



# Women in Mining

## NEWSLETTER

JULY 2026



MINERALS COUNCIL  
SOUTH AFRICA



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# 01

## A Conversation with Advocate Bonnie Currie-Gamwo



### Who is Advocate Bonnie Currie-Gamwo beyond the title and what inspired your journey into advocating for survivors of gender-based violence?

I am a mother to a son and daughter who think I am too strict but who love me deeply, and a wife of 25 years to a man who remains my safe space. I am a sister, an aunt, a friend, and a strong believer in justice. I grew up on the Cape Flats believing I could make a difference, and that belief continues to drive me.

I find peace in music, joy in laughter, and I am, surprisingly, the joker in my private space. I love reading Afrikaans fiction and travelling, although Cape Town will always be home. At my core, I am a dreamer with a constant desire to effect change.

Growing up, I felt safe. But when I began prosecuting in 1997, I was confronted with a reality where many women and children were not safe. That shook me deeply. I could not accept that in a democratic South Africa people were still living in fear. That sense of injustice drew me into this work.

### Can you share a defining moment that reinforced your commitment to advancing justice for survivors?

I often say GBV found me; I did not seek it. Early in my High Court career, I prosecuted a case involving the rape and murder of a young girl. I was a young advocate, barely 24 years old. Nothing prepared me for this. I have forgotten, perhaps on purpose, the details of the case, but what I have never forgotten is the emptiness, the hopelessness, defeatism and sadness in the eyes of the parents of this girl. When the accused was convicted and sentenced to life imprisonment, I saw a glimmer of hope return to them. That moment taught me that justice restores dignity. It ensures that victims are not remembered for how they were discarded, but for the justice they received. That continues to drive me.

### In the midst of such challenging work, what continues to give you hope?

What gives me hope is that I am not alone. Across sectors, there are people committed to justice, working tirelessly every day. We are seeing successful prosecutions, perpetrators being removed from society, and an expansion

**Advocate Bonnie Currie-Gamwo is the Special Director of Public Prosecutions: Sexual Offences & Community Affairs (SOCA) Unit. A legal professional known for her leadership in the NPA and contribution to combating gender-based violence and femicide (GBVF), she has both a Bachelor of Arts and a Bachelor of Laws degree from the University of the Western Cape. Bonnie is an active member of the Thuthuzela Care Centres (TCCs) advisory board.**

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# 01

## A Conversation with Advocate Bonnie Currie-Gamwo



of access to justice through Thuthuzela Care Centres. I am also encouraged by growing awareness. Communities, educators, and families are becoming more empowered, and more South Africans are openly rejecting GBV. That collective commitment gives me hope.

### **South Africa has a strong legal framework protecting rights against violence and abuse. Where are we falling short in translating these rights into lived realities?**

The criminal justice system works, but it is under immense pressure due to the vast volume of GBV cases and limited resources. There are still too many victims who do not know how or where to access help, they do not know their rights and do not know what GBV is. Society still sees GBV as a private domestic matter, often blames victims, and does not provide safe, supportive environments for those affected. Poverty is another significant factor. When the perpetrator is the breadwinner, victims may feel unable to report abuse. Addressing these challenges requires public education and a whole-of-society approach.

Public education and awareness are paramount in the fight to address GBV. It is therefore one of the key priorities

for specialised units such as the Sexual Offences and Community Affairs Unit of the NPA.

### **What practical steps can organisations take to ensure diverse voices are not only heard but influence decision-making?**

Organisations must first understand who the decision-makers are and how the system works. Without that understanding, engagement is ineffective. We must also work collaboratively. We cannot address GBV in silos. When organisations align around a shared goal, justice and eradication of GBV, real change becomes possible.

### **What does meaningful, sustained impact look like five to ten years from now?**

We need to see GBV awareness and prevention embedded across all sectors, supported by zero-tolerance policies that are actively implemented. This will reduce incidences of GBV but also increase reporting of GBV. Increased reporting means more victims are able to access justice: increase the number of Thuthuzela Care Centres across the country. As a prosecutor, impact means prosecution. The TCCs will ensure that.

### **What is your call to action for the industry as we move forward in 2026 and beyond?**

South Africa has strong laws, but the gap lies in implementation. To address this, we must place the victim at the centre of our response. The Thuthuzela Care Centre model does exactly that.

Ending GBV requires decisive, collective action. Government cannot do it alone. Civil society, communities, and particularly the private sector must play an active role.

