



INTERNATIONAL WIM ALLIANCE

FOUNDING COMMITTEE JANUARY 2021 | WIM ORGANISATIONS SURVEY RESULTS AND NEXT STEPS

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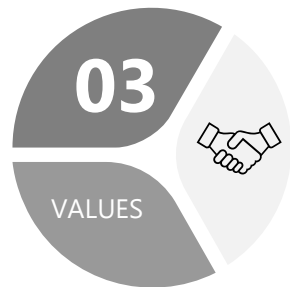
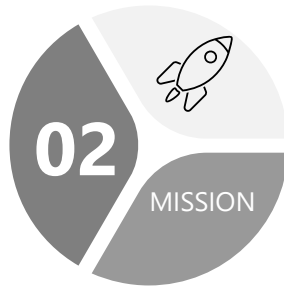
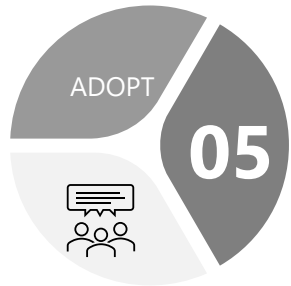
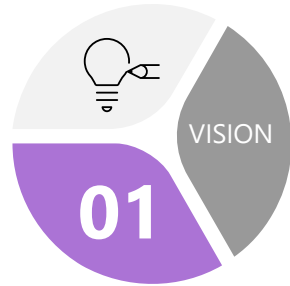
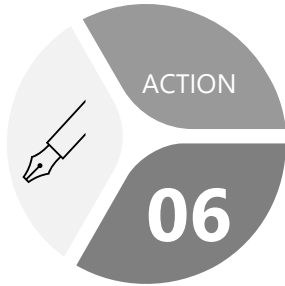
OVERVIEW

WIM Organisations Survey | General Comments

- Responses from WIM organisations in Australia, Africa, Europe and the Americas
- General consensus on Founding Committee proposals
- Emergence of strong common themes of interest
- Emergence of areas of collaboration and common expression, purpose of which is reflected in new name [International WIM Alliance](#)

Next Steps

- Drafting Official Declaration
- Presenting Official Declaration and work of Founding Committee at Global WIM Summit
- Forming first Advisory Committee
- Setting up Secretariat



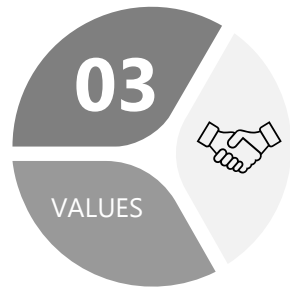
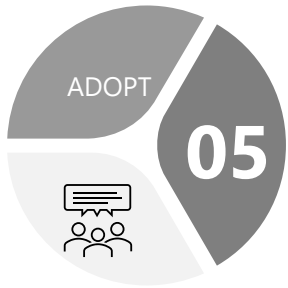
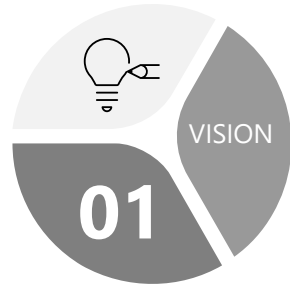
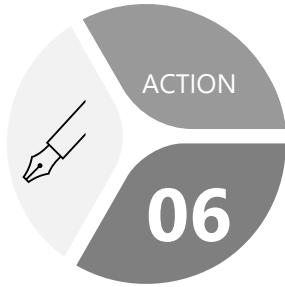
VISION & NAME

Vision Statement

- 32% The global voice of women driving change in mining
- 30% A global change of mindset to achieve gender equality in mining
- 25% An inclusive, open mining sector where women thrive
- 13% Growing the WIM movement and its impact globally

Name

- 44% International WIM Alliance
- 19% Global WIM Alliance
- 19% International WIM Council
- Others less than 5% each

