



# Mining and inclusion: It's time to go beyond words

WIM Brasil Indicators - Year 4



Image courtesy of: Nexa

# Content

- 03** Open letter

---

- 04** Main highlights

---

- 05** Profile of the respondents

---

- 06** Governance

---

- 16** Representativeness

---

- 22** Female development and career

---

- 28** Retention

---

- 35** Conclusion

---

- 36** Appendices



# Open letter to companies from the Mining sector

Dear Leaders of the Mining Sector,

For the last four years, **Women in Mining Brasil (WIM Brasil)** has been monitoring the evolution of Diversity, Equity and Inclusion (DEI) in the mining sector. Since our founding in 2019, we have worked to promote a more diverse and welcoming minerals industry, and our 2024 Indicators Report reflects this commitment. This report, the result of a survey of partner organizations, provides an up-to-date overview and highlights both progress and opportunities for improvement.

It is encouraging to see that there are initiatives underway that value not only female inclusion, but also diversity in terms of race, ethnicity, generations, people with disabilities and the LGBTQIA+ community. However, the results indicate that there is still considerable potential for improvement.

Although many companies have adopted actions aimed at DEI, we noticed a worrying decrease in the percentage of companies with structured DEI Programs and in the formal disclosure of these initiatives.

**WIM Brasil** is driven by the involvement and effort of professionals from different areas of the mining sector, committed to integrating DEI not just into discussions, but as an intrinsic value for companies. Until this integration becomes spontaneous, we will continue to proactively support mining companies and their suppliers in creating work environments that are not only diverse and inclusive, but also safe for everyone.

We are always looking for partnerships and exchanges of knowledge that can drive the transformation we want to see. With this in mind, we invite everyone to read the **WIM Brasil 2024** Indicators Report and reflect deeply on how we can accelerate change within the mining sector.

We believe that, together, we can achieve our goals more quickly and efficiently, creating a mining sector that is an example of diversity and inclusion for all.

Sincerely,  
**WIM Brasil Board**



Image courtesy of BHP

## What's new

You will notice that in this report, we will divide the analyses into “all respondents” and “mining companies”, so that we can see the realities of the responses from the different company profiles.

## Key-points

We are in our fourth year of monitoring developments and analyzing the sector's outlook.

Although we have seen steady progress over the years, there is a big question mark over the pace of transformation that the sector has been experiencing.

Only by focusing on structural changes and revising policies and processes can we generate a substantial and sustainable positive impact on the mining sector.

In terms of **representation**, there was an increase in the ratio of women to men, accompanied by a drop in turnover compared to previous years.

As identified in previous years, the mining sector has adopted actions aimed at Diversity, Equity and Inclusion (DEI). However, there has been a significant drop in the percentage of companies with **Structured DEI Programs**, which is a warning sign for the sector in general. In addition, investment in sustainable actions, such as policies and procedures, fell again this year. WIM Brasil believes that only by investing in structuring actions will there be real change in our sector.

It was possible to see the impact of mining companies on the total **social investments** made by the sector with a focus on women's development. We need the rest of the market (suppliers) to adopt similar policies to ensure sustainable development in all aspects.

Although companies have increased their representation of women, there has been a drop in **female promotions**, which calls for attention.

Regarding the **participation in leadership development programs**, there was an increase in female participation, confirming the trend observed in the previous year.

Effective inclusion requires that women have real opportunities for growth and advancement within companies.

There has been a significant drop in women's participation in administrative councils.

There was a slight increase in **women's satisfaction** compared to 2023 survey.

It's worth emphasizing that it's essential not only to encourage the growth and appreciation of women, but also to ensure that they have the support they need to carry out their duties smoothly and safely.

# Profile of respondents

Over the years, we have noticed that research participants tend to be from higher up the organizational hierarchy.

2021

**16**  
companies

TOP 3 Positions of survey

Respondents

1. Manager or Analyst
2. Supervisor/Coordinator
3. Director

2023

**33**  
Companies

TOP 3 Positions of Survey

Respondents

1. Manager
2. Director
3. Supervisor/Coordinator

2022

**34**  
Companies

TOP 3 Positions of Survey

Respondents

1. Manager
2. Director
3. Supervisor/Coordinator

2024

**50**  
companies  
(15 new in the process)

TOP 3 Positions of Survey

Respondents

1. Director
2. Manager
3. Supervisor/Coordinator



Image courtesy of: Hochschild

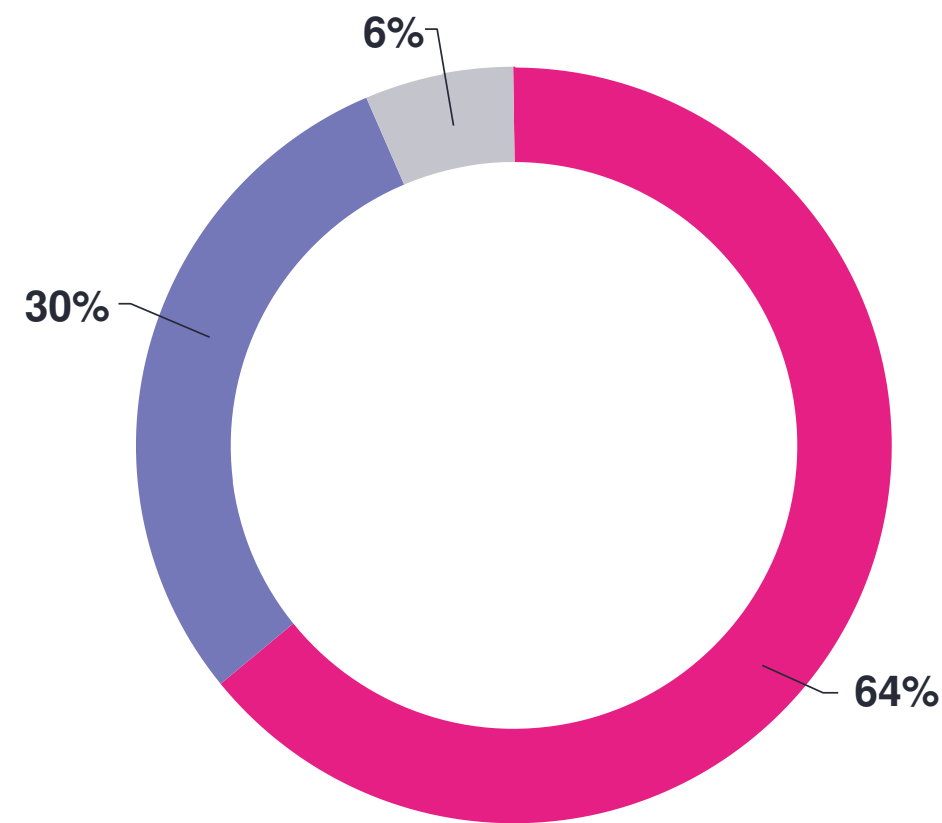


Image courtesy of: Kinross

# Diversity and Inclusion Programs

Category: All Respondents

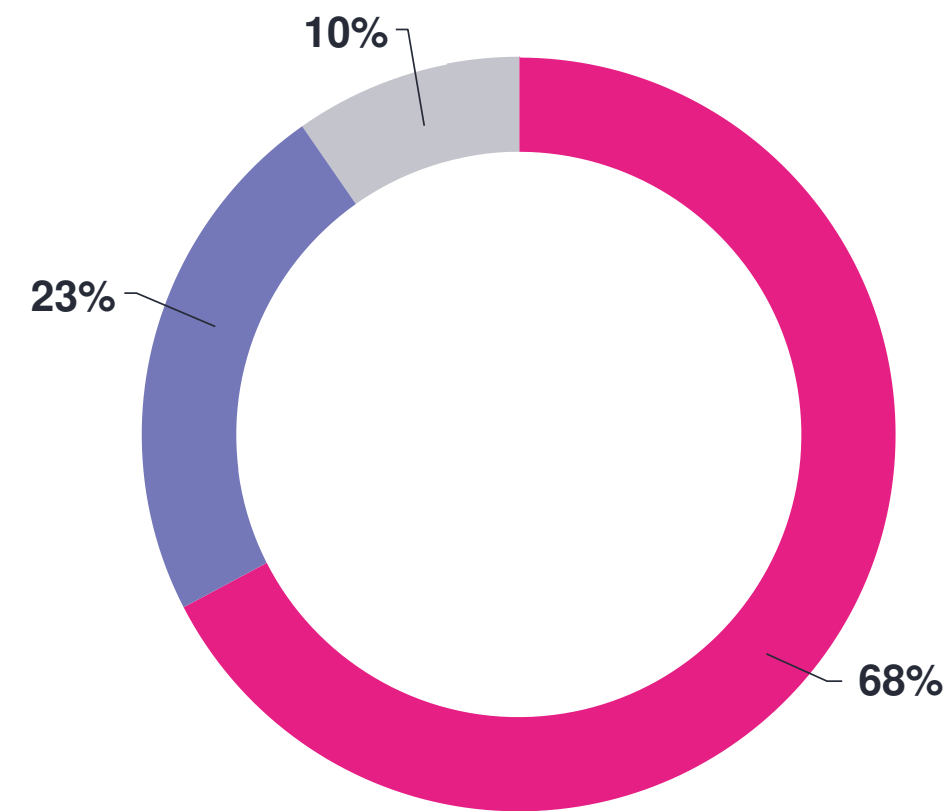
**94%**  
of companies have a DEI program, whether formalized or not,  
3 percentage points less in comparison with 2023.



■ Existing and formalized ■ Existing and not formalized ■ Not existing

Category: Mining Companies

**90%**  
of companies have a DEI program, whether formalized or not,  
7 percentage points less in comparison with 2023.



■ Existing and formalized ■ Existing and not formalized ■ Not existing

By dividing the answers between “all respondents” and “mining companies”, we understand that mining companies still had a lower percentage of having a DEI program.

