WiM

Impact Report

2021-2023



Foreword

It is my privilege to share the International Women in Mining (IWiM) Impact Report 2023, and welcome you to a narrative that transcends statistics – a journey marked by our collective commitment to shaping the future of the global mining sector through Diversity, Equity, and Inclusion (DEI).

In a mining landscape under intense scrutiny, where societal expectations converge with regulatory constraints and investor demands, the relevance of DEI has never been more pronounced. Our commitment to fostering diverse talent, addressing gaps, and championing inclusive practices is not just a strategic imperative; it is the cornerstone of a thriving and sustainable industry.

The recent shifts in the industry, from the International Council on Mining and Metals (ICMM) strategic embrace of DEI¹ to the evolving landscape of voluntary standards, signify a growing recognition of the transformative power that diversity brings to businesses. We find ourselves at the intersection of workforce challenges, digital transformation, and the imperative of propelling the industry toward a greener horizon.

However, our journey is not without its challenges. Safety, both physical and psychological, remains paramount. The revelations from Rio Tinto's workplace culture report² underscore the imperative to create environments that are not only attractive and healthy but also safe and free from microaggressions, harassment, and abuse.

As we navigate these constantly shifting dynamics, McKinsey's ³recent insights remind us that progress in DEI, while commendable, requires continued dedication. The gaps in senior executive roles, the underrepresentation of non-white professionals, and the lingering issues of inclusivity demand our sustained focus and collaborative efforts.

At the heart of our impact lies the conviction that DEI should not be a compartmentalised initiative but an integral part of corporate strategy and values. IWiM remains steadfast in supporting our corporate allies on this groundbreaking journey.

We have expanded our global footprint, deepened connections, and played a pivotal role in international working groups, fostering an environment where the sector can learn, share, and evolve together. In the last two years, we have broadened our narrative, engaged men in the conversation, and deepened our focus on DEI and intersectionality.

As we reflect on the timeline spanning September 2021 to October 2023, IWiM stands proud as a collaborator, creator, reviewer, and participant in the transitions our industry is witnessing.

I am honoured to guide IWiM during this period of growth.

Our impact is not just about the changes we've witnessed but the advancements we continue to make. This report is a testament to our journey and the unwavering commitment of each member of the IWiM community.

With sincere gratitude,

Di81

Barbara Dischinger, Director



Who We Are

IWiM is a global not-for-profit organisation pursuing gender equity in mining.

Our transformative ambition is to reshape mining into an inclusive sector that embraces the contributions of all individuals.

At the helm of our mission is a distinguished and passionate team, comprising a global board, advisory council, leadership team and 15+ volunteers. Hailing from diverse corners of the world, they bring a rich tapestry of perspectives to our ambitious work programme. Our commitment to intersectionality and representation ensures that voices from every corner are not just heard but are actively included in our initiatives and projects.



IWiM plays a pivotal role in defining and advancing the gender equity and diversity agenda in the natural resources sector. We actively collaborate with international entities pursuing transformational objectives, and initiate activities with global ripple effects.



As a not-for-profit organisation, our commitment to DEI in mining is driven by our core values of respect, inclusivity, integrity, collaboration, accountability and effectiveness.



IWiM is a convener, bringing stakeholders together to share knowledge, best practices and lessons learned. IWiM engages with stakeholders throughout the mining sector value chain including producers, explorers, consultancies, suppliers, policy makers, governments, sector associations, NGOs, academia and Women in Mining (WIM) organisations.



We aim to inspire men and women to be advocates, change-makers and leaders in their businesses and communities.



With a global reach, IWiM connects with over 15,000+ followers in 125+ countries. Our collaborative efforts extend to engaging with 35 corporate partners and project sponsors, over 40 policy makers, and 70 WIM organisations on all continents.



IWiM operates with the steadfast support of valued corporate partners and project sponsors. This backing has empowered us to expand our team, sustain and amplify ongoing efforts, as well as innovate, develop and implement new forward-thinking initiatives over the past 2 years.

IWiM's vision, on an ascending journey, has touched hundreds of women, organisations and companies across the globe. Every IWiM initiative and project is meticulously crafted to achieve greater visibility, effective inclusion, collaboration and continuous learning about gender in and around the mining industry.



Our History



2008-

2014

LAUNCH

First website for WIM 2007 organisations Global calendar 2007-

2007-Support to WIM organisations

Information hub 2007-



PROJECTS

Advisory board 2015/16 Global volunteer team 2015-

2015-**IWiMSpeakUp**

2015/16 "Women on Mining Boards"

10-month webinar series

2016-Jobs Portal

2016/17 Adam Smith International

research project



2022-

2023-

2023-

2023-

2023-

2023-

CREATING THE CONVERSATION

Discussion forum 2008-

10-year vision 2013

2013 Mining industry gender gap

analysis

Building stakeholder 2013-

relationships

Photo Campaign 2014-



GROWTH

2017 Conversion to C.I.C.

2017 New Governance Board

2017 Impact & Influence Photo

Competition

2018/19 Travelling Photo Expo

2018-**IWRMP**

2019 #MiningTogether - Inclusion

Begins With Us video

campaign

Inclusive Workplace Design 2019-

project

2020	Three pillar strategy
2020-	Peer Reviews
2020-	WIM Global Exchange
2020-	Gender & Mining Library
2020-	Participation in international working groups on gender
2020/21	Impactful Networks Research project with World Bank
2021-	International WIM Alliance
2021-	Global WIM Summit
2021-	Alliance Secretariat
2021/23	Women & Mine of the Future project with IGF Mining
2022-	D&I Sharing Network
2022-	International Day of Women in Mining (IDWIM)
2022-	EITI supporter

Women's Rights & Mining Core Group member

Inclusive Workplace Design research

Institutional WIM Strengthening Fund

TRANSFORMING MINING

Respect at Work

IRMA member

Female PPE Directory

Year indicates the launch date and hyphen indicates a continuing activity to the present day

Governance

IWiM operates as a Community Interest Company (a CIC), a form of not-for-profit organisation operating with a distinct focus of social objectives. The CIC Structure ensures that any profits generated are reinvested into our programmes and initiatives, aligning with our commitment. As CICs are intended to use their assets, income and profits for the benefit of the community they serve, they are subject to an 'asset lock' which ensures that assets are retained to support their activities, giving confidence to those funding CICs that the assets will not unduly benefit members or employees.

