the sector and give those already within the sector an invisible second job: survival.

The Business Case for Gender Equality in the Workplace

PwC found that organisations with women as board members reported 23% higher profit margins and, in a separate study, McKinsey found that companies are 39% more likely to outperform their competitors with gender-diverse executive teams. Viewed through this lens, transformation and inclusion are no longer a nice to have but rather a business-critical objective.

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PILLAR 2

Inside Pillar 2:

Redefining Leadership and Respect

Pillar 2 of WiM's Strategy 2025-2027 highlights the important role that leadership plays in advancing gender diversity and inclusion in the mining industry. Importantly, it is also aimed at redefining what meaningful inclusion looks like. If leaders understand that inclusion goes beyond filling quotas and that when done effectively, it can be a powerful business driver, then they're already halfway toward establishing inclusive and respectful workplaces.

Core components of Pillar 2 are as follows:



Executive Accountability

CEOs and executives should be the first to walk the talk. Representation of women should be visible at the highest levels of decision-making and inclusive culture should be modelled as a business imperative. Under this framework, leaders are held accountable by gender and diversity KPIs in performance reviews.



Mentorship and Sponsorship

Through structured pairings of senior professionals with women professionals, organisations can systemically work towards closing leadership gaps. Providing women in the workforce with a pathway to advance their growth through mentorships primes a pipeline of future women leaders, ensuring that the cycle of inclusion can repeat itself.



Unconscious Bias Training

Mandatory and ongoing unconscious bias training will help leaders acknowledge and address the preconceived notions that they have about race, class, gender identity, ability and other intersectional experiences. Unconscious biases are particularly dangerous in workplaces because they're less obvious than other forms of discrimination.



Culture Transformation

Leaders need to undergo reconditioning so that they can fundamentally rethink what they know about inclusion in the workplace.

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Respectful Workplaces as a Leadership Outcome

A respectful workplace is not just one in which everyone is well-mannered, but rather a measurable condition of organisational health.

Respectful workplaces operate under the assumption that psychological safety and equitable treatment are preconditions for performance. When these basic requirements are met for women professionals, they can engage, innovate and excel at their jobs. In this way, Pillar 2 and Pillar 1 of WiM's 2025-2027, which focuses on Safe, Equitable and Dignified Work Environments are linked. Safety measures can be written in work policy, but without leadership steering the charge, respect in the workplace becomes more of a suggestion than a mandate.

Inclusive Leadership and Intersectionality

WiM's Strategy 2025-2027 adopts an intersectional approach to inclusion, advocating not only for women but also for LGBTQI+ employees and individuals with disabilities because we understand the interconnectedness of inclusion. We work on a voluntary, member-driven basis, so mining companies can adapt the strategy and any pillars held within it to their unique context, as long as learnings are shared with our organisation.

The path toward a more equitable future for women in South Africa's mining industry will require intentional leadership that adopts an intersectional approach.

From Awareness to Action

Pillar 2 not only prescribes best practices but also provides a structure for monitoring and follow-through. Leadership scorecards for gender performance help keep organisations accountable while tracking their progress. Ongoing training and mentorship reporting ensure that this is not a once-off exercise but a continuous journey. Feedback loops through employee surveys and inclusion indices enable us to assess the response to our efforts from the people it affects the most.

This is where policy transforms into practice and moves from awareness to action; through systems that hold everyone, from executives to supervisors, responsible for culture.

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Digging Deeper for Change: Women in Leadership Pilot Programme Takes Off Harmony Gold



We're proud to spotlight a bold new step in our journey to build a more inclusive and empowered workforce.

In July 2025, we launched our first Women-Tailored Leadership Development Programme (Women Who Lead), a pilot initiative that puts women's leadership growth at the centre of our operational excellence and culture ambitions.



Hosted by the Leadership Academy for Mining (a joint initiative between NWU Business School and Thinking Fusion AFRICA) and certified by NWU Business School, the programme integrates research-based content and reflections on the lived realities of women in industry environments.

The pilot brought together eight women leaders across different disciplines, from core departments and technical support to group technology and human capital. Delivered over six months, the curriculum focuses on:

- Applied leadership models with emphasis on women's leadership theory and practice
- Strategies for building presence, managing conflict, and navigating organisational dynamics
- Tools for systems thinking, resilience-building, and leadership-as-impact

The programme isn't just about developing individual leaders. It's about creating a ripple effect. Each participant receives structured, confidential coaching sessions with a certified coach focusing

on self-awareness, leadership identity, influence, and confidence. In turn, they're supported to coach at least one fellow woman in the business, multiplying the reach, confidence, and visibility of leadership growth across our business. This creates a powerful culture of:

- Safe, cross-level mentorship
- A ripple effect of leadership development
- A growing internal ecosystem of women-led growth

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Anton Buthelezi
Chief People Officer

We're not just celebrating progress, we're actively building it. The Women Who Lead Programme is more than a pilot; it's a signal of intent, said Anton Buthelezi, Chief People Officer.