The private sector can drive impact by investing in the expansion of TCCs, improving infrastructure, enabling innovation, and increasing access in underserved areas. This is not only a social responsibility but also an economic imperative, as GBV affects productivity, wellbeing, and community stability.

To end GBV, we need value-driven leadership, leadership grounded in integrity, empathy, accountability, and courage. We must refuse to look away. We must choose action. And we must invest in dignity, safety, and justice for all.

Invest in the Thuthuzela Care Centre model, because it is strategic, sustainable, and essential for our nation's renewal.

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# 02

## Numbers Without Faces: Reading Between the Lines of SA's 2025/26 GBVF Statistics By Lindokuhle Zwane



**The latest SAPS crime statistics, read alongside insights from the Human Sciences Research Council (HSRC) national GBV study, confirm what many already know: gender-based violence and femicide (GBVF) in South Africa is not only persistent, but escalating.**

In just three months of 2026, South Africa recorded more than 900 murdered women, 10,000 rape cases, and 14,000 women who were victims of assault with intent to cause grievous bodily harm (GBH).

Yet even these numbers are incomplete. Once again, femicide and child murder data are absent from the official release, removing critical indicators of the most extreme forms of violence. This omission does more than limit understanding; it undermines accountability and distorts the national picture of lived experiences. That is dangerous, because what we cannot fully measure, we cannot fight effectively.

Without a true picture, interventions risk being misaligned, misdirected, underfunded and ineffective. The

numbers we do see already suggest a crisis that is outpacing current responses. If this trajectory holds, South Africa faces deepening cycles of trauma, inequality and systemic strain, particularly for women and children.

As the activist-led civil rights movement Women For Change put it: "15 women murdered daily and a failed national disaster declaration! If that is not enough, then what will be?"

A stronger national response is urgently needed. A state of emergency declaration would signal the scale of the crisis and unlock the focused coordination, funding and accountability required to address it. At present, only 1.3% of SAPS' R127 billion budget is allocated to GBVF response, a level of investment that is both inadequate and unacceptable.

The gaps extend beyond data. Limited shelters and safe houses, under-resourced Thuthuzela Care Centres (TCCs), forensic backlogs, and strained courts and police stations not only fail survivors but also suppress reporting and weaken the integrity of the data itself, ultimately fuelling a cycle of invisibility.

This challenge is mirrored in the mining sector, where inconsistent GBV reporting can mask the true scale of harm within and beyond mining gates.

Through initiatives such as **#MiningMatters**, the industry has taken important steps, but more is possible. The Minerals Council's 365 Programme offers a pathway to scale impact by expanding support to the anti-GBVF initiatives beyond the TCCs partnership, supporting shelters, and honing in on industry imperatives such as data collection and analysis, and reporting.

The call is clear: government must provide full transparency in crime statistics, bolster policing capacity, strengthen support and justice systems, and enable coordinated action with private sector partners.

Industry must move from awareness to sustained, measurable impact, because behind every number is a life and a system that must do better.

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# 03

## Redefining men's roles in the 21st-century workplace

By Thabo Limema



Work has always been central to human survival. For men, identity has long been tethered to the role of provider – the one who secures food, shelter and stability. Yet this definition, inherited rather than consciously chosen, is increasingly out of step with the realities of modern life and work. To borrow a line from Don Vito Corleone in one of my favourite movies of all time – ‘The Godfather’ – “a man who does not spend time with his family can never be a real man”. And still, “providing” is too often narrowly interpreted as financial contribution, while care – emotional, domestic and relational – remains feminised and undervalued.

### Global progress: significant, but uneven

The past century has delivered undeniable advances in rights, inclusion and access to work. From the Universal Declaration of Human Rights to the digitisation of labour, the barriers to participation have narrowed, yet gender equality remains stubbornly incomplete.

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## Redefining men's roles in the 21st-century workplace

By Thabo Limema



A man who does not spend time with his family can never be a real man.

The Godfather

### Why men's voices and forums matter

Most organisations have invested in diversity, equity, inclusion and belonging (DEIB) strategies. These efforts are essential and overdue.

Men's forums offer one practical intervention. They are not exclusionary spaces, but platforms where men can confront social conditioning, build emotional intelligence, and develop the language and courage required for active allyship.

In the South African context, women remain significantly underrepresented in sectors such as mining, construction and transport. In these environments, change will not be sustained through policy alone. It will require men to lead from within, challenging behaviours, modelling respect and holding one another accountable.

### The South African imperative

South Africa's labour market reflects both progress and deep structural imbalance. The declaration of GBVF as a national crisis was both symbolic and

sobering. It underscored the urgency of collective action, while raising legitimate questions about implementation and accountability. For men, the response cannot be one of quiet support or episodic engagement. It must be sustained, visible and grounded in daily practice.