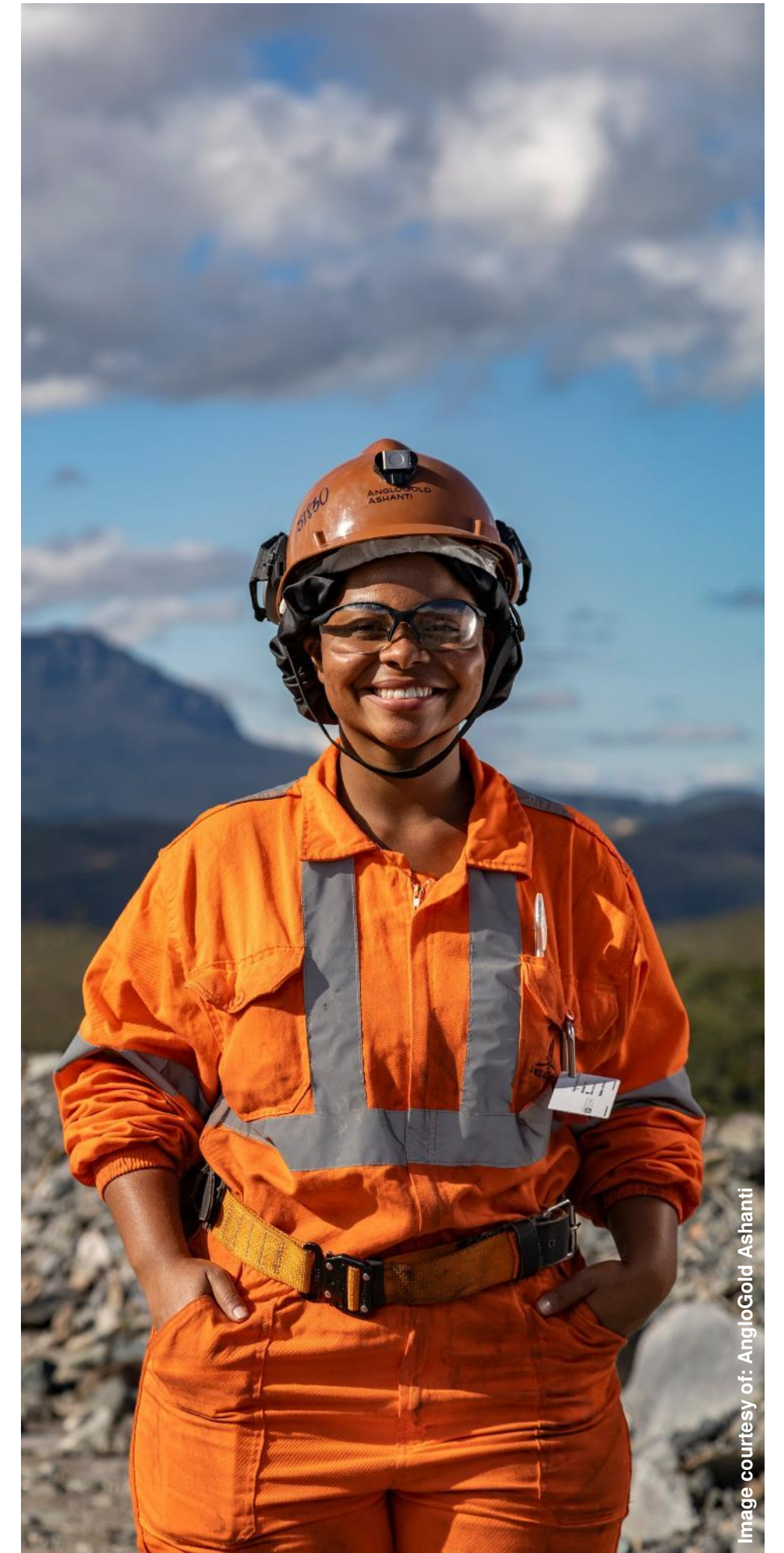
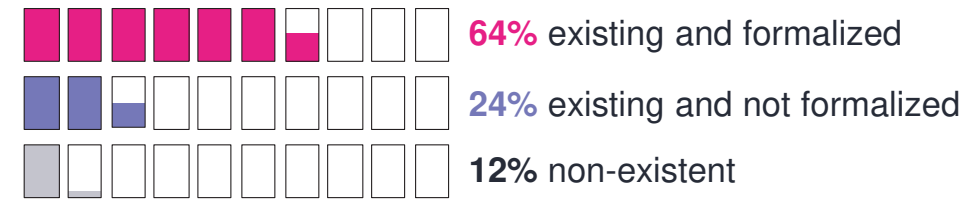


Image courtesy of: AngloGold Ashanti

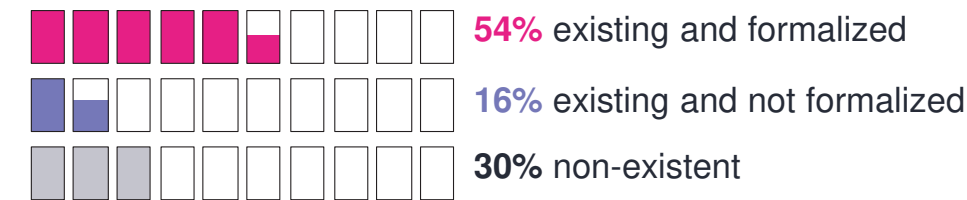
# Diversity and Inclusion Programs

## Category: All Respondents

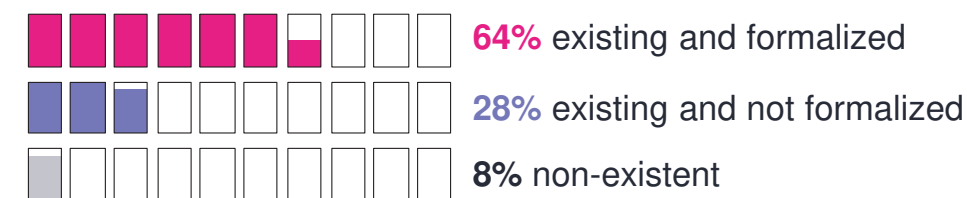
My organization publicly communicates its commitment to diversity, equity and inclusion, as well as its objectives, goals and actions on the subject.



My organization has or periodically conducts a diversity census.

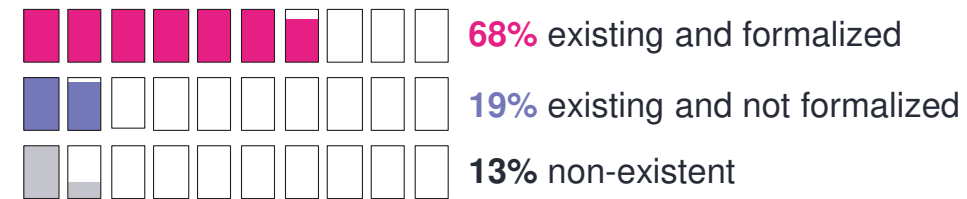


My organization analyzes and monitors the remuneration of all employees, segmenting by gender, area of activity and hierarchical level, with the aim of ensuring equitable remuneration.

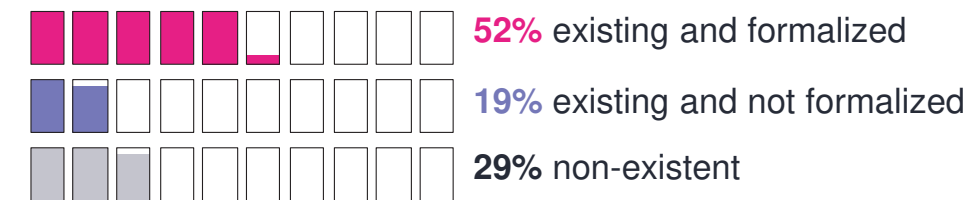


## Category: Mining Companies

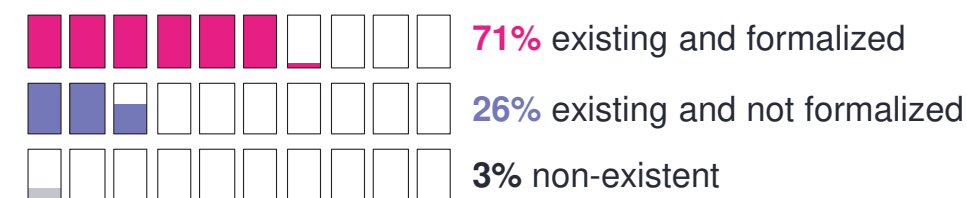
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My organization analyzes and monitors the remuneration of all employees, segmenting by gender, area of activity and hierarchical level, with the aim of ensuring equitable remuneration.



When we look in detail at the Diversity and Inclusion actions promoted by the mining companies, we see that public commitment and structuring actions, such as the analysis of remuneration, are greater in the mining companies, i.e., we can understand that they help to increase the values of all the respondents.

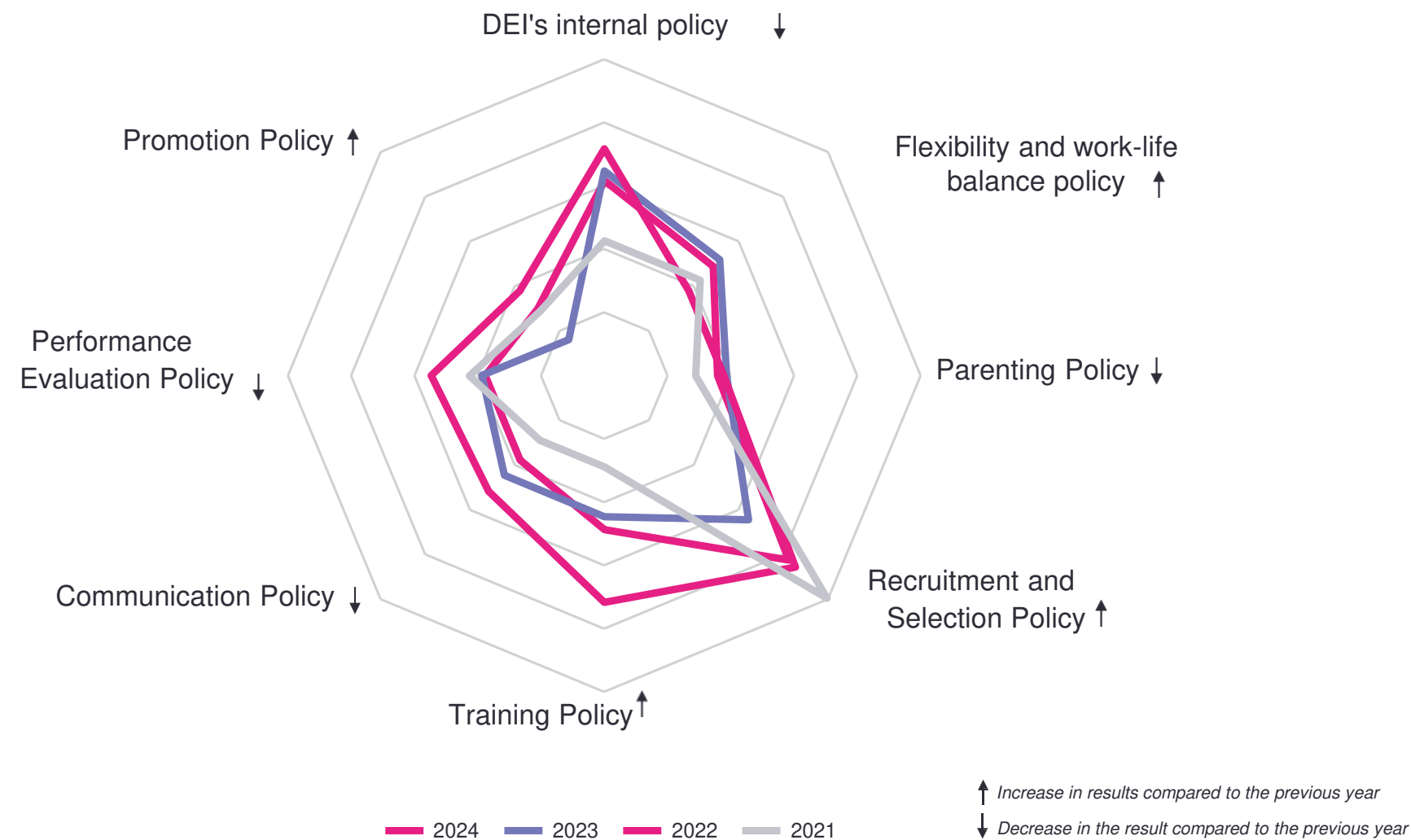


Image courtesy of: Samarco



# DEI Policies

## Existing policies related to Diversity, Equity and Inclusion



For the second year running, there has been a decrease in Diversity and Inclusion policies. This result highlights a critical need to invest and expand our efforts beyond isolated initiatives.

It is necessary to highlight the urgency of reviewing and strengthening existing policies, since, with the exception

of those related to recruitment and selection, training and promotion, all the others showed a drop in this year's survey.