As this pilot continues, we'll share more updates and insights. But for now, we celebrate this truth: When women coach, support, and see each other, leadership doesn't just rise. It multiplies. Said Sylvia Seleka, Group Senior Talent Manager.

04

Empowered Women Empower Communities: Transforming Lives from the Grassroots in Marikana



Year after year, mining activity continues in Marikana while some of its residents struggle to eke out a living. One avenue for addressing and redressing this, is the support of women-led entrepreneurial enterprises by the Marikana Renewal Programme. Keadilwe Pete, who leases land from Sibanye-Stillwater for farming and partners with the programme as an agricultural training provider, is just one example of how women-led enterprises are becoming a powerful force of socioeconomic change in the community, creating opportunities where there once were none.



“Through the Renewal Programme and engagement with all stakeholders, we have increased our understanding of the most significant challenges faced by local communities and identified projects which will yield the most impact. These include corporate social

investment and social and labour plan (SLP) projects,” states the programme about its commitment to empowering initiatives such as Keadilwe’s in driving fundamental change in the Marikana community.

The Marikana Renewal Programme:

A Context of Transformation

Sibanye-Stillwater established the Marikana Renewal Programme on three core principles: Honour, Engage and Create. After the tragedy of August 2012, several families in the community were left without primary sources of income, which further deepened the historically existing socioeconomic challenges and vulnerabilities of Marikana’s residents. Since its launch, the programme has been committed to rebuilding trust, fostering collaborative relationships with community members, and empowering those affected to self-determine a prosperous future for the Marikana community.

“The Marikana Renewal Programme seeks not only to address the painful legacy of the tragic events at Marikana in 2012, but also to promote healing and collaboration in socioeconomic upliftment that will secure the long-term future of the Marikana region for our stakeholders. Sibanye-Stillwater has committed to engaging with stakeholders on a basis

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helping someone
generate their own
income, whether
through employment
or entrepreneurship,
is empowerment

of trust and in a manner that promotes socio-economic upliftment and ensures a positive future and legacy,” asserts the programme.

Kebadilwe Pete:

How One Woman's Enterprise Empowered A Community

Kebadilwe Pete, 51, was raised in rural Northwest with farming as an integral part of her family's livelihood. As subsistence farmers, Keadilwe's family raised goats and cattle as livestock and grew crops such as sorghum and maize.

“That's where my love for agriculture started,” states Keadilwe. It would be these farming skills that she would later rely on to start and advance her career as an agricultural professional. “After matric, I decided to study agriculture professionally. I obtained a Diploma in Agriculture, followed by a BTech Agriculture specialising in Crop Production at TUT. In 1996, I joined the newly formed Department of Agriculture in the Northwest as an Agricultural Advisor and worked there for 18 years. In 2015, I decided to leave formal employment and pursue farming full time,” she adds.

After resigning from the Department of Agriculture, Keadilwe successfully secured a land lease agreement with Sibanye-Stillwater, which enabled her to launch her farming business. She then applied for accreditation as a training provider with AgriSETA so she could transfer her knowledge and skills to other community members, who were mostly unemployed women and youth. It was through these community members that she was introduced to the Marikana Renewal Programme and gained more support for her mission.

“As a training provider, I rely on funding to run my programmes, since most participants are unemployed. My main funder has been the Mining Qualifications Authority (MQA), which supports job-creating initiatives, including agriculture. Through training, my goal is to help participants become self-reliant and food secure. Marikana has high unemployment, and many people move there hoping to find work in the mines. But mining can't absorb everyone, so agriculture offers an alternative. If households can grow their own food, they can reduce hunger even without formal employment,” shares Keadilwe.

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Beyond simply helping families achieve food security, Keadilwe's mission is to also give the women she trains the means to generate income. She teaches them to use what little space they have to grow surplus produce that they can sell in formal and informal markets. A partnership with YouCanGrow gave her access to a packhouse in which small-scale farmers could bring their crops and sell them collectively. She did not want the women she trained to stop at farming, but to develop the necessary enterprising spirit to empower themselves out of economic vulnerability.

"The women I mentor now supply spinach to a local primary school as part of the feeding scheme. It's a small but steady source of income for them. To me, helping someone generate their own income, whether through employment or entrepreneurship, is empowerment," she says.