To enhance alignment with our programmes, we adjusted our financial reporting period. IWiM produces financial statements yearly and further transparency is achieved by the annual 'CIC Report', detailing the activities undertaken and benefits to the community: all of this corporate disclosure documentation is on public record at Companies House.

Following the strengthening the board of directors in 2019-2020, in 2022 we embarked on a board renewal initiative and the establishment of an Advisory Council in 2023. Granger Reis, an executive search boutique, facilitated an impartial board renewal process, to ensure best practice. Recognising the need for diverse expertise, the Advisory Council was formed, drawing professionals from various facets of the mining value chain. The recruitment process, conducted openly via social media, led to the selection of 14 esteemed individuals to join the IWiM Advisory Council.

PARTNERSHIP FUNDS ARE ALLOCATED AS FOLLOWS

35%

to cover operational and administrative costs

20%

to corporate and legal costs 40% to projects and communication

5 % for continuity

IWiM's financial sustenance comes from corporate partners and corporate or research sponsors who align with and support our impact goals. Corporate partners engage with us over a one-year+ term while project sponsors provide financial or in-kind support to a specific initiative. Under these agreements, IWiM commits to utilise funds, services or in-kind support exclusively for the development and operation of the organisation. Our fiscal responsibilities are underscored by prudent financial management, including detailed quarterly review by the IWiM Board of Directors and reporting to our partners and sponsors on a regular basis.

2021-23 board of directors



Alex Atkins
STEM Women in Mining



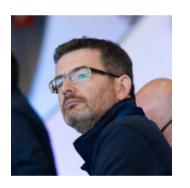
Andrew Cheatle Stewardship & Governance



Gillian Davidson
ESG & Sustainability



Beatrice Opoku-Asare
Diversity Inclusion



Jon Samuel
Responsible Business Partnerships



Ludivine Wouters
Governance and Policy

We thank the outgoing board for their service, dedication, and support to IWiM.

Board of Directors



Barbara Dischinger Diversity & Inclusion



Bothwell Mazarura Finance



Nicola Jackson **Business Development**



Scheherazade Walter Legal



Susanna Freeman Governance

New Board directors joined in June 2023 to support IWiM's next wave of strategic development.

Rosebella Osei

Strategy

Team



Barbara Alcayaga Operations



Claudia Fernandez Administration



Eliza Young **Executive Advisor**



Maureen Wambui Communications



Advisory Council



Allison George Policy & Partnerships



Angeles Destefano Diversity & Inclusion



Deidré De Jager **Procurement & Supply**



Irene Irazábal Briceño Policy & Gender



Itgel Zolboot



Jane Yelland Environment & **Community Relations**



Katie Fergusson Sustainability



Kevin D'Souza Sustainability



Marie-Claude Halle Innovation, Technology & Operational Excellence



Marta Mussacaleca Mining Advisory



Miia Mikkonen Industry Association & Mining Technology



Nelly Pazó León Legal & Intersectionality



Olusola Olaniyi Government, Policy & ASM Policy & Academia



Shqipe Neziri Vela

To support the team, an Advisory Council was created in 2023 to widen our subject matter expertise, ensure intersectionality and geographical representation across the entire mining value chain.

Our Work

IWiM develops and carries out action-oriented global initiatives and projects aimed at different stakeholders throughout the mining industry.

IWiM operates through three strategic pillars, assuming the role of Industry Change Agent, Diversity Trend Setter and WIM Champion.

As **Industry Change Agent**, IWiM is dedicated to catalysing transformation within the mining sector. We actively champion gender equity by spearheading initiatives and projects globally. These endeavours are meticulously designed to resonate with diverse stakeholders across the mining industry, embodying our commitment to innovative and impactful action.

In the role of **Diversity Trend Setter**, we function as collaborators, actively participating in sector activities that promote DEI. Armed with expertise and a robust network of like-minded professionals, we work towards shaping a mining industry that thrives on inclusivity, reflecting the diversity of the global community.

Simultaneously, IWiM stands as **WIM Champion**, amplifying the voices and contributions of women in mining. Our advocacy goes beyond rhetoric; we actively engage in collaborative projects that empower women within the industry, fostering an environment where their talents and expertise are recognised and celebrated.









Diversity

Trend Setter



WIM

Champion







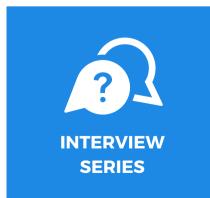












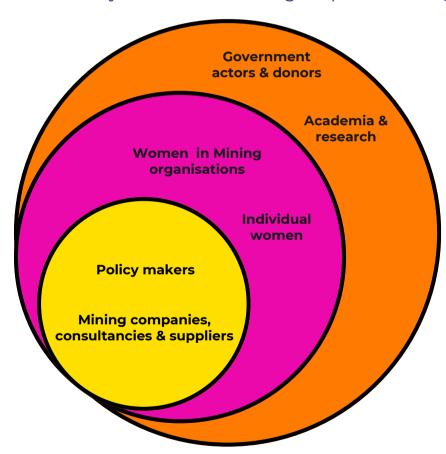
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Our Stakeholders and Engagement

In an industry marked by constant evolution, mining stakeholders have underscored the imperative for enhanced sustainability and engagement. There is a consensus now that meaningful progress spanning the entire sector will come out of collaborations as no one can do it alone.