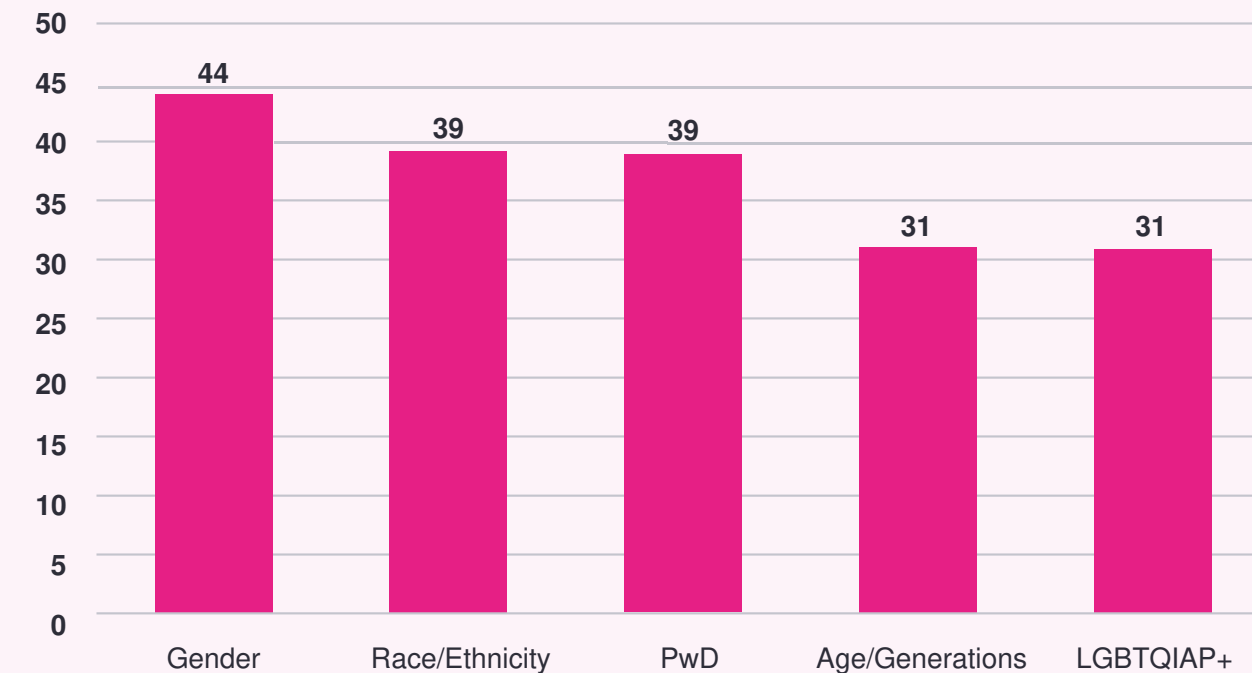
Companies need to work on structural and political actions for sustainable Diversity and Inclusion over the years.

## Dimensions of diversity in internal policies and processes

Taking a deeper look at the previous analysis and considering the internal policies and processes in place that encompass aspects of diversity, equity and inclusion, we can identify **which dimensions of diversity these measures are connected to:**

**Total number of respondent companies: 50**

Number of companies in the related diversity dimensions<sup>1</sup>



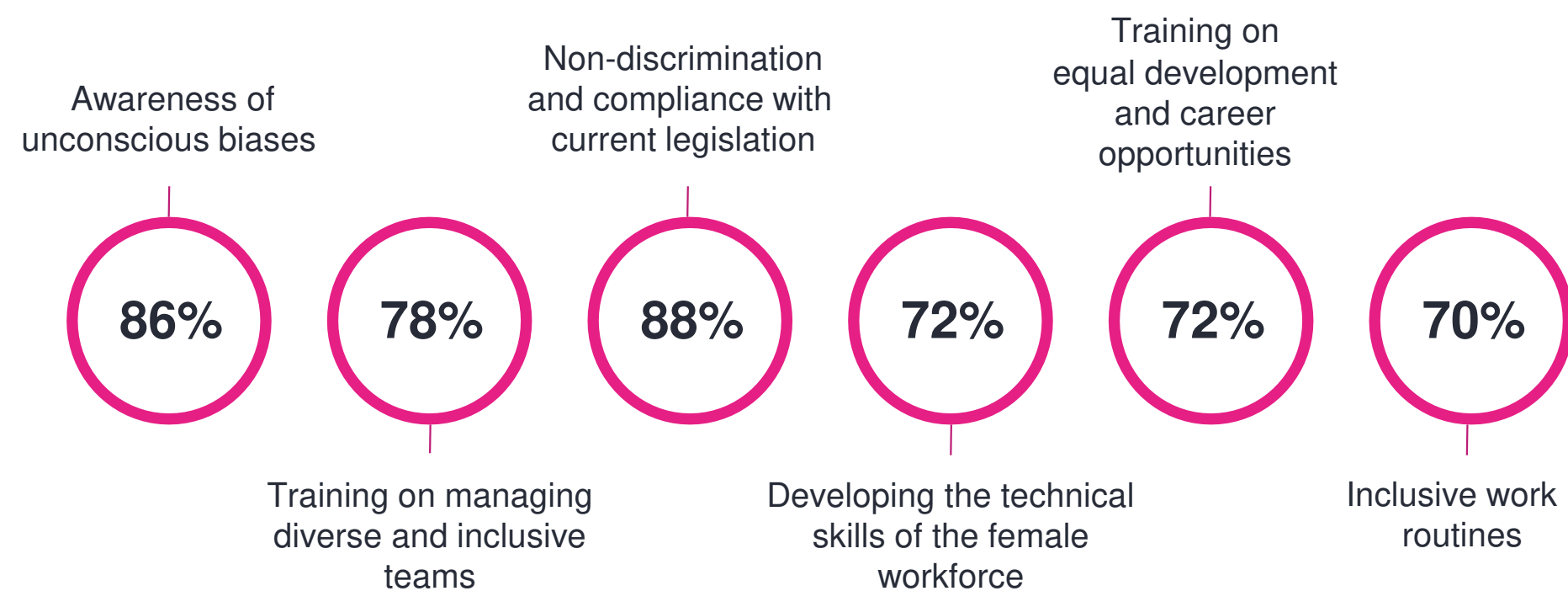
Considering that companies adopt policies and procedures that incorporate aspects of DEI, they engage with the five dimensions mentioned below, prioritizing mainly **Gender issues, which account for 24% of the total**

**of dimensions.** This was followed by the categories of **Race/Ethnicity and People with Disabilities, each with 21% representation.** The dimensions of **Age/Generations and LGBTQIAP+ collectively account for 34% of the total.**

<sup>1</sup> Each company can relate to more than one dimension

# DEI Training

## Training offered<sup>1</sup>



Looking at the **types of DEI-related training** offered by companies, we can see a significant improvement compared to the previous year. Only training related to managing diverse and inclusive teams, with only 1 percentage point, decreased from last year to this year.

Awareness of unconscious biases remained unchanged. The others saw an increase, in some cases by more than 50 percentage points.

<sup>1</sup> Audience considered Leaders and Other Employees

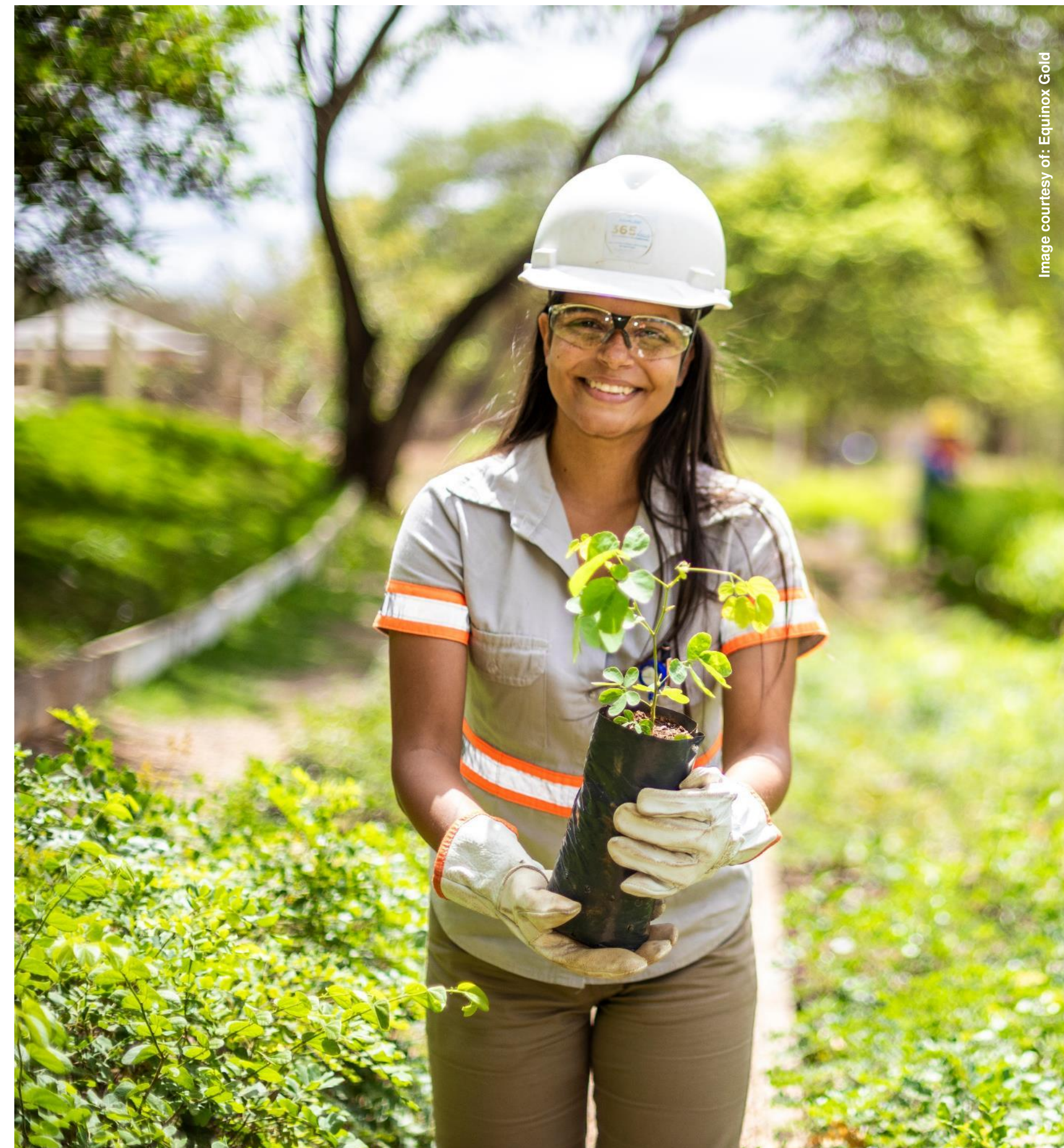


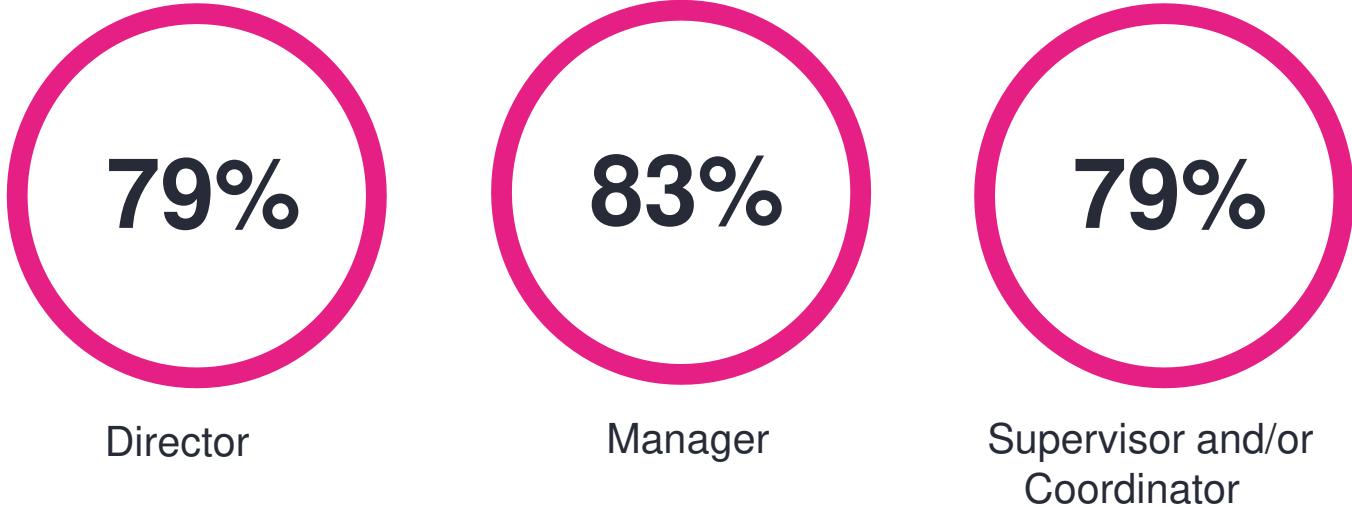
Image courtesy of: Equinox Gold



Image courtesy of: Hochschild

# Leadership training for the DEI aspect

Who is being trained in aspects of Diversity and Inclusion?