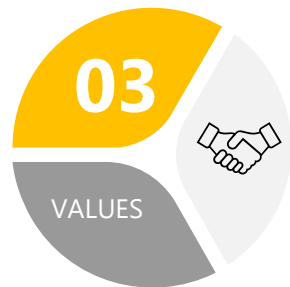
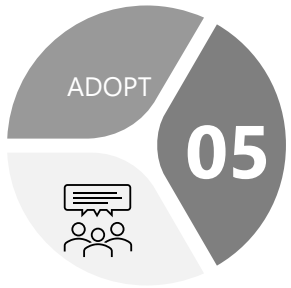
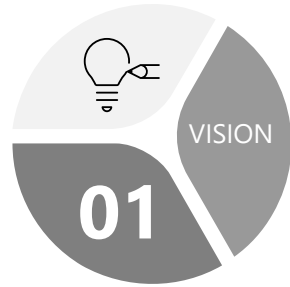
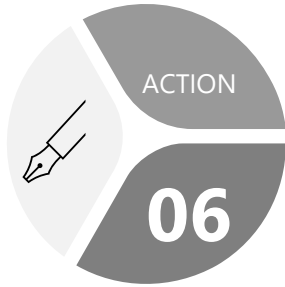


MISSION | PROPOSALS

38% Increasing global recognition of women in mining
Promoting a strong, unified WIM voice
Increasing support to and among WIM organisations

25% Improving women's role in extractives to attain gender equality, unlock their potential and promote their leadership

Others less than 15% each



100% Respect & Inclusivity

88% Collaboration

82% Integrity and Transparency

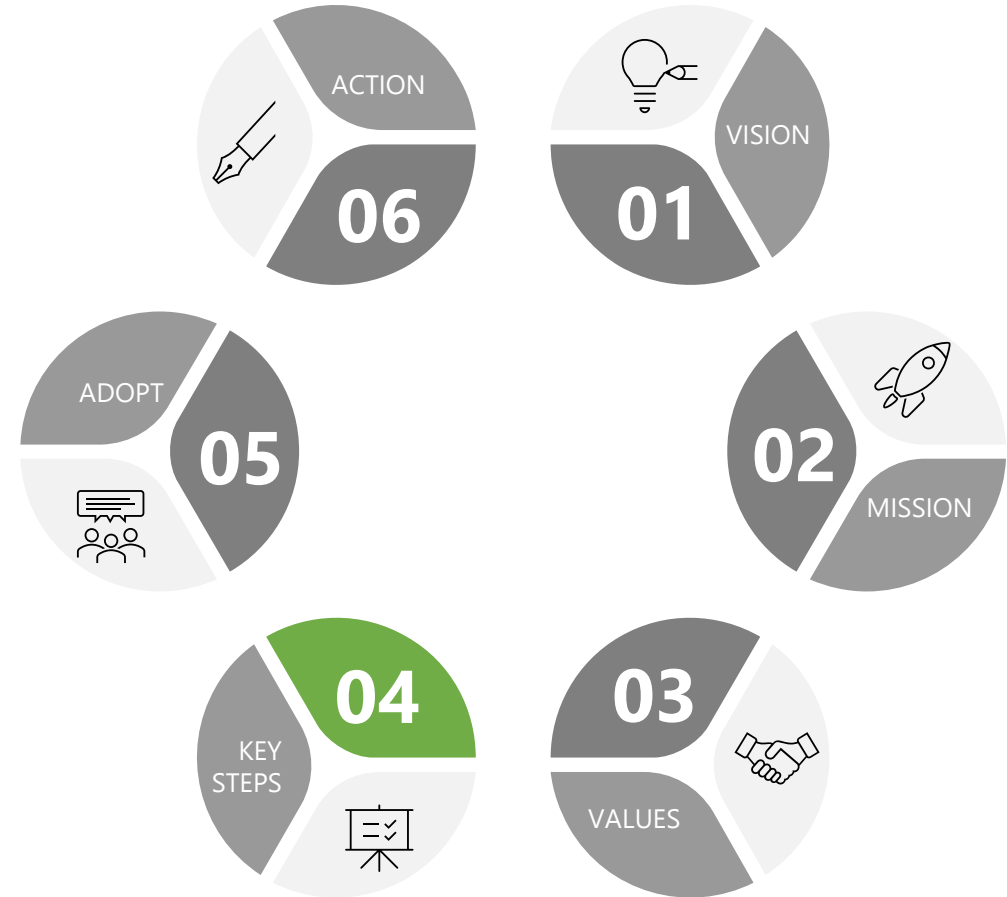
VALUES | PROPOSALS

General agreement on proposed structure and willingness to participate in Advisory Committee

Primary themes for consideration:

- 47% Increasing female leadership in mining companies
- 40% Role models and mentors for women in mining
- 40% The global data gap about women in mining
- 33% Attracting and retaining STEM women in mining
- 33% Inclusive work place design