As a CIC, IWiM is required to disclose annually who the Organisation's stakeholders are, how they were consulted and what action, if any, was taken in response to this feedback. Our commitment to collaboration extends beyond these boundaries. It is woven into our core values, and IWiM stands as a champion of partnership and inclusivity.

IWiM continues to support like-minded organisations and policy makers with the aim to future-proof the industry and to create dialogue spaces to bring stakeholders together.



We have built long-lasting and constructive relationships with stakeholders on shared values and joint achievements.

Central to IWiM's commitment is making the industry more inclusive and working with companies, consultancies, suppliers and male allies to change cultures and behaviours. The end beneficiaries of many of our initiatives, actions and positions are women working in, around or with the mining sector.

Through multifaceted engagements, IWiM strives to create a more inclusive, collaborative, and equitable mining industry for the benefit of all stakeholders.

Having served as a convener since 2019-20, IWiM continues its role in 2022 and 2023. Our focus on stakeholders and initiatives encompasses:

Policy

IWiM generously shares its expertise with like-minded organisations in the industry, engages in research collaborations and advocates for DEI in mining in international fora and conferences.

- We peer review standards and global policy frameworks, ensuring a gender-inclusive lens. Recent peer reviews include: ICMM, IRMA, EITI, Copper Mark, IGF Mining and TSM.
- IWiM is a civil society member/supporter of <u>IRMA</u> and <u>EITI</u>. We participate(d) in international working groups on gender and/or multi-stakeholder groups including: <u>Women & Rights in Mining</u>, WEF and <u>UNECE Women in Resource Management</u>.
- Quarterly WIM Global Exchange convening 20+ leading international organisations and policy shapers
- Participation in baseline of Women in LSM in 12 countries with IGF Mining, ILO & UNDP
- Published report on challenges and opportunities WIM organisations face in research collaboration with World Bank
- Submission and successful selection for funding from the EGPS for Institutional Strengthening Fund set to commence in 2024 to benefit WIM organisations.

Industry

- 35+ corporate partners and project sponsors
- Growth of corporate partners from 3 in 2021 to 12 in 2023, with strong partnership renewals
- Supporting our corporate partners in their DEI journey focused on their particular organisational requirements
- Establishing a D&I Sharing network, facilitating collective progress in DEI efforts meets 5 times a year
- The Inclusive Workplace Design project contributes insights on best practices and effective strategies for fostering attraction, recruitment, retention, and well-being of female and male professionals in the mining industry
- Creating a Respect at Work platform to educate and allow survivors to anonymously share their stories for healing which the industry can use for storytelling and awareness
- Female PPE Directory to assist companies and their procurement teams
- The Mining Jobs Portal allows companies to share job opportunities with female candidates worldwide

WIM Organisations

- Continuous support and guidance to WIM organisations where needed
- Hosting and funding the Secretariat of the International WIM Alliance, a multilateral collaboration platform for WIM organisations
- Convening an annual Global WIM Summit open to all leaders and committee members of WIM organisations across the world
- Providing opportunities for WIM organisations: speaking opportunities, introductions, and sharing IWRMP scholarships with their members
- Advocating for WIM organisations in international fora
- Developing a WIM fund for institutional strengthening of WIM organisations

Individuals

- Interview Series: portraying women across professions, geographies, etc. as role models to inspire the younger generations into mining
- Photo Campaign: Sharing visual stories to increase awareness and celebrate women in mining
- International Day of Women in Mining: Annual celebration of women's contributions to mining and encouraging companies to champion gender equity in the sector
- Social media: Engagement with our online community to foster connections, share valuable content, and facilitate meaningful discussions on pertinent topics
- Annual survey of IWRMP mentees and mentors, including recommendations for programme improvements
- Respect at Work platform for self-reporting harassment & gender- based violence
- Access to career opportunities via the Mining Jobs Portal

Government actors & donors

- Direct contacts and relationship building
- Participation in Inter-Ministerial Mining Forum
- Member of multistakeholder groups as civil society organisations which have a government pillar
- Convening government actors & donors as part of the WIM Global Exchange

Academia & Research

- Furthering the reach of Scholarships to BRIMM Certificate course globally
- Research conducted on mining universities
- Direct contacts with academics, supporting each other where possible and sharing of information
- Sharing academic reports on the gender & mining library

Looking Ahead

As we venture into 2024 and beyond, IWiM remains steadfast in its role as the preeminent global organisation dedicated to advancing gender equity in the mining sector.

Our trajectory involves fortifying existing relationships and actively seeking pertinent partnerships, positioning ourselves as influential contributors to the future of the mining industry.

We are committed to actively shaping policies that unlock the full potential of all those who self-identify as women across the mining value chain, and we remain committed to engaging men as allies, making workplaces more inclusive for everyone and championing best practices and policies in diversity, equity and inclusion.

We will continue to seek more and better gender disaggregated data via research collaborations to drive evidence-based decisions.

Another key focus will be on our strategic partnership with the World Bank, where we will spearhead the WIM Institutional Strengthening Fund Project on behalf of the International WIM Alliance. This initiative aims to enhance the capacity and governance of national WIM Organisations, empowering them to amplify their impact and effectively pursue their goals and strategies.

As always, our deep appreciation extends to the dedicated teams and we are very grateful for them and volunteers scattered across the globe. Their invaluable contributions propel us forward, and we will continue to invest in and rely on their unwavering support to deliver impactful initiatives that leave a lasting imprint on the mining industry.