When analyzing the levels of leadership that receive training, to understand the level of investment by companies in Diversity, Equity and Inclusion (DEI) issues, top management has received considerable support in this regard and that managers tend to benefit the most from this initiative.

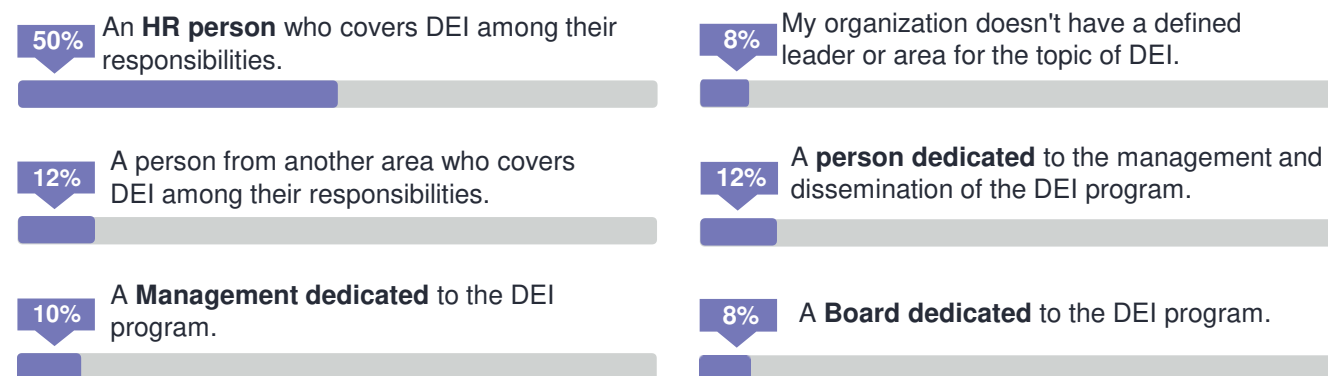
# Management, dissemination and supervision programs

The responsibility for managing and disseminating the DEI program is more **attributed to the Human Resources sector or people dedicated to the Program**. Currently, this configuration represents 80% of respondents.

When we look at **primary supervision and decision-making authority**, the pattern changes: between 2021 and 2023,

there was an increase of 11 percentage points in the active participation of HR and Senior Leadership. However, from 2023 to 2024, there was a **7-percentage point reduction in this involvement**. If HR management or Senior Leadership do not take on this role, this obligation falls to the Board of Directors, Legal and Compliance or the Social Responsibility area.

## Responsible for managing and disseminating the DEI program



## HR and Senior Leadership in primary oversight and decision-making authority of DEI initiatives

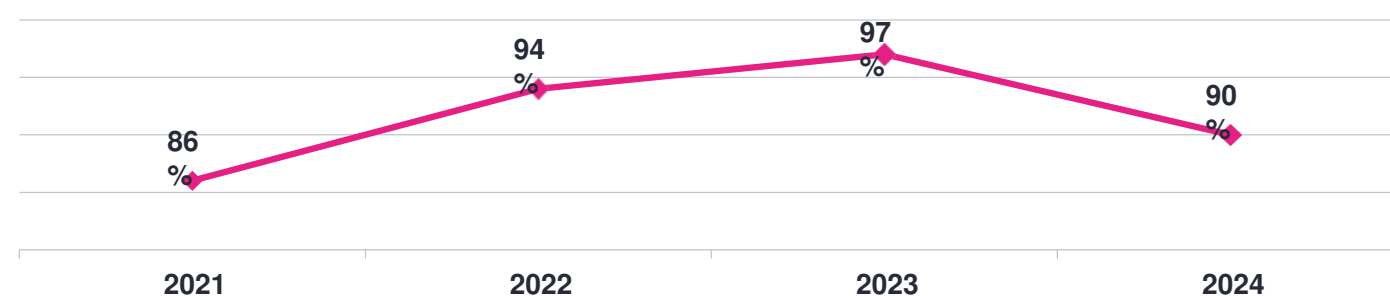
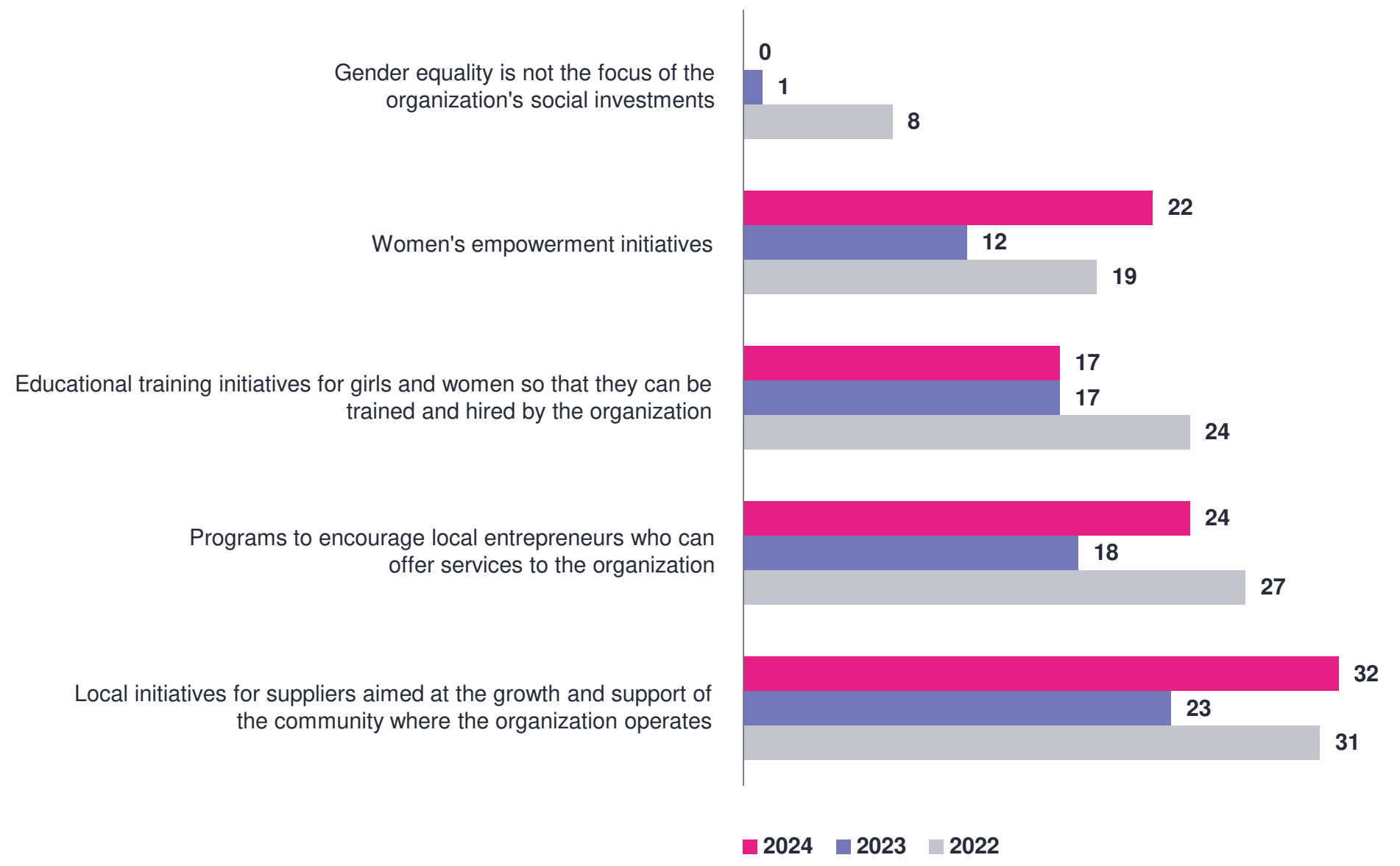


Image courtesy of: Equinox Gold

# Social initiatives promoted

Number of companies investing in the following social initiatives<sup>1</sup>



<sup>1</sup> Each company can invest in more than one initiative

- Overall, 2022 was the biggest year in terms of social initiatives promoted with a focus on Diversity and Inclusion. 2023 showed a significant drop in the number of shares reported and this number rose again in 2024.
- The **focus on gender equity is not being considered a central point of social investment**, with a **significant decrease** from 8 companies in 2022 to none in 2024.
- **Female empowerment initiatives showed a considerable increase, from 12 in 2023 to 22 in 2024**, indicating a strengthening of companies' commitment to promoting gender equality in the workplace and in society.
- Regarding **educational training initiatives for girls and women, the figures remained stable in 2023 and 2024**, suggesting that companies remain committed to training and hiring women.
- **Incentive programs for local entrepreneurs** also showed a decrease compared to 2022, but an increase compared to 2024.
- **Local initiatives for suppliers aimed** at community growth and support had the **highest number of companies investing over the three years, with a peak of 32 in 2024**, possibly indicating that companies are increasingly aware of their role in the sustainable development of the communities in which they operate.

Despite an apparent lack of attention to gender equality as a focus for social investment, companies are expanding their efforts in other areas that also promote female empowerment and community development.