Emergence of Champions on a variety of themes, and significant common needs on Fundraising, Mentoring, Leading industry or regulatory initiatives and Advocacy / Lobbying



Network Governance | Inclusivity and Transparency



WIM Organisations

- Access to IWIM services and information, access to network
- Consultation on proposed themes / initiatives
- From Year 2, consultation on Advisory Committee composition
- MOU to constitute first “Code of Conduct”, with more complete internal regulation to be adopted in Year 1



Advisory Committee

- Volunteer WIM organisations, depending on theme, availability, etc
- Annual rotation, with regional representation requirement from Year 2
- Define and implement annual initiatives, including specific fundraising and budgeting
- Report to Associates, in line with internal regulation
- Instruct and oversee Secretariat



Secretariat

- Hold Associate data (in line with data protection rules)
- Acts as first spokesperson
- Organise Advisory Committee and Associates consultation
- Provide capacity and participate in fundraising for global initiative(s)
- If funds raised, hold monies on separate account, operate and report to Advisory Committee on initiative budget

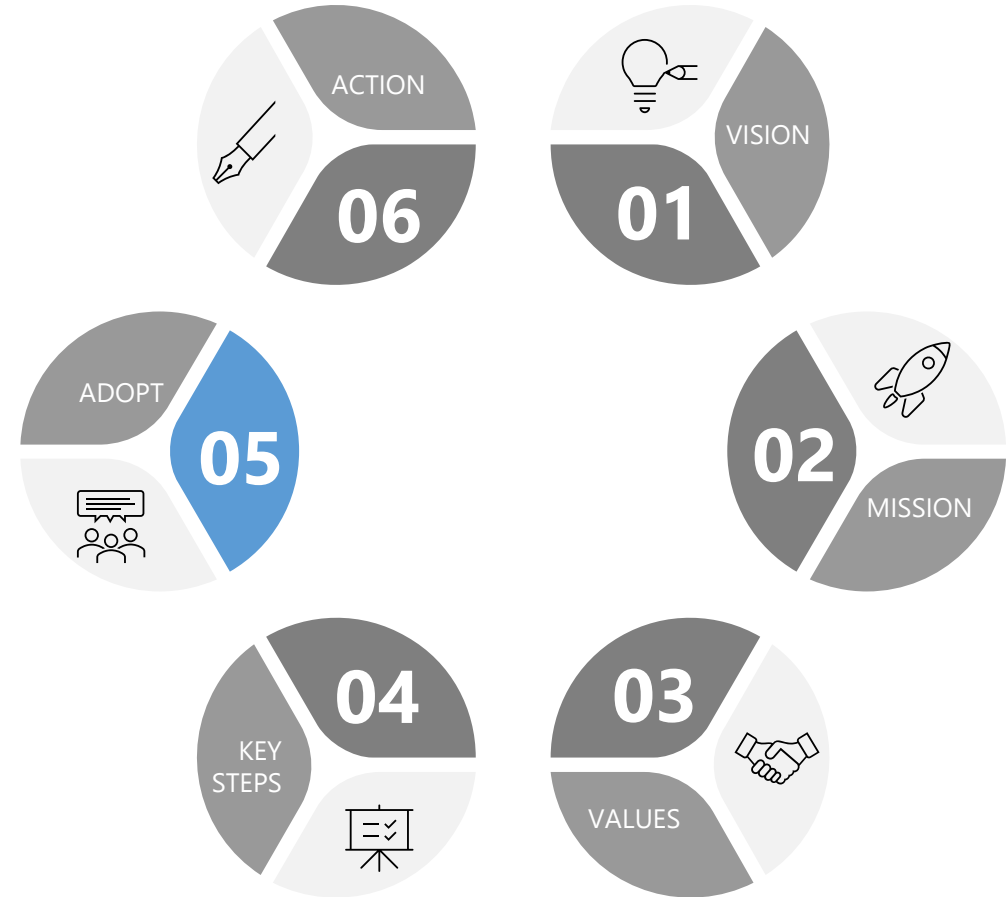
Official Declaration to be drafted

Presenting Official Declaration at Global WIM Summit

Forming first Advisory Committee

Setting up Secretariat

ADOPTION



CONTACT



Impact and Influence Photo Competition 2017 First Runner Up
Candy McKenzie, Production Superintendent Furnace at BHP, Australia
"Vastly different backgrounds supporting each other, working as a partnership. Tapping 1150 degree molten material in a nickel smelter."

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