Economic Empowerment and Gender Justice

Financial independence and gender justice are always inextricably linked,

especially in communities where opportunities are scarce. Without means of making their own income, women can feel beholden to the men in their families who do earn. And when there isn't any income to speak of at all, studies have shown that tensions in the home escalate, with men turning their frustrations onto women in violent ways.

In this sense, Keadilwe and the women she trains are not just beneficiaries of corporate social programmes, but a cohort of women who are leaders, innovators and catalysts of transformation. By achieving financial independence, they are escaping a familiar trap of gender-based violence while securing their economic futures.

"Training and employment give women confidence and agency. They can contribute to their households, make decisions, and feel valued. The Renewal Program, in particular, has created spaces where women gain income, interact with others, and find purpose, reducing isolation and vulnerability to abuse," she aptly points out.

Challenges and Pathways Forward

Keadilwe's journey to becoming the community leader she is has not been without its fair share of obstacles. Just before COVID, she lost a part of the land she was leasing to land grabs, leaving her with only about three hectares. She also relies heavily on funding to continue providing agricultural training since most of the participants are unemployed. However, none of this has deterred her from her goal of transforming Marikana.

She emphasises: *"Agriculture is my life. I hope to expand beyond the small piece of land I currently farm. My vision is to establish a larger farm that creates permanent jobs, continues training more people, and serves as a model for sustainable, community-driven agriculture. If Sibanye-Stillwater could allocate me a larger piece of land, I'd love to use the current site as a training centre while farming on a bigger plot elsewhere. I want to see Marikana communities become more self-reliant and less dependent on mining."*

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05

Cardiovascular Disease: A silent Killer

Physically demanding labour, persistent exposure to deafening noise, and thick dust; these are the extreme conditions workers are exposed to in mining environments. Persistent exposure to other mine dusts, which can lead to increased blood pressure and heart attacks. Chronic exposure to fine and ultrafine particulate matter can cause inflammation and damage to the cardiovascular system, while occupational noise can also contribute to stress and increased risk of cardiovascular diseases. These risks are amplified for workers who also experience stress from safety concerns and potential reprisal for reporting issues.

A recent study presented at the 8th Conference on Work Environment and Cardiovascular Diseases in Thailand (2025) revealed a link between chronic job stress and increased risk for cardiovascular disease. Employees experiencing high job strain were up to 23% more likely to suffer a heart attack. Burnout caused by prolonged or excessive stress from work, responsibilities, or other life demands was associated with systemic inflammation, disruption of the autonomic nervous system (def: the part of the nervous system that controls involuntary bodily functions like heart rate, blood pressure, and digestion without conscious thought). The long shifts associated with mining production which disrupt sleep and elevate stress hormones as well as exposure to dust and noise which cause increased inflammation in the body in addition to the grueling physical nature of mining activities are the perfect combination for increased risks for cardiovascular diseases.

Comprehensive at work health screenings are important to facilitate early detection of at-risk members and to ensure mitigating strategies are employed to avert employees getting sick. Health surveillance ought to be supported by a

health management database, managed by a qualified third-party provider. Employers ought to encourage their staff members to make healthier choices and to educate them and increase awareness on healthier meals, lifestyles and maintaining physical activity for healthy hearts. It is also important to reinforce the importance of the correct use of PPE to limit noise and dust exposure.



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Behind every statistic on drug abuse, suicide, self-harm, GBV, bullying, school drop-out and violent crime is a person carrying pain they were never helped to process.

This reminder by Botswana's Minister of Youth and Gender Affairs, Lesego Chombo, arrives at a critical moment for the SADC region in the continued fights against GBVF-H.

Botswana announced the drafting of its first-ever Bill on Gender-Based Violence and Femicide (GBVF), a landmark step running parallel to the development of its local National Strategic Plan buoyed by broad consultations with citizens on the matter. It is a powerful shift in a region where policy certainty and coordinated systemic action is urgently needed to tackle GBVF.

While Botswana makes this historic move, South Africa remains a pathfinder in the SADC region in establishing structured, multi-sectoral systems to prevent and respond to the scourge that impacts millions globally and has been classified a pandemic in South Africa.

South Africa's National Strategic Plan on GBVF (2020) anchored by six pillars, continues to guide a comprehensive national response, supported by models that many African states are beginning to study and adopt. The systematic

approach includes multi sectoral partnerships that drive mitigation strategies across civil society, the public and private sectors, integrating legal and socio-economic drivers to limit vulnerabilities to the scourge of violence. The framework includes the provision of integrated survivor care facilities such as the Thuthuzela Care Centres, national shelters network, 24 hours reporting pathways and access to medical, legal and psychological mechanisms to reduce secondary victimisation and ensure prosecution of perpetrators. For many survivors, these systems represent the first point of safety and critically, they enable reporting.