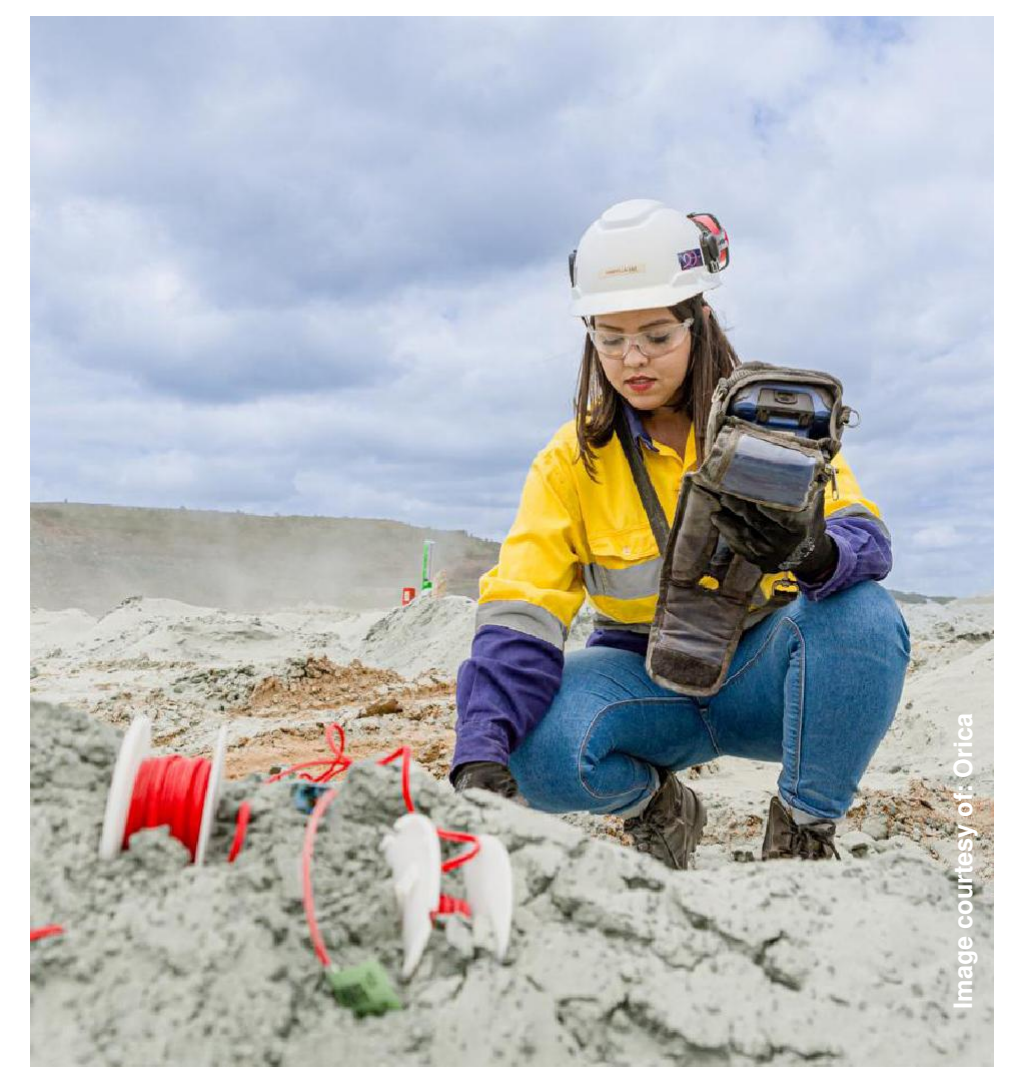


Image courtesy of: Orlica

# Social initiatives promoted - 2024

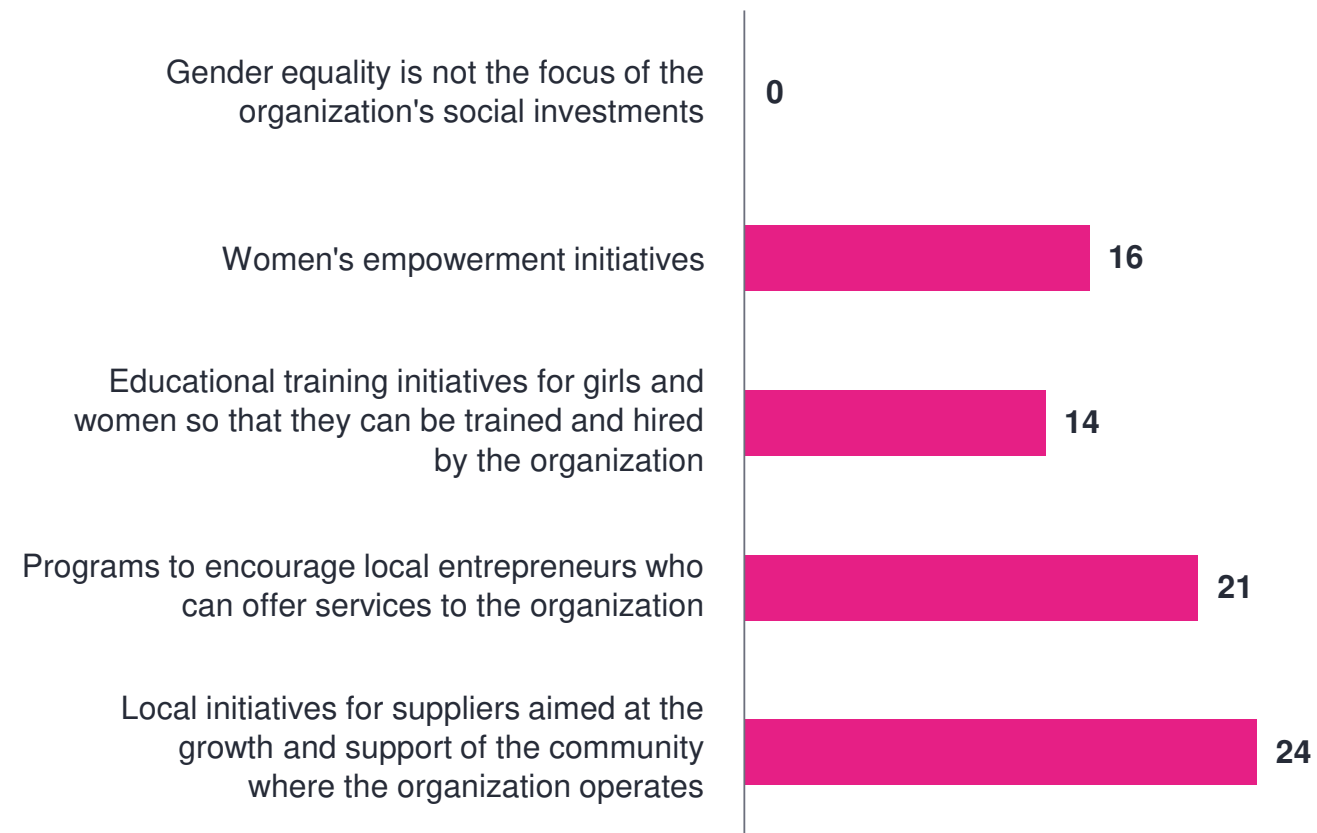
Category: All Respondents

Number of companies investing in the following social initiatives<sup>1</sup>



Category: Mining Companies

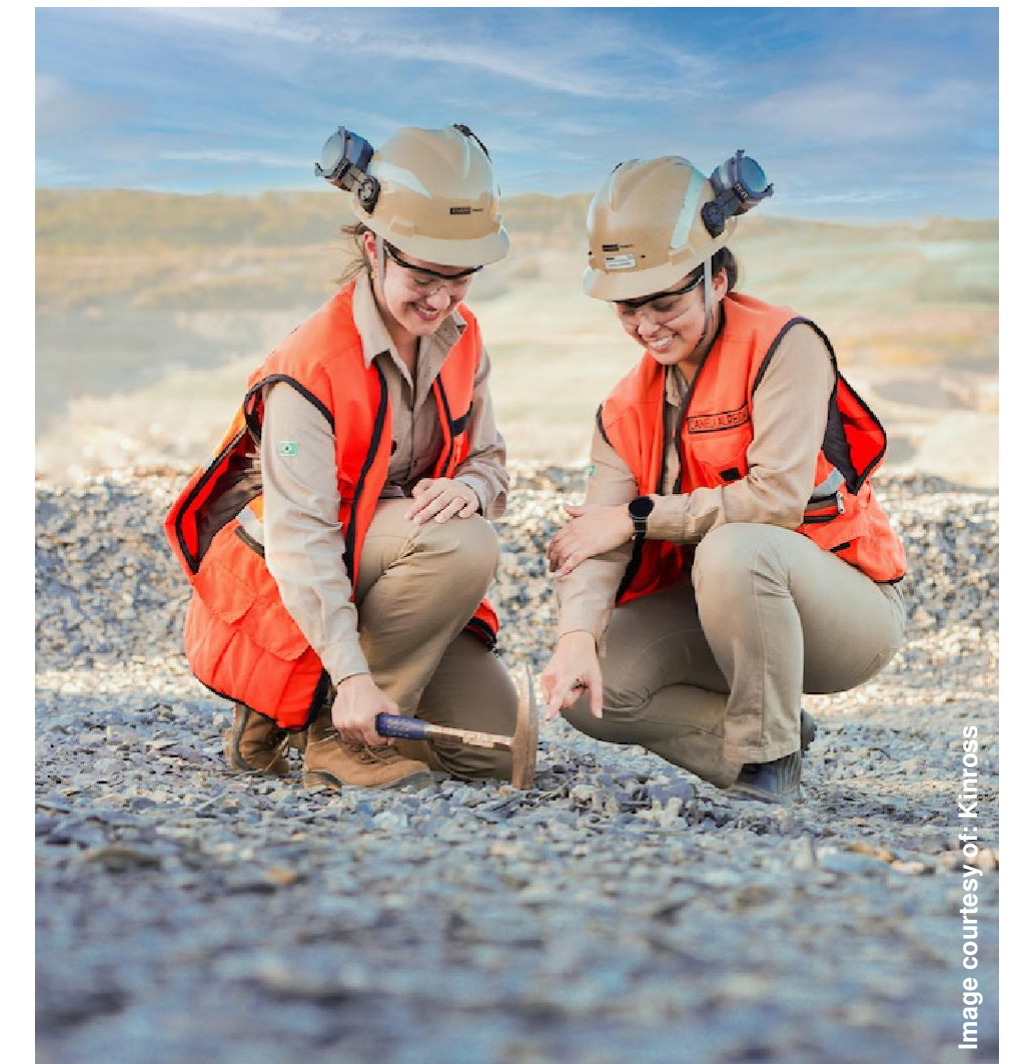
Number of companies investing in the following social initiatives<sup>1</sup>



When analyzing the social initiatives promoted by the market, it is possible to see a strong traction caused by mining companies. Mining companies were responsible for 72% of women's empowerment initiatives, 82% of educational training initiatives, 87% of initiatives for local entrepreneurs and 75% of local initiatives for suppliers.

Only the 2024 results are open between the two different focuses.

<sup>1</sup> Each company can invest in more than one initiative



# About governance

Diversity and inclusion are not just moral or regulatory compliance issues; they are essential pillars for the competitiveness and sustainability of organizations. Cultural barriers, the predominance of a homogeneous workforce and the geographical location of many operations contribute to slow progress in mining and related sectors.

Several markets with similar realities have made progress in promoting structuring actions, demonstrating that it is possible to transform this reality and reap good rewards for business. It's 2024, and the adoption of policies focused on diversity and inclusion is still slow, sectorized and superficial in thmost ofhe companies evaluated. Companies are investing in the education and development of their leadership. However, structural actions and the review of internal policies and processes still leave something to be desired.

Social investment focused on women grew compared to the previous year, largely driven by mining companies. The other companies in the sector also need to focus on communities and on developing educational actions to train women so that they can offer more opportunities for this gender in the market.

By focusing on structuring actions, such as parenting policies and other policies that enable women to access and remain in the job market, companies in the mining sector can not only promote gender equality and make a significant contribution to social development, but also improve their organizational performance and ensure competitiveness and sustainability, contributing to building a solid corporate reputation, something crucial in a sector that is often criticized for the impacts it causes.