Together, we are shaping a future where equity and inclusivity define the landscape of mining.

Our Mission in Action

January February March



Embellie x IWiM Webinar



Embellie x IWiM Webinar



International WIM Alliance Inclusive Workplace Design Roundtable



Chilenye Nwapi spoke at the **13th** annual Women in Mining Conference



Embellie x IWiM Webinar

<u>Dialogue sur la femme dans le secteur minier</u>

April March



International Women's Day

Webinar and <u>launch of Impactful Networks</u> Report in collaboration with World Bank



International WIM Alliance STEM Women in Mining Roundtable



Embellie x IWiM Webinar



International WIM Alliance IWRMP launch Role Models and Mentors Roundtable





May

International WIM Alliance Global Data Deficit Roundtable

May June August October



Mining IndabaBarbara Dischinger recorded a podcast with WIMSA



Mining Indaba Side EventBarbara Dischinger moderated a panel on
Gender and the Mine of the Future



Global Business Leaders in Mining
Diversity Conference
Panel on Moving Beyond Mentoring

November

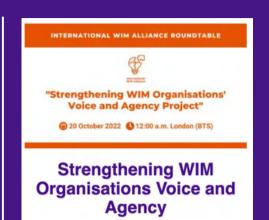


IDWIM
Hosted the first International Day of Women in
Mining celebration

December



International WIM Alliance
BRIMM Lecture - Mining
Sustainability



International WIM Alliance Strengthening WIM Organisations

September

EXPOSIBRAM

Barbara Alcayaga participated on a panel on the 2nd WIM Brasil Progress Report launch



International WIM Alliance
Engaging Men as Allies
Roundtable



IGF Mining AGM
Barbara Dischinger presented on
the Women and the Mine of the
Future project



International WIM AllianceGender-Based Violence
Roundtable



Mines & Money
Facilitated a dialogue table on the topic of gender pay gap



International WIM Alliance Global WIM Summit 2022

February March April



Mining Indaba IWRMP alumni meet Thumo Neluvhalani, Lucy Roberts and Mark Noppé



IWiM participated in the **International Mines Ministers Summit**



PDACBarbara Dischinger with WIM Niger and WIM Mali



IWRMP mentorsResa Furey, Michèle
McCarthy, Ana Carolina Silva



Hosted a cocktail event to launch IWRMP 2023 in Santiago, Chile

April



CRU CopperBarbara Dischinger moderated a panel on inclusive Workplace
Design



CRU CopperBarbara Alcayaga and Barbara
Dischinger



EurominesChilenye Nwapi participated in a panel discussion about Women in Mining



OECD Forum

Women's Rights and Mining
Barbara Dischinger participated in
a panel on gender just transition



May

Responsible Raw Materials 2023
Conference
Barbara Dischinger presented on

the <u>criticality of trust</u>



IGF Mining/ILO/UNDP/SEPA/IWIM
Launch event: Women and the Mine
of the Future Global Report

June August

October



IDWIM

Hosted the International Day of Women in Mining celebration



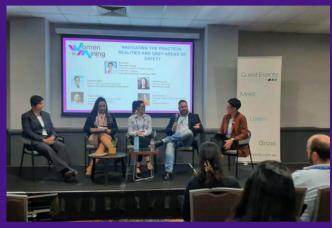
EITI Conference

Barbara Dischinger moderated a panel discussion on "Equal terms: Energy transition pathways that work for women"



WIM Ghana Conference

Rosebella Osei gave a keynote address on "Future Fit Responsible Mining - The Female Factor"



Women in Mining Summit

Eliza-Jane Young opened and chaired day 2. She also moderated a panel discussion on 'Navigating the practical realities and grey areas of safety'.

September



Barbara Dischinger appeared on Sheila Khama's podcast on <u>ESG</u> and <u>public participation</u>



Nigeria's Gold & Gemstones Conference & Exhibition

Rosebella Osei held a keynote address, and she facilitated a mentoring session with Olusola Olaniyi



Global Business Leaders in Mining Diversity Conference

Fireside chat between Bothwell Mazarura, Kevin D'Souza and Barbara Dischinger on <u>"Why Does Representation in Mining Matter in 2023 and Beyond"</u>



IWiM/Rio Tinto event to celebrate the successful conclusion of IWRMP





Our Impact

At IWiM, our dedication to change is shaped by our impact goals across our strategic pillars. We diligently monitor achievements, beneficiary outcomes, and the broader societal impact of our work.

Our success hinges on persistent initiatives and positions over the medium to long-term, aligning with our vision of catalysing a global change of mindset for achieving gender equity in mining. The realisation of these goals relies on the unwavering commitment of stakeholders who share our values and ambitions. Engagement, influence and collective dynamics are intrinsic to IWiM's mandate, action and impact.

Our impact goals are:

01	Contribute to more inclusive workplaces and support more women in entering, advancing, and thriving in the global mining sector
02	Promote knowledge-driven policies, impactful decisions and measurable progress for the industry at large
03	Foster diverse, local WIM organisations for game-changing collective strength
04	Strengthen existing relationships, foster new connections, maximise relevance and amplify our reach to bring about meaningful change

IWiM strategically designs projects, initiatives, and resources to deliver impactful change within our networks and the broader industry. Recognising that change often occurs one interaction at a time, we engage in conversations, initiatives and/or use of tools that empower users and beneficiaries, creating a ripple effect within their work and networks.

Every activity detailed on the following pages has achieved a positive impact on the beneficiaries it intends to serve, while also contributing to and promoting greater knowledge and know-how regarding gender inclusion throughout the industry.