According to the TEARS Foundation 2023/24 global comparative analysis, SADC countries continue to rank among the highest in the world for GBVF prevalence with Botswana ranking 92.2% lifetime prevalence of sexual or physical violence followed by Lesotho at 92.68% and South Africa at 72.10%.

Within South Africa, South African Police Services' ("SAPS") verified 2023/24 data highlights the scale of the crisis, with over 53,000 sexual offences recorded

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06

SADC Accelerated Action to end GBVF: South Africa's Systems Light the Way



by SAPS, rape accounts for 80% of the reported offences and Women for Change data indicates that one woman is murdered every 4 hours.

At first glance, South Africa's high numbers are alarming, but they also point to more critical considerations:

1

The need for increased reporting of incidences

2

More visible and accessible services

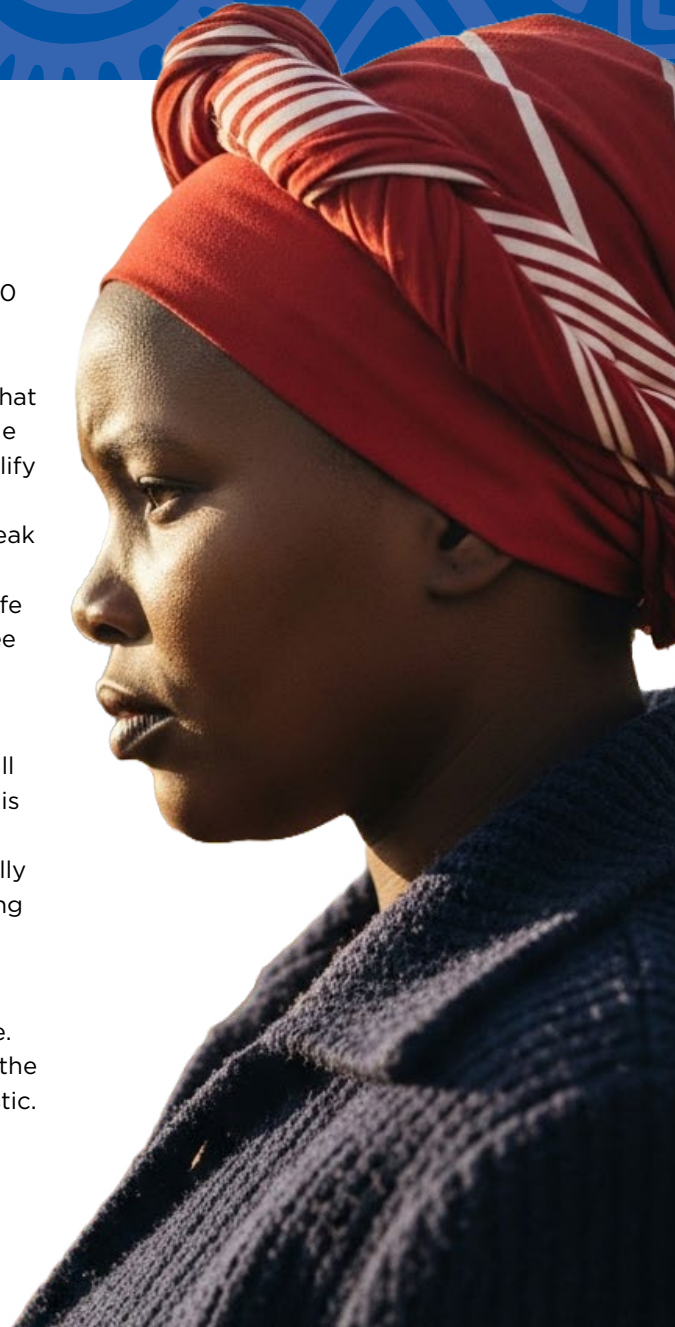
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The existence of functional response pathways

As the world prepares to mark 16 Days of Activism For no Violence Against Women and Children from 25 November to 10 December 2025, It is important that we consider the physical, psychological and sexual harm that is inflicted on the most vulnerable in society daily. We need to amplify the voices of those who are not able to speak for themselves, break the silence and work together, even across borders to create safe societies where all can thrive, free from harm.

South Africa's systems are not perfect, but they illustrate the will and determination to root out this evil from society and stand as a model for the continent, especially at a time when SADC is mobilising to strengthen its own response.

The call during these 16 Days is simple: Be informed. Be sensitive. Be accountable. And remember the human being behind every statistic.