Image courtesy of: BHP



# Representativeness

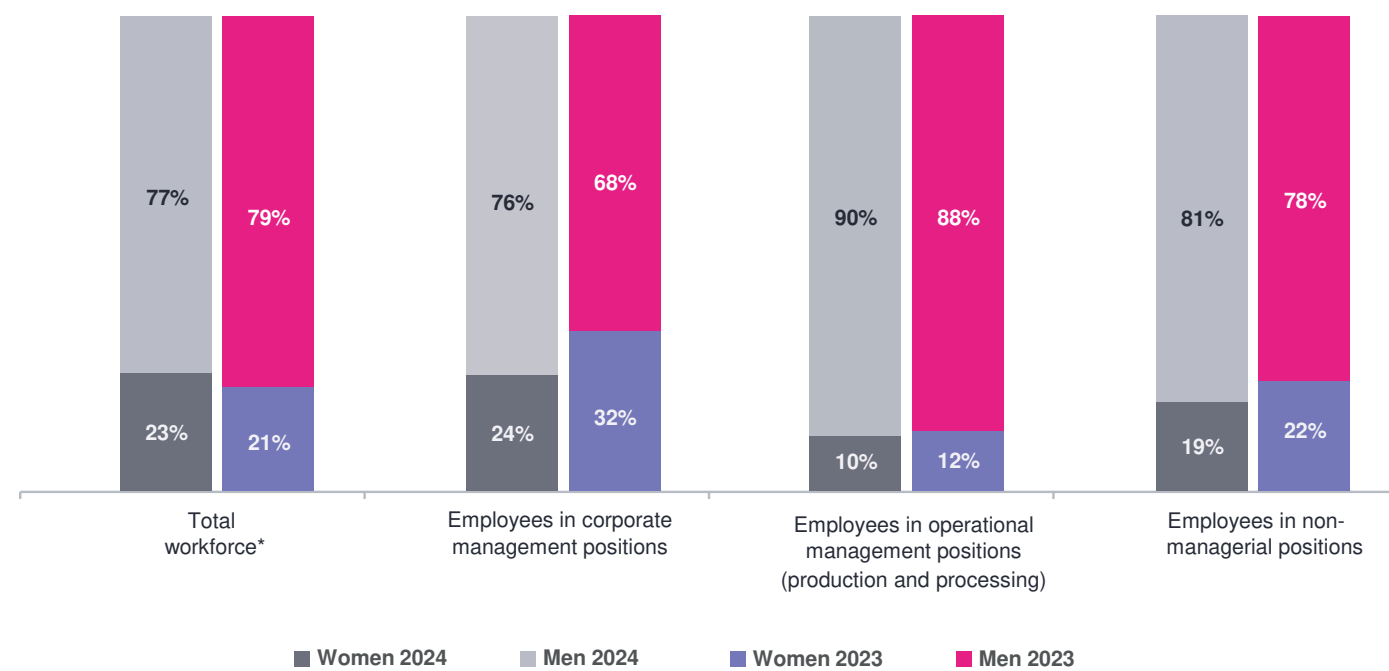
Image courtesy of: Kinross



# Composition of the workforce

Category: All respondents

**23%** of the workforce is made up of women, 2 percentage points more than last year's result

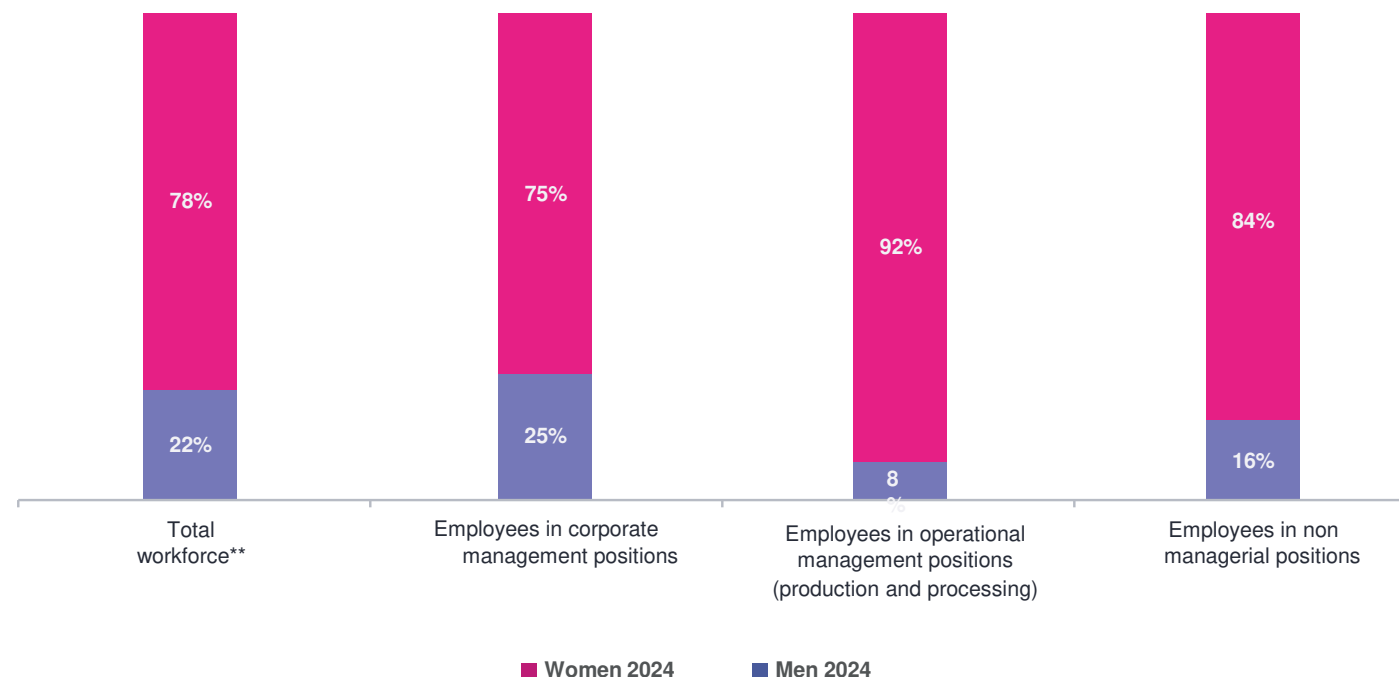


When we compare the evolution in relation to 2023, we see that there has been an increase in the total number of women in the workforce. However, the big question is the speed of this growth.

\* Calculation Memory:  
Annual growth rate = (Percentage in 2024 - Percentage in 2023) / (2024 - 2023) Number of years = (Desired percentage - Annual percentage) / Annual growth rate

Category: Mining Companies

**22%** of the workforce is made up of women, 1 percentage point more than last year's result



When looking only at mining companies, female participation is generally lower compared to all respondents, except in corporate management positions, where it is slightly higher. This indicates that although there has been progress in the inclusion of women in the workforce, there are still significant challenges in promoting women to leadership positions, especially in operational and non-managerial sectors.

\* For the total workforce calculation, the response of 50 respondents is considered. The analysis by management considers 28 respondent companies  
\*\* For the total workforce calculation, the response of 31 respondents is considered. The analysis by management considers 16 respondent companies

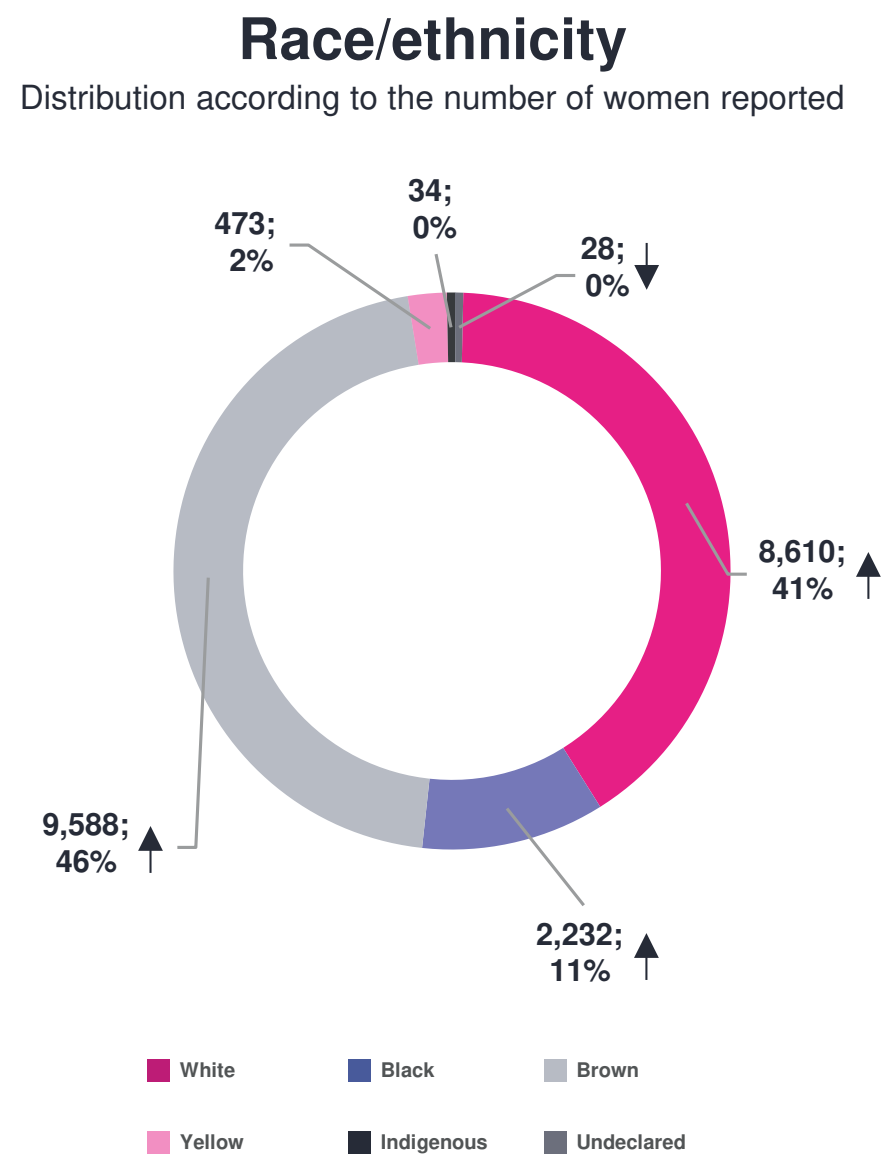
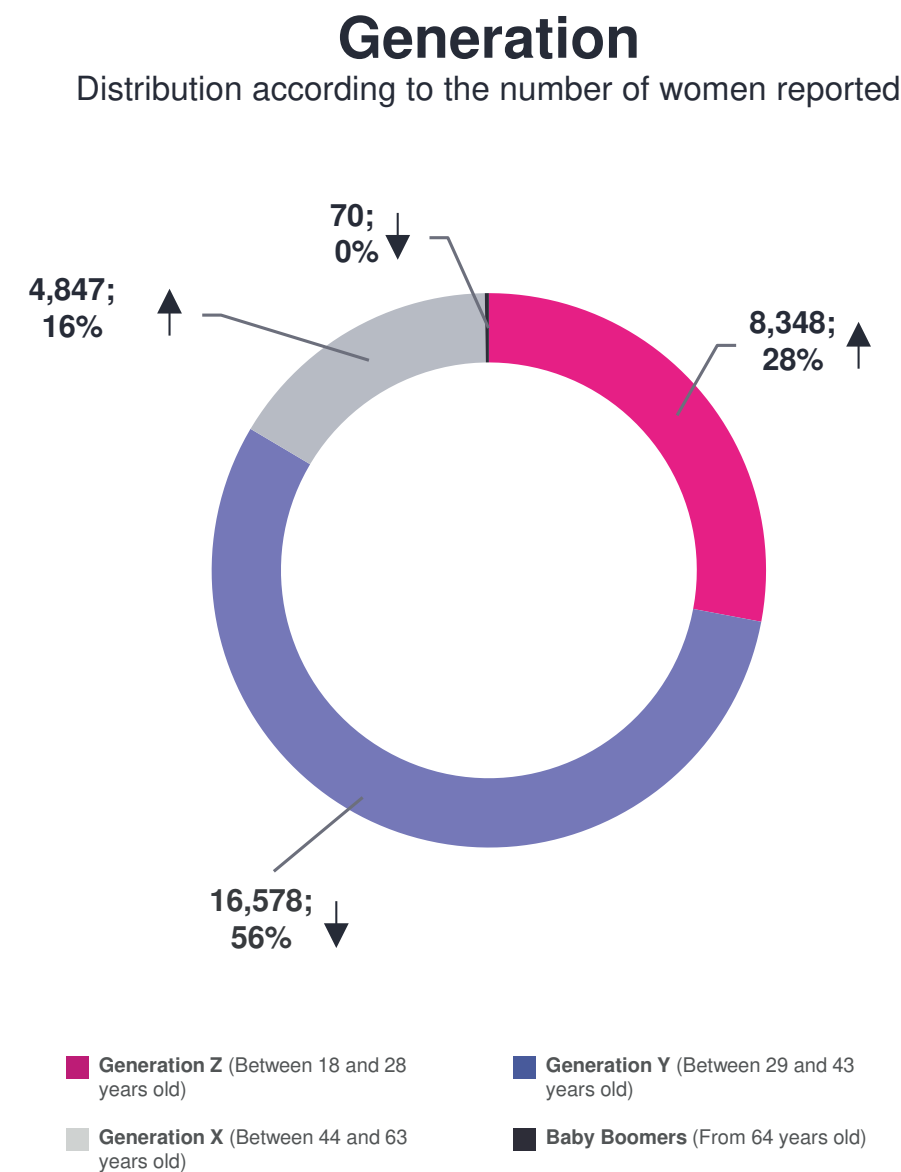
If we continue at this rate of growth, seen from 2023 to 2024, we won't reach 50% women in mining until 2038<sup>1</sup>.