The National Strategic Plan on GBVF outlines six pillars, where men have a role that is both practical and moral.

- **In leadership**, it means redefining authority not as dominance, but as responsibility.
- **In culture**, it means disrupting harmful norms through behaviour.
- **In justice**, it requires rejecting silence and complicity.
- **In care**, it demands presence — listening without correcting, supporting without centring oneself.
- **In economics**, it involves championing equity, recognising that inclusion strengthens institutions.
- **In data and research**, it calls for intellectual honesty.

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# 03

## Redefining men's roles in the 21st-century workplace

By *Thabo Limema*



This is not abstract work. It is operational, measurable and, ultimately, necessary for organisational integrity.

### Rethinking masculinity at work

The contemporary workplace is changing, shaped by technology, generational shifts and new definitions of leadership. Long hours are equated with commitment. Emotional restraint is seen as professionalism. Asking for help is interpreted as weakness.

These norms are not only limiting; they are unsustainable. Men, like all employees, cannot perform at their best when their wellbeing is compromised. Nor can they contribute meaningfully to inclusive cultures if they are disconnected from their own humanity.

Workplace forums and structured programmes play a role here, but culture is ultimately shaped in everyday interactions: the meeting where a voice is amplified, the moment a colleague is challenged respectfully, the decision to prioritise family without apology.

### Collaboration as a catalyst

The work of redefining men's roles does not sit in isolation. It intersects with broader organisational priorities, from sustainability and social impact to talent development and governance.

Collaboration extends beyond corporate boundaries. Partnerships with civil society, education initiatives and mentorship programmes are essential in addressing broader social deficits, including the absence of positive male role models for young boys. These interventions are foundational to long-term change.

### A question of leadership

Ultimately, redefining men's roles in the workplace is not about dismantling identity; it is about expanding it.

Men are not being asked to relinquish their role as providers. They are being invited to deepen it: to provide not only materially, but also emotionally, socially and ethically.

For organisations, the imperative is clear. Policies matter, but culture determines

whether they live or remain symbolic. Creating spaces for men to engage honestly and constructively is one step towards closing that gap.

The broader question, however, is personal. In a world that is redefining work, leadership and belonging, what role are men willing to play?

## Thabo Limema

(Head: Structured Lending  
Products)

contributing in his  
personal capacity  
as a GBV activist  
and Chair of the  
Men's Forum.

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# 04

## Rising Voices: Young Professionals in Mining



**Ntombikayise Mlambo is a Mining Engineer from Harmony Gold. Born in Krugersdorp and raised in Soweto, she describes herself as active and adventurous, with a strong belief in authenticity, self-love, and consistency.**

Ntombikayise studied at the University of Johannesburg, where she obtained a BEng Tech in Mining Engineering in 2020. Nearly a year after graduating, she received a job offer from a gold mine in the Free State, where she worked as a Production Supervisor for load and haul operations. This role helped her strengthen key skills in risk management, leadership, and problem-solving.

After two years in the role, she was offered a 24-month mining engineering internship at another company. During the internship, she successfully obtained her Blasting Certificate for Scheduled Mines and was later offered permanent employment.

While navigating her career path as an intern, Ntombikayise created a platform to educate, empower, and share fundamental knowledge about the mining industry. Her goal was to inspire young girls to believe that it is possible to build a successful career in mining.

This initiative opened new opportunities for her and led to her recognition within the industry. She was appointed as a Membership Coordinator for the University of Johannesburg Mining and Survey Alumni Forum (UJMASAF)

and was selected as one of the Mining Indaba Influencers for 2027, under the theme **“Stronger Together: Partnership in Practice”**.

For Ntombikayise, personal impact means recognising that every day presents an opportunity to learn, grow, and improve through experience. She believes that each positive step, no matter how small, contributes to the person she is becoming and helps shape the future she is working towards.

Having grown up in a township where many young people face social and economic challenges, Ntombikayise understands how difficult it can be for a child to stay hopeful and work towards a better future. Through her academic and career journey, she has been able to inspire, advise, and make a meaningful difference in the lives of the next generation.

One of the impacts Ntombikayise is most proud of is seeing young people she has assisted enrol at university to pursue Mining Engineering. She is also proud to have supported others in exploring opportunities across different departments within the mining industry.