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Our value of Care in action: Supporting the caregivers Caring for the caregivers at Masakhane Thuthuzela Care Centre



On 22 September 2025, more than 100 blankets — generously donated by Implats Head Office employees during Mandela Month — were delivered to the Masakhane Thuthuzela Care Centre (TCC) at Tembisa Hospital.

This initiative forms part of our continued commitment to supporting victims of gender-based violence, child abuse, neglect, abandonment, domestic violence, and human trafficking who seek refuge and support at TCCs across the country.

Anna Mabunda, Programme Manager at the TCC, expressed her gratitude, noting that such donations not only bring comfort to victims but also uplift the mental wellbeing of staff who face traumatic cases daily. *“Implats’ support,*

along with contributions from other private sector partners, helps turn victims into survivors. When victims say, ‘Thank you, we see you, we feel you’ it reinforces their trust in the system and encourages them to return for treatment and court attendance until justice is served,” she said.

Tumiso Ndala, Site Coordinator at the Tembisa TCC, highlighted the impact of the TCC model: “The partnership between the National Prosecuting Authority and the Department of Health has strengthened confidence in the criminal justice system. It helps prevent secondary trauma, ensures evidence is collected promptly and accelerates case resolution.

Implats’ Group Head of Social Performance, Annie Snyman, closed the handover by thanking all attendees for taking time out of their day to show care

and solidarity. *“This is what our value of Care looks like in action,”* she said.

To report any form of violence or abuse, please contact one of the 66 Thuthuzela Care Centres located at government hospitals across all nine provinces, or reach out to the National Prosecuting Authority or the South African Police Service (SAPS).

This initiative aligns with the tripartite partnership launched in December 2022 between the Minerals Council South Africa, the National Prosecuting Authority (NPA) and the GBVF Response Fund when Implats donated R10 million to the Fund

The Minerals Council GBV partnership of which Implats is member aims to strengthen support for TCCs and enhance GBV response and prevention services. and beyond.

I have been raped ... what do I do?

1. Do NOT wash or change clothes – Clothes can provide important evidence of the rape.
2. Report the rape to someone you trust, the police or the TCC, as soon as possible.
3. If there is no TCC, go immediately to the nearest clinic/hospital for medical assistance.



TCC Dr Bokaba accepting the donation on behalf of the victims she sees on a daily basis

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Our value of Care in action: Supporting the caregivers

 **mining
matters**

 **MINERALS COUNCIL
SOUTH AFRICA**



EMERGENCY CONTACTS

LIFELINE
0800 555 555

CHILDLINE
0800 123 321

EMERGENCY
10111

AIDS HELPLINE
0800 012 322

STOP GENDER VIOLENCE
0800 150 150

GBV COMMAND CENTRE (DSD)
0800 428 428

SHELTER HELPLINE
0800 001 005

RAPE CRISIS
021 447 9762

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16 Days of Activism for

No Violence Against Women and Children



**STOP
VIOLENCE**
AGAINST WOMEN AND GIRLS

25 NOVEMBER - 10 DECEMBER
16 DAYS OF ACTIVISM

GENDER BASED VIOLENCE

A worldwide campaign to oppose violence against women and children the 16 days of activism aims to raise awareness of the negative impact that violence and abuse have on women and children and to rid society of abuse permanently.

Launched globally in 1991, and adopted in South Africa in 1998, the 16 Days movement links 25 November, the International Day for the Elimination of Violence against Women and Children to 10 December, which is International Human Rights Day. The message remains enduring and simple: violence against women and children is a violation of human rights. The task of the Minister in The Presidency for Women, Youth and Persons with Disabilities, together with the whole-of-government and society, is to ensure that this message becomes a lived reality.

Under South Africa's Leadership of the G20 Empowerment of Women Working Group, three priorities were placed at the heart of our Presidency: ending GBVF, advancing women's financial inclusion, and investing in the care economy; because safety, income and care are inseparable.



Ms. Sindisiwe Lydia Chikunga
Minister of Women, Youth, and Persons
with Disabilities in South Africa

Know your minister in Women, Youth and Persons with Disabilities - Minister Sindisiwe Chikunga.

The current Minister of Women, Youth, and Persons with Disabilities in South Africa is Ms. Sindisiwe Lydia Chikunga, appointed on July 3, 2024. Before her current appointment, Ms. Chikunga served as the Minister of Transport from

The Department of Women, Youth, and Persons with Disabilities focuses on socio-economic transformation and the empowerment of women, youth, and persons with disabilities through advocacy, monitoring, and evaluation. The vision of the department is to create an inclusive society free from discrimination.

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