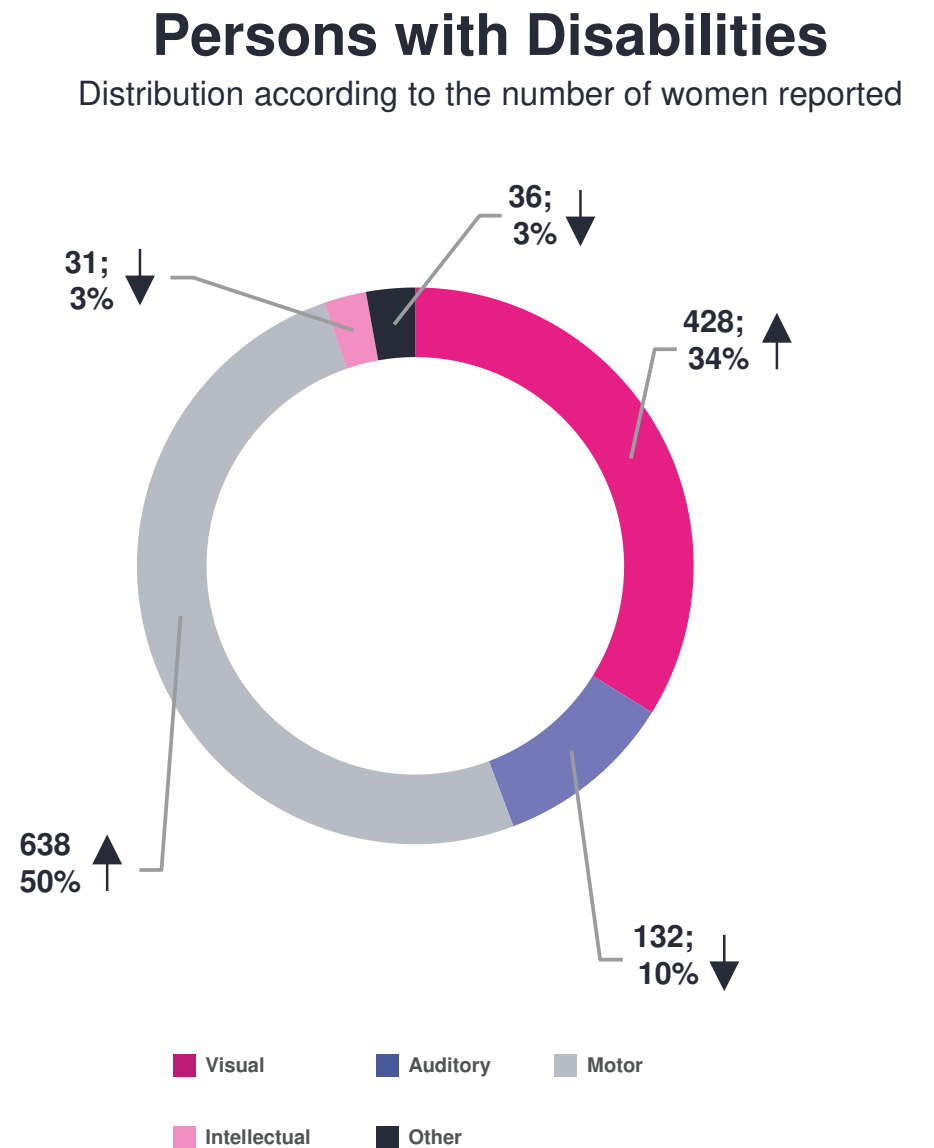
Image courtesy of: AtkinsRéalis

# Who are the women in mining?

We are 30,744 women in mining<sup>1</sup>



We are 1,265 women with disabilities in mining<sup>1</sup>



Regarding the distribution of women with disabilities in relation to the total number of women reported:

- Visual: 1.4%
- Auditory: 0.4%
- Motor: 2.1%
- Intellectual: 0.1%
- Other: 0.1%

↑ Increase in results compared to the previous year  
 ↓ Decrease in the result compared to the previous year

<sup>1</sup> Total number of women reported among the 50 responding companies

# Who are the women in mining?



Companies are managing to retain more women, as evidenced by the reduction in female turnover of 5 percentage points.

However, the decrease in female hires can be a point of attention for companies, especially if there is a goal of promoting gender diversity.

It is important for companies to analyze the root causes of these changes to better understand the dynamics of the labor market and adjust their policies and strategies in line with their diversity and inclusion objectives.

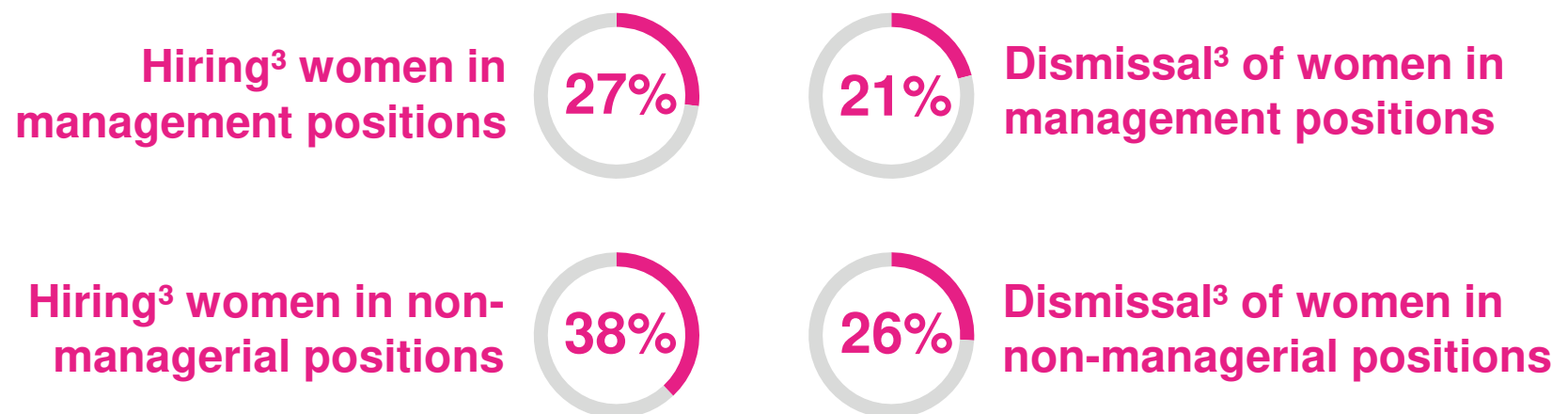


Image courtesy of: Nexa

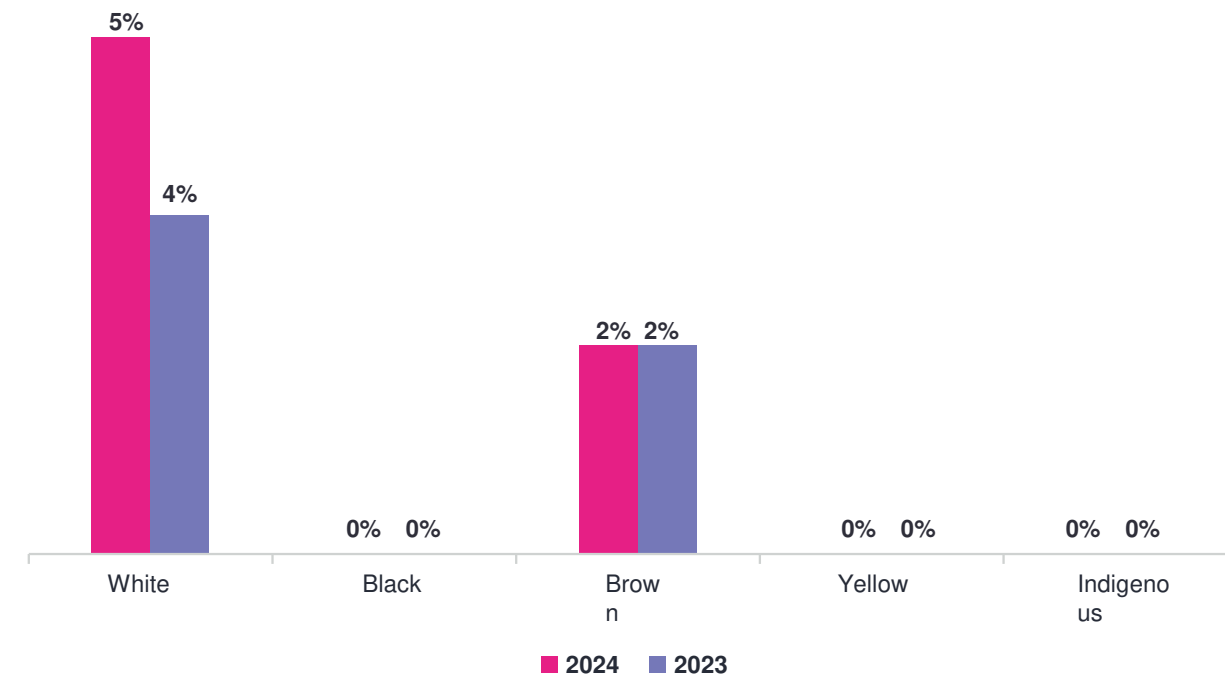
<sup>1</sup> Analyses based on the total number of women by the total number of employees  
<sup>2</sup> Turnover (%) = (total number of women leaving / total number of women) x 100  
<sup>3</sup> Analyses based on the total number of women by the total number of employees in the same position