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# 04

## Rising Voices: Young Professionals in Mining



“It is important for young professionals to speak up and share their experiences so that others can learn and avoid unnecessary and repeated mistakes. By sharing your journey as a young professional, you can also open yourself up to greater opportunities and better prepare for potential challenges,”

Ntombikayise says.

She continues to develop herself professionally by proactively cultivating soft skills, technical expertise, and expanding her network within the industry. While mining is a dynamic and often challenging field, having strong mentors makes it feel more manageable. These mentors consistently encourage optimism and resilience, helping her stay focused on achieving her goals.

Ntombikayise believes that organisations can better support young professionals in the mining industry by creating more mentorship opportunities and structured programmes, assisting them in securing internships and graduate placements within companies.

As we celebrate Youth Month, Ntombikayise feels that young professionals can use their voices and platforms to drive meaningful change and inspire collective action within the mining industry. Young professionals in mining can drive meaningful change by starting small and aligning themselves with a clear purpose. By speaking about the positives and offering practical solutions to the challenges currently faced, they can contribute to shaping a more sustainable and inclusive future for the industry.



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# 05

## Diversity and Inclusion: The Implats Impact



### Diversity and inclusion share

Impala Platinum (Implats) continues to strengthen diversity and inclusion by focusing on health, safety and wellbeing across its operations. Over the past two years, programmes have addressed gender based violence (GBV), men's health and women's health, while also improving workplace facilities and access to medical services. These initiatives have been rolled out across different sites and extended into surrounding communities, showing a consistent effort to create safer, healthier and more supportive environments for employees and their families.

### GBV awareness and Men's Forums

In 2024, Implats hosted a Group wide GBV webinar to raise awareness against this scourge of violence and to request all its operations to establish Men's Forums. This commitment was reinforced during the 2025 16 Days of Activism campaign, with successful initiatives held across operations. At Zimplats in Zimbabwe, GBV was discussed daily in SHEQ meetings,

supported by Gender Champions in each department and extending awareness into surrounding communities. Marula partnered with the Victim Empowerment Centre and the National Prosecuting Authority to empower traditional authorities, schools, unions and employees.

Impala Rustenburg continued its HIV screening and GBV awareness internally and in its host communities, working with the South African Police Service, non-governmental organisations and contractors. Quarterly screenings were linked to GBV prevention and, on International Men's Day, the men of Impala marched to reinforce the message that "real men don't abuse."

**During the 16 Days of Activism, Impala Rustenburg** management and the Women in Mining committee wore black in solidarity with GBV survivors, formalising their commitment through a pledge. At Impala Rustenburg North Shafts, employees gathered for GBV awareness engagements, amplifying survivor voices. Across the Group, men submitted video messages under the theme "I stand against GBV because...", strengthening collective resolve against violence towards women and children.



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# 05

## Diversity and Inclusion: The Implats Impact



### Health, wellness and workplace support

Implats Rustenburg's medical services undertook to bring antenatal care in house to the Impala Rustenburg Hospital, eliminating the need for women to take a day off and travel long distances. Specialist gynaecologists and midwife trained nurses are now available and employees and dependants can access services without disruption. An on site baby clinic allows mothers with newborns to conveniently access scheduled check ups and vaccinations.

At Marula, the Women in Mining forum handed over 15 mobile underground toilets designed for women, providing hygienic, safe, and environmentally friendly facilities underground.

In November 2025, Implats turned the spotlight on men's health. Partnering with Rand Mutual Assurance and GUUD Mobile Health Services, mobile health units visited all South African operations, offering full screenings, eye care, vision tests and on site dispensing of single vision glasses. The initiative encouraged men to prioritise preventative care and

regular check ups. Male employees also joined the global Movember campaign, sparking conversations around prostate and testicular cancer, mental health and suicide prevention, with widespread participation normalising dialogue on men's wellbeing.

### Expanding health and equality in 2026

Looking ahead, Implats will continue to expand its health and wellness initiatives through the deployment of GUUD and Pink Health buses, ensuring continued access to screenings and preventative care across operations. The Impala Refineries Men's Forum will serve as a model, with forums to be rolled out Group wide. Quarterly GBV awareness and health screenings will continue, embedding both men's health and gender equality as year round priorities.

By addressing GBV, expanding men's health programmes and improving women's healthcare and workplace facilities, the Group is creating safer and more supportive environments for all employees.

Meanwhile, at Impala Refineries, the focus was on emotional health and celebrating positive male role models while preparing to launch a Men's Forum. Community awareness sessions were designed for different groups — young women, older women, young men and older men — recognising diverse needs and tailoring messaging accordingly. The Impala Refineries Workplace Men's Forum officially launched in November 2025, attended by 350 men, including executives, and featured a pledge signing and a guest speaker from Sonke Gender Justice, marking the start of ongoing engagement to drive cultural change.