PROJECT	PURPOSE	OUTCOME
International Women in Resources Mentoring Programme (IWRMP)	Annual 6-month international cross-company mentoring programme building a pipeline of female leaders in mining	 416 mentees to date +40 countries Overall participant satisfaction rating of 4.6/5 over 6 years
Inclusive Workplace Design	Creating a framework for inclusive and safe workplaces	AwarenessFemale PPE DirectoryRespect at Work resource
WIM Global Exchange	Collaboration platform for international organisations about gender in extractives	 Over 20 organisations participate Collaboration, information exchange & cross-pollination
International WIM Alliance	Multilateral collaboration platform for WIM organisations fostering a united WIM voice	 Support & collaboration to / between WIM organisations 8 Alliance workshops conducted
Research Projects and Peer Reviews	Collecting and dispensing knowledge supporting the enhancement of women's contribution and participation	 3 research collaborations Baseline of women in LSM in 12 countries 5-10 peer reviews & recommendations of standards, statements & reports
International Day of Women in Mining (IDWIM)	Annual worldwide celebration of women and their contributions to the mining industry	 Over 80 countries & 1000 + participants Launch of relevant industry reports & resources
Gender & Mining Library	Online resource providing open access to reports on gender and mining	 Reports in FR, ES, EN & PT 115 new documents added in the reporting period
Mining Jobs Portal	Global Mining Jobs Platform	 176 job posts from 11 countries in the last year 169% increase in visits
Photo Campaign & Gallery	Establish a repository of images of women in mining at their places of work	 232 new photos collected from 29 countries in the reporting period 2 annual photo campaigns

Testimonials

IWRMP

66

The IWRMP provides an invaluable opportunity to support the growth and development of the industry's rising stars and proven performers. I gained so much out of this program, upon reflection I think we were both mentors and mentees!

Mentor testimonial



Thoroughly recommend undertaking this program. I entered this program as a mentee at a pivotal career point no longer sure of who I was and which direction I wanted to take my career after two decades in mainly operational leadership roles. The structured program and the careful mentor match allowed me to look at this question through my own eyes and from a different direction to my career-to-date, role models and current sponsors.

Mentee testimonial



Our

Impact

International Women in Mining (IWiM) is one of the organizations I looked up to, when starting my own journey into how to organize a corporate initiative for the empowerment of women at my company. IWiM is an amazing organization, that has many best practices and examples to share, inspiring so many women in geosciences and in mining worldwide.

Maria Angela Capello





IWiM, I just wanted to take a moment to recognize your valuable work putting these conversations together. I know we get a lot of learning out of the discussions, and by finding out what everyone's doing in the area, all in one space, which is extremely practical.

Irene Irazábal Briceño



IDWIM

This is the best mining meeting ever!

Aimee Boulanger

I am inspired to take up the challenges and shine

Lesego Matlhale



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IWRMP



The International Women in Resources Mentoring Programme (IWRMP) is the only global cross-company mentoring programme for the mining industry. It was established in 2018 to empower women in advancing their careers, overcoming challenges and building confidence for industry leadership.



To date, IWRMP has nurtured the personal and professional growth of 416 mentees across 40+ countries, including 68 scholars.

The IWRMP programme continues to grow and has welcomed over 100 mentees each in 2022 and 2023, a significant increase from the previous cohort of 70; mentees were based in 29 and 28 countries respectively.

Consistent results: 4.6/5 average overall programme satisfaction rating over 6 years.

Strong feedback from participants: 90% participant ratings for accurate matching, relationships formed between the pairs, mentors feeling they get something out of it and recommending the programme to others.

Diversity focus: Emphasising diversity and inclusion, IWRMP builds partnerships between mentees and senior leaders, breaking down cross-cultural barriers.

Longitudinal study: A 2022 study revealed 69% of past participants maintain regular contact with their mentors, showcasing the enduring impact of the mentor-mentee relationship.

Scholar Support: 68 scholars from emerging markets or disadvantaged groups benefited from sponsors and IWiM, contributing to a more inclusive programme.

Career Progression: 82% of respondents in the longitudinal study agreed that the programme contributed to their career progression, with 38% being promoted at least once.

Mentoring Impact: Several mentees have become mentors, reflecting the programme's success in empowering women to support each other.

Corporate Support: Increased corporate support, with 17 programme sponsors in 2023, demonstrating growing industry commitment.



Company Impact: We believe mentees can positively influence their companies post mentoring programme, creating a more inclusive and empowered environment.

Valuable Tool: IWRMP is a valuable tool for organisations seeking to support their employees career development, as evidenced by its impactful results.



We would like to thank all IWRMP sponsors who are fuelling the growth and development of their female employees.



































Find out more about the IWRMP programme here.



Inclusive Workplace Design refers to the process of creating and developing a workplace infrastructure and culture that provides workers with safe and inclusive work environments which are conducive to improved performance, safety, inclusivity, wellbeing and belonging.

IWiM initiated the Inclusive Workplace Design project in 2020 as a collaborative effort to provide guidelines for the mining industry aiming to enhance retention and inclusion of all its workers. The project aligns with the belief that both Inclusive Workplace Design and Respect at Work are crucial for achieving employee retention.

The Inclusive Workplace Design project aims to:

- Discuss innovative and practical ideas to improve workplace design that benefits everyone working in mining. How can we make mining inclusive and accessible regardless of gender, ethnicity & race, ability, sexual orientation, age, socio-economic background, religion and ability?
- Share best practice and practical solutions to achieve attraction to the sector, retention and well-being of women and men working in mining
- Focus on action-orientated outcomes within businesses and organisations which, supported by key procurement processes, encourage individuals and organisations to challenge the status quo
- Provide further insights into the key themes of Inclusive Workplace Design
- Contribute to the development of a framework, guidance material and/or toolkit to assist organisations to implement their own Inclusive Workplace Design



Workplace Design positively impacts employees Quality of Work Life (QWL) and Quality of Life (QoL) which in turn affects productivity, safety, creativity, absenteeism, loyalty, engagement and retention. It also reduces the risk of gender-based violence.



Awareness Campaign

- Participating at events, hosting workshops and round tables on inclusive workplace design
- Engaging individuals on the topic on social media
- The stories shared on our Respect at Work platform can be used by others in workshops and storytelling to further awareness

Respect Work

We aim to raise awareness for safe working environments for everyone who works in mining regardless of their gender and how they self-identify. Towards this goal, we created a Respect at Work platform on our website to allow survivors of bullying, racism, harassment and gender-based violence to share their stories anonymously and feel heard. A glossary and resources are also available to promote safe working environments.

Learn more about the Inclusive Workplace Design project here.

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Female PPE Directory

The mining industry has made great advances in gender inclusion, and more women are working at mine operations. As women have different requirements, issuing the correct PPE is essential to ensure safety, but it also improves morale and productivity.

Providing the correct workwear and PPE for women is a step towards gender equity and helps encourage, grow and retain female talent. To assist organisations, we have created a <u>female PPE Directory</u> including listing speciality items that are harder to find designed for women or by women.

Research

- Collecting freely available data on what the industry offers in the different sub sections of Inclusive Workplace Design to be published in 2024
- Collaborating on a <u>Parental Leave in Mining paper</u> with IGF Mining

Key themes of Inclusive Workplace Design:

Safety and personal protective equipment (PPE)	Changing rooms & toilets	Menstruation, menopause, pregnancy, miscarriage and fertility, adoption, lactation
Mental health and wellbeing	Work arrangements such as roster configuration, fly-in-fly- out (FIFO), remote work	Parental leave & child care
New technologies, digital transformation and automation / Future Skills	Physical infrastructure such as office, mine, camp and plant, including considerations like access, lighting and security	Neurodivergence and ability

WIM GLOBAL EXCHANGE



A dynamic and robust collaboration platform for policy makers to support their work leading to increased coordination at local, national and international level, improving effectiveness and accelerating positive impact for women.

Lack of coordination dilutes resources, risks repetition or interference among initiatives and diminishes impact. The WIM Global Exchange is a significant engagement area for many organisations and institutions, enhancing mining's role in engaging and benefitting women in the workforce and communities.

Outcome & Impact



- Quarterly roundtable sessions with organisations presenting their gender initiatives, driving peer reviews and informal consultations
- Participants engage in discussions on gender in mining at an international level, gaining insights into initiatives, trends and findings
- The platform fosters connections and relationships among participants leading to collaboration
- Ongoing participant awareness around active initiatives has effectively curtailed redundancy and elevated the impact of women's rights advocacy, creating a dynamic space for the sharing of both individual and collective contributions.

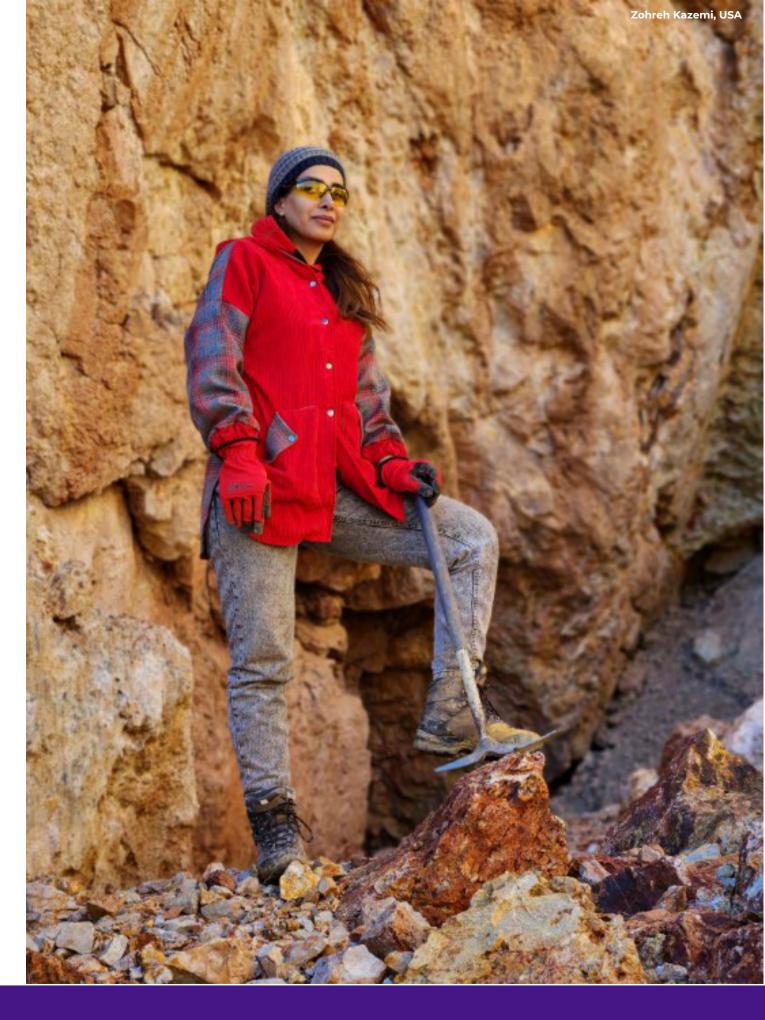


By connecting the main policy shapers who work on gender and diversity in the mining sector, the WIM Global Exchange has provided a platform for cross-pollination around this agenda. It fosters a network of partners that are better able to identify synergies. It provides a space to discuss ongoing challenges and innovations. Ultimately, it maximizes the impact of gender equality initiatives that otherwise might have developed in silos.

- Inter-American Development Bank







INTERNATIONAL WIM ALLIANCE



The International WIM Alliance was established to provide a global, multilateral collaboration platform for WIM organisations and is open to all.

Internally it provides support to WIM organisations, facilitating partnerships, sharing of knowledge and creating a space for ongoing learning. Externally it aims to cultivate a strong, unified voice for WIM on a alobal stage.



The International WIM Alliance provides a unique platform for WIM organisations to connect, collaborate, and learn from each other.

Unified WIM organisations have the power to steer the global WIM agenda, effecting meaningful change for women in mining and enhancing the collective impact of these organisations. Establishing a collective voice and common values is key to shaping impactful global strategies.



Outcome & Impact

Secretariat & Governance: The Alliance's Secretariat is currently hosted by IWiM and operates under the guidance of a Steering Committee of representatives from 12 WIM organisations.

Community of Practice: With the aim of establishing an online space for networking as well as the exchange of learned practices.

Learn more about the International WIM Alliance here.

Fund for WIM Organisations: IWiM as the current secretariat developed and successfully pitched the fund to donors. The fund is aimed at institutional strengthening of WIM organisations and will be available to Alliance members within the next year. IWiM will have the responsibility of managing the grants fund mechanism on behalf of the Alliance.

Support: The Alliance's Secretariat provides support to WIM organisations as needed.

IDWIM: WIM organisations have a dedicated block during the International Day of Women in Mining sharing their work to an international audience.

There were 4 working groups during the reporting period: STEM Women in Mining, Inclusive Workplace Design, Role Models & Mentors, and Global Data Deficit.

Meetings: As the Alliance's Secretariat, IWiM has organised multiple activities, including 2 Global WIM Summits and a series of workshops.



Workshops

Alliance







RESEARCH PROJECTS



IWiM's research projects aim to drive change by showcasing best practices and identifying data gaps related to women and gender in mining. These initiatives often involve partnerships with leading organisations and policy shapers.

We are actively expanding our research capacity and fostering collaboration with industry, academia, governments and civil society.



2020/2021 - World Bank/IWiM



Impactful Women – Examining Opportunities and Constraints for Women in Mining Organisations Worldwide

This research paper examines the opportunities and constraints facing women-led organisations in the mining sector globally to achieve gender equality in the sector and is the first academic report to focus on WIM organisations. Read the report here.





2021/2023 - IGF Mining/UNDP EGP/ILO/IWiM

The Women and the Mine of the Future Project

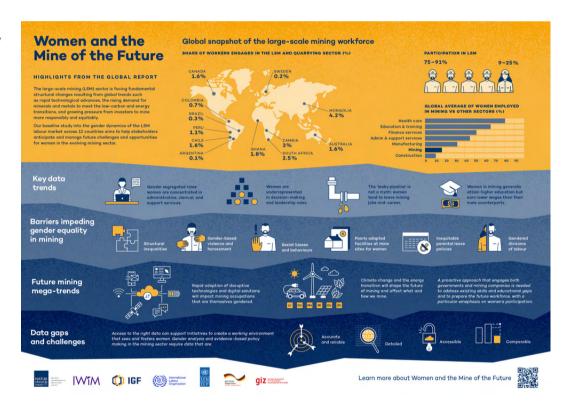
The lack of a consistent baseline regarding the gender situation of large-scale mining employment is preventing any meaningful policy reforms and development for future employment in the sector.

The data challenges render any forecasts for the mining workforce, suppliers, and host communities weak and speculative.

Against this backdrop, the project aims to uncover the existing gender-disaggregated profile of workers in the sector and in its supply chain. It examines global trends, including the impact of new technologies and the demand for minerals in the low-carbon transition. Addressing the lack of a consistent baseline for the gender situation in large-scale mining employment, this ongoing

The project will be conducted in three phases, as follows:

- Phase I (completed in 2023): Baseline analysis in 12 countries (Argentina, Australia, Brazil, Canada, Chile, Colombia, Ghana, Mongolia, Peru, South Africa, Sweden and Zambia) focusing on the existing occupations and skills profiles of men and women in the large-scale mining sector.
- **Phase II:** Mapping the changes in occupational structures and skills requirements needed for future jobs in large scale mining.
- Phase III: Analysing the participation of women in mining supply chains. The analysis will take into account the changing nature of supply chains, due to new mining technologies and the low carbon and energy transition.



Get more information on the Women and the Mine of the Future project page <u>here</u>.

2022/2023

Inclusive Workplace Design

- IWiM/WIM USA and WiR: Collecting readily available data on key themes in our Inclusive Workplace Design Initiative to be published in 2024
- IWiM/IGF Mining: Collaborating on a <u>Parental Leave in Mining paper</u>

INTERNATIONAL DAY OF WOMEN IN MINING



Launched on 15 June 2022 and with the goal of becoming an annual day of observance, the International Day IDWIM, unites the global mining industry to honour and celebrate the contributions of women in mining. The day serves as a commitment to continue working collaboratively for gender equity in the sector.

IDWIM aims to:

- Celebrate women's perseverance, contributions, talent and spirit in mining
- Raise awareness about the achievements and opportunities for gender equity
- Promote change by introducing initiatives that strengthen and accelerate efforts for a more inclusive sector



IDWIM 2022: Launched under the theme "Celebrate Women in Mining", with Laura Tyler, Chief Technical Officer, BHP, as the campaign ambassador. Read the report.

IDWIM 2023: Focused on the belief that "Equity in Mining is Everyone's Responsibility" with Mpumi Zikalala, CEO of Kumba Iron Ore – Anglo American, as the campaign ambassador. Read the report.

Reports & Recordings



Each year's event issued its own report and the event recordings in English, Spanish and French are available for viewing on IWiM's YouTube channel.



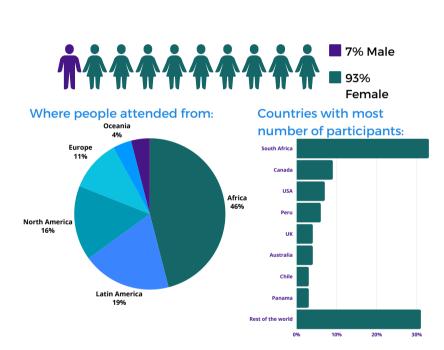


INTERNATIONAL

DAY & WOMEN

IN MINING





Over 750 participants from 71 countries



Thank you to our IDWIM sponsors and prize contributors











Learn more about IDWIM here.



The Gender and Mining Library tackles the industry's lack of detailed data on the female workforce hindering awareness, forecasting, advocacy, and accurate impact assessment. This open resource gathers reports, articles, toolkits and academic papers on gender, DEI, mining and related sectors.



Comprehensive knowledge hub: over 600 reports indexed across 30+ topics

Continuous Growth: A continuously expanding resource serving as a repository of information and references, documenting the evolution of gender inclusion in the industry

User Friendly: An open-access and searchable database, ensures easy accessibility for diverse users

Reports in multiple languages:

Enhancing inclusivity and widening access to the valuable insights

Gender & Development 6.8%

Covid 194.1%
4.9%

Cender Issues
6.8%

Cender & Development 6.8%

Covid 194.1%
4.9%

Cender & Development 6.8%

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4.9%

Cender & Development 6.8%

Covid 194.1%
4.9%

Cender & Development 6.8%

Workplace 8%

Workplace 8%

Workplace 8%

Women in 15.1%

Purpose

The Mining Jobs Portal is an online hub connecting jobs opportunities with professionals who identify as women, helping them discover inclusive employers globally.

IWiM's corporate partners and other companies actively share job openings on the portal with talented female candidates worldwide



Over the last year, the portal has seen substantial growth:

- Openings from 12 companies
- A 500% increase in the number of posted jobs
- Jobs opportunities shared with IWiM's online community of over 40,000 connections in 125+ countries
- 176 jobs posted, resulting in 11,084 total visits to the jobs portal across 11 countries















MINES



Job ad locations during the reporting period

Explore opportunities on the Mining Jobs Portal

Access the Gender & Mining Library here.

PHOTO CAMPAIGN & GALLERY



The Photo Campaign aims to highlight the diverse roles of women in the mining industry, serving as crucial role models for aspiring female miners. These images contribute to portraying an accurate representation of women in various mining professions.

This initiative started from a simple realisation: it was hard to find strong, positive images of women in mining portraying women employed in the industry rather than models.

The objectives of the campaign are to:

- Publicise accurate depictions of women working in mining
- Showcase the wide variety of roles women hold in the mining sector
- Share important visual stories that celebrate women in mining
- Reflect on the increasing presence of women working in, around and with mining



- With over 778 images to date, the IWiM Photo Library is accessible to all stakeholders under a Creative Commons license
- Submissions arrive from all continents, which shows that women are present anywhere where there is mining. This image bank categorises all submissions, with a notable increase in submissions over the reporting period compared to 2020-21.
 - 104 photos received in the 2022 campaign
 - 128 photos received in the 2023 campaign

Find out more about the photo campaign <u>here</u> and view more photos in the gallery <u>here</u>









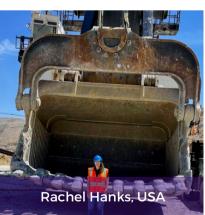


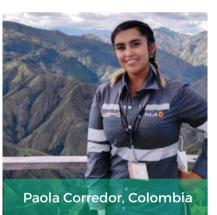








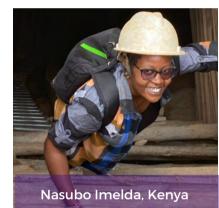














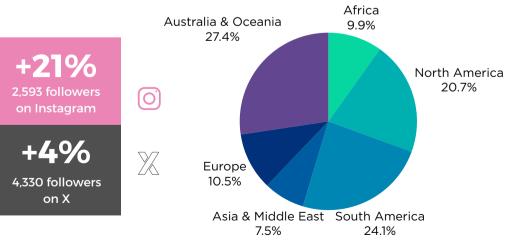
IWiM's Community

We cultivate an international network of leading companies, organisations and individuals sharing an inclusive vision for the mining sector.

We engage with:

- 40+ relationships with policy makers
- 33 engaged partners and sponsors, a 50% increase from 2022 to 2023
- We participated in international working groups on gender and mining
- We joined multistakeholder groups and industry bodies
- Global mentoring programme with mentees based in 29 countries in 2022 and 28 countries in 2023.
- 40,617 digital communities across all platforms, a 24% increase over the reporting period
- We increased our followers on each of our social media platforms
- 86% female and 14% male followers in 125+ countries

% of followers per region



Corporate Partners



Champions





Advocates

















Supporter



Thank you for your continued support!

+13% on LinkedIn group

+50%

15.100 followers

on LinkedIn page





+19%









Acknowledgements

IWiM acknowledges the contributions of all the people who worked tirelessly on the projects mentioned within this report.

IWiM thanks those responsible for concept and coordination, the writers and designers of the impact report and the whole IWiM team.

We'd also like to thank our colleagues from partner organisations who share our vision and believe in our work.

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Subscribe to our newsletter

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