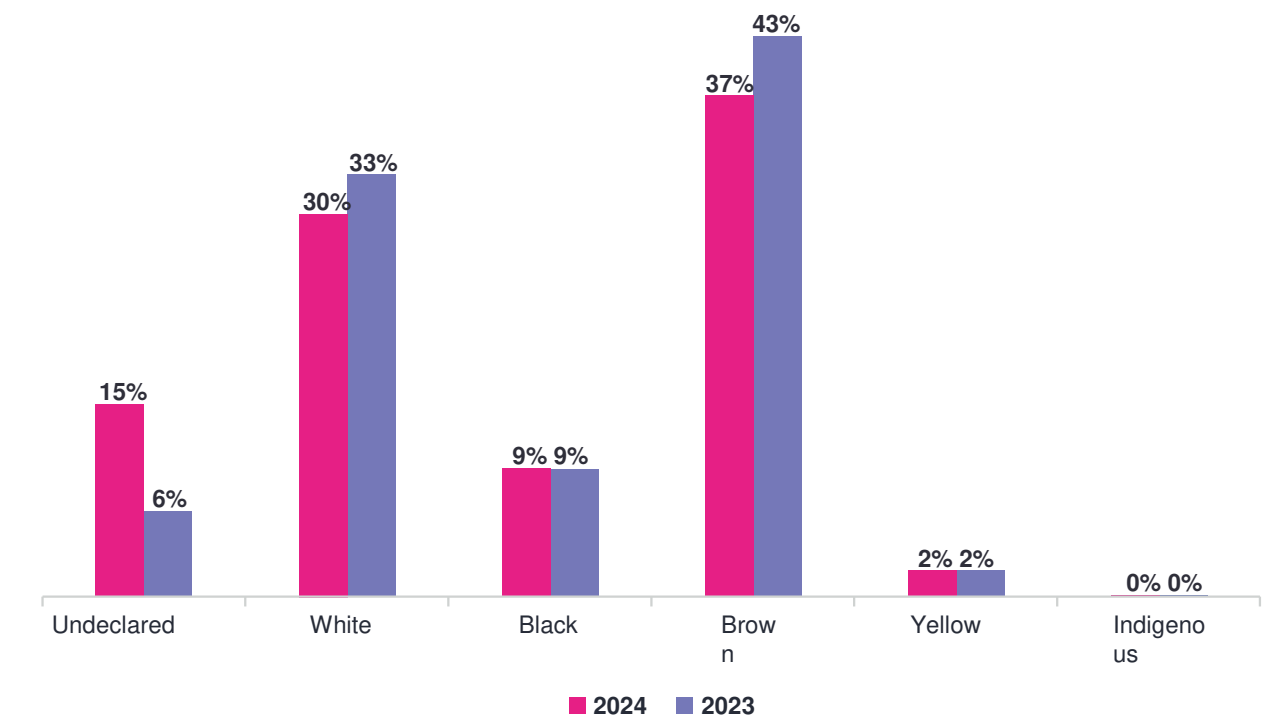
# The position of women<sup>1</sup> in organizations

This data shows that there is an increase in the representation of women in all racial categories in both managerial and non-managerial positions from 2023 to 2024, except for the indigenous category in managerial positions, which has remained stable. However, the number of women without a declared position rose from 6% to 15% this year.

Number of women in Management Positions



Number of women in Non-Managerial Positions



<sup>1</sup> Representation of women in relation to the total number of women in companies

# About representativeness



Image courtesy of: Lundin Mining

The presence of women in the leadership and operations of companies in the mining sector is not just a question of equity, but a strategic imperative. The inclusion of women in the mining sector has proven to be a significant competitive differentiator, contributing to a more innovative, resilient and adaptable environment to the demands of the global market.

However, with the advancement of discussions on diversity issues, we have come to understand that adopting an intersectional approach in the construction of strategies to promote female representation in the mining sector is crucial to guaranteeing truly effective and comprehensive inclusion. Intersectionality considers the multiple layers of identity, such as race, social class, sexual orientation and disability, which influence the experience and career path of women in different structures. Ignoring these variables can result in inclusion strategies that benefit only one segment of women.

In general, the mining sector still faces major challenges in terms of gender representation, and when the intersectional lens is applied, we realize that promoting diversity among women is an even greater effort.

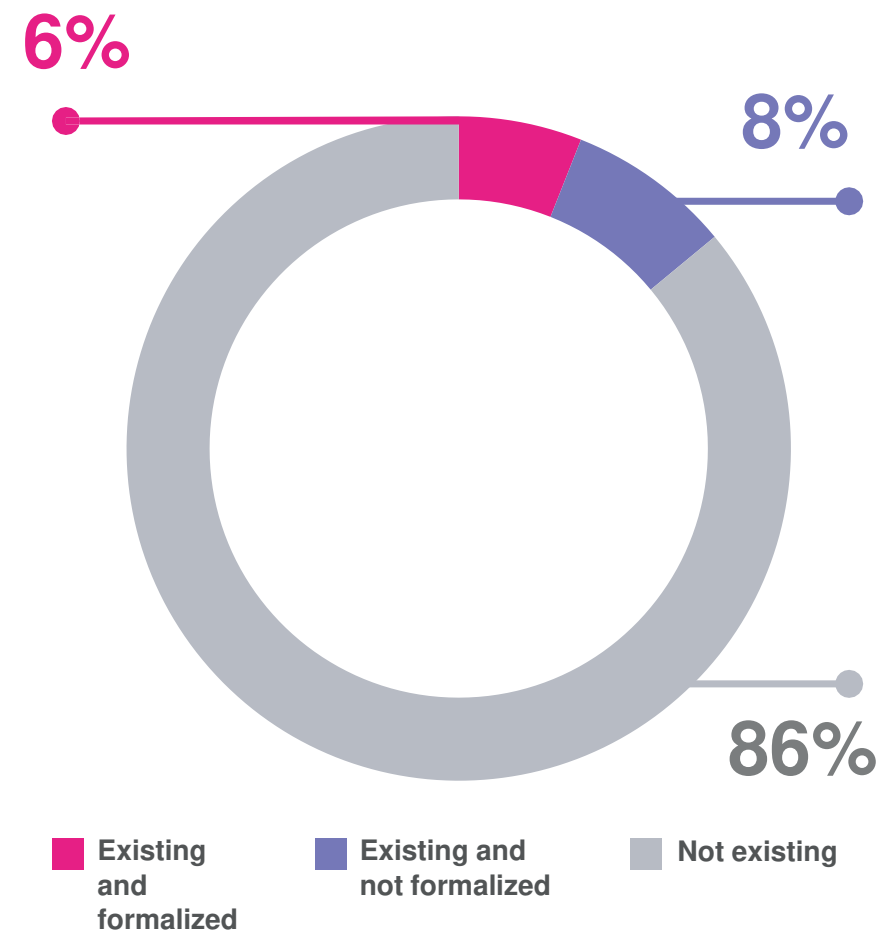


# Female development and career

Image courtesy of: Kinross

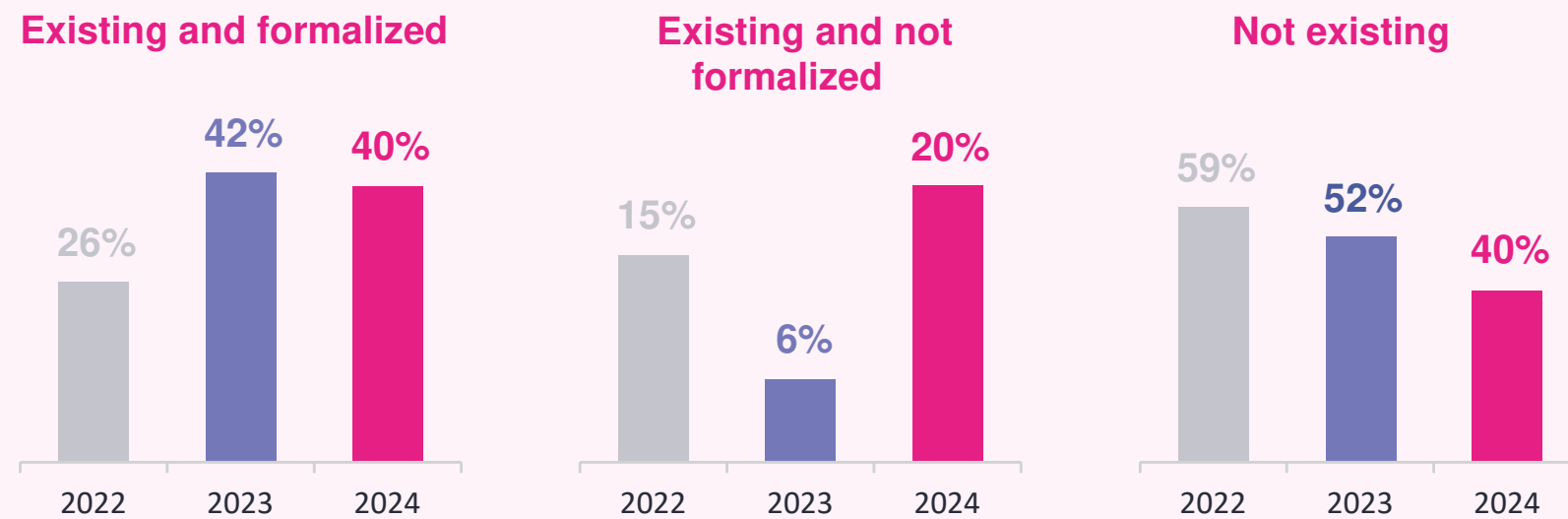
# Female development

Only **14%** of companies have a specific development program for women in STEM<sup>1</sup>, whether formalized or not.



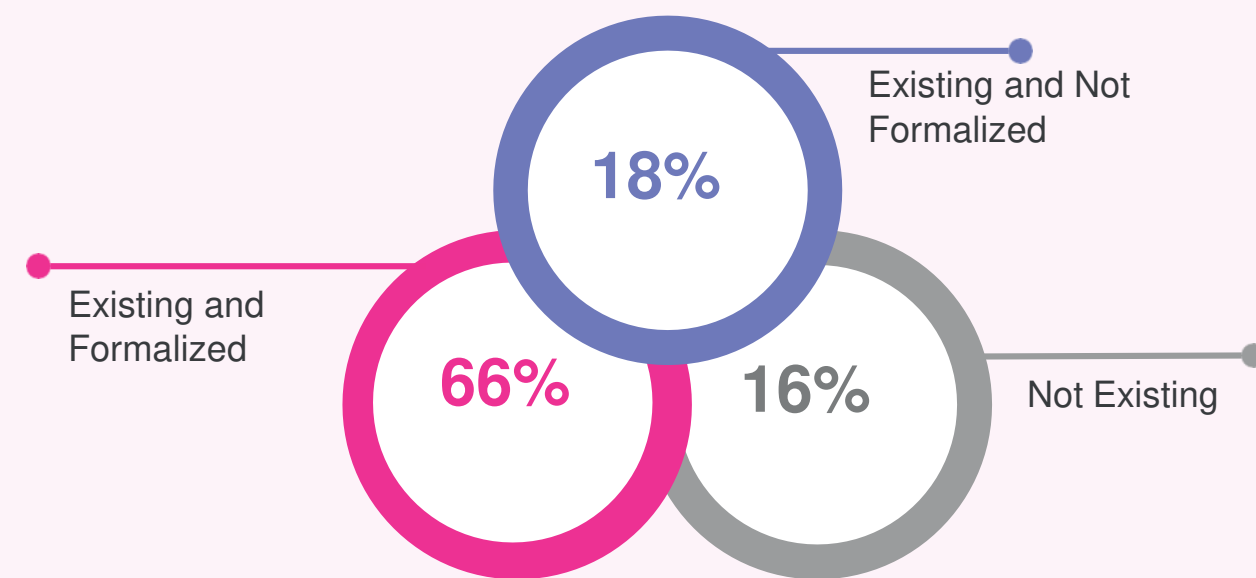
<sup>1</sup> Engineering, Mathematics, Science and Technology

## Leadership Development Program



When we compare this analysis with previous years, we see that 60% of companies in the market have development programs for female leadership.