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# 06

## Exxaro Creating Connections That Matter: Advancing Women Through Mentorship and Networking



**Transformation within the mining industry is not only driven by policies and targets but also by meaningful human connections that create opportunities for growth, learning, and career advancement. One of the most impactful initiatives undertaken yearly at Exxaro Resources is the Women in Mining (WIM) Mentorship and Networking Session, designed to connect employees across different disciplines, experience levels, and leadership positions.**

The session brought together employees from across the business in an inclusive and interactive environment where participants could engage openly, share experiences, and build valuable professional relationships. The initiative recognised that access to guidance, networks, and role models plays a critical role in supporting career progression, particularly for women navigating technical and leadership pathways within the mining sector.

A key objective of the event was to create opportunities for mentor matching. Through structured networking discussions, participants were able to engage with experienced professionals, gain career insights, and identify potential mentors who could support their personal and professional development journeys. These interactions provided a platform for sharing lessons learned, discussing career challenges, and exploring opportunities for growth within the organisation and the broader mining industry.

The initiative also promoted employee engagement by encouraging individuals to interact with colleagues outside their immediate teams and functions. By bringing together people with diverse backgrounds, experiences, and expertise, the session fostered greater collaboration and strengthened relationships across the organisation. Participants were exposed to different career pathways and leadership perspectives, helping them better understand the opportunities available within the mining value chain.

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# 06

## Exxaro Creating Connections That Matter: Advancing Women Through Mentorship and Networking



Importantly, the programme was designed to be inclusive and accessible to all employees. While formal mentorship opportunities remain important, the event demonstrated the value of informal mentorship, where meaningful conversations can spark long-term professional relationships and support networks. These connections often provide ongoing guidance, encouragement, and knowledge sharing that contribute significantly to career development and employee retention.

The event also created a valuable feedback loop into talent development processes. Insights gathered from

participants highlighted areas where employees seek additional support, development opportunities, and leadership exposure. This feedback provides organisations with a better understanding of how to strengthen talent pipelines and create environments where employees can thrive.

The impact of the session extended beyond a single event. It reinforced a culture of learning, collaboration, and empowerment while demonstrating the importance of collective action in creating more inclusive workplaces. By connecting employees with mentors, facilitating knowledge

sharing, and expanding professional networks, the initiative contributed to building confidence, enhancing career development opportunities, and strengthening organisational capability.

As we reflect on the theme "Voices of Impact: 2026 A Year of Collective Action and Impact," this initiative serves as a reminder that transformation happens through people. Every conversation, mentorship connection, and shared experience contributes to a stronger, more inclusive mining industry where individuals are empowered to realise their full potential and drive meaningful change.



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# 07

## A Breakthrough in HIV Prevention



### Did you know?

South Africa has launched Lenacapavir, a long-acting injectable medicine that helps prevent HIV infection and is taken only twice a year.



### A New Chapter in HIV Prevention

South Africa is advancing its fight against HIV with the introduction of Lenacapavir, a groundbreaking long-acting prevention option.



Administered just twice a year, this innovation has the potential to expand access to HIV prevention and help reduce new infections across the country.



Lenacapavir was launched on Friday, 5 June 2026, at Lilian Ngoyi Stadium in Secunda, Mpumalanga, marking an important milestone in South Africa's ongoing fight against HIV and AIDS.

Lenacapavir is a preventive medicine, not a vaccine. Given twice a year, it offers a more convenient HIV prevention option for people who struggle with daily pills or frequent clinic visits.

The rollout supports the government's goal of preventing new HIV infections and eliminating HIV as a public health threat. It reflects collaboration across

sectors and strengthens South Africa's efforts to end AIDS as a public health threat by 2030, while sustaining the HIV response beyond 2030.

Priority groups include adolescent girls and young women up to the age of 24, pregnant and breastfeeding mothers, female sex workers, men who have sex with men, transgender people, and people who inject drugs.

According to Statistics South Africa's 2025 Mid-Year Population Estimates, about 8.15 million people in the country were living with HIV, while expanded access to treatment and care has helped reduce AIDS-related deaths.

South Africa was the first African country to approve Lenacapavir through SAHPRA in October 2025. The WHO recommends it as an additional HIV prevention option for people at high risk of exposure.

For South Africa, the twice-yearly injection signals a new chapter in HIV prevention and brings the country closer to its goal of ending HIV and AIDS as a public health threat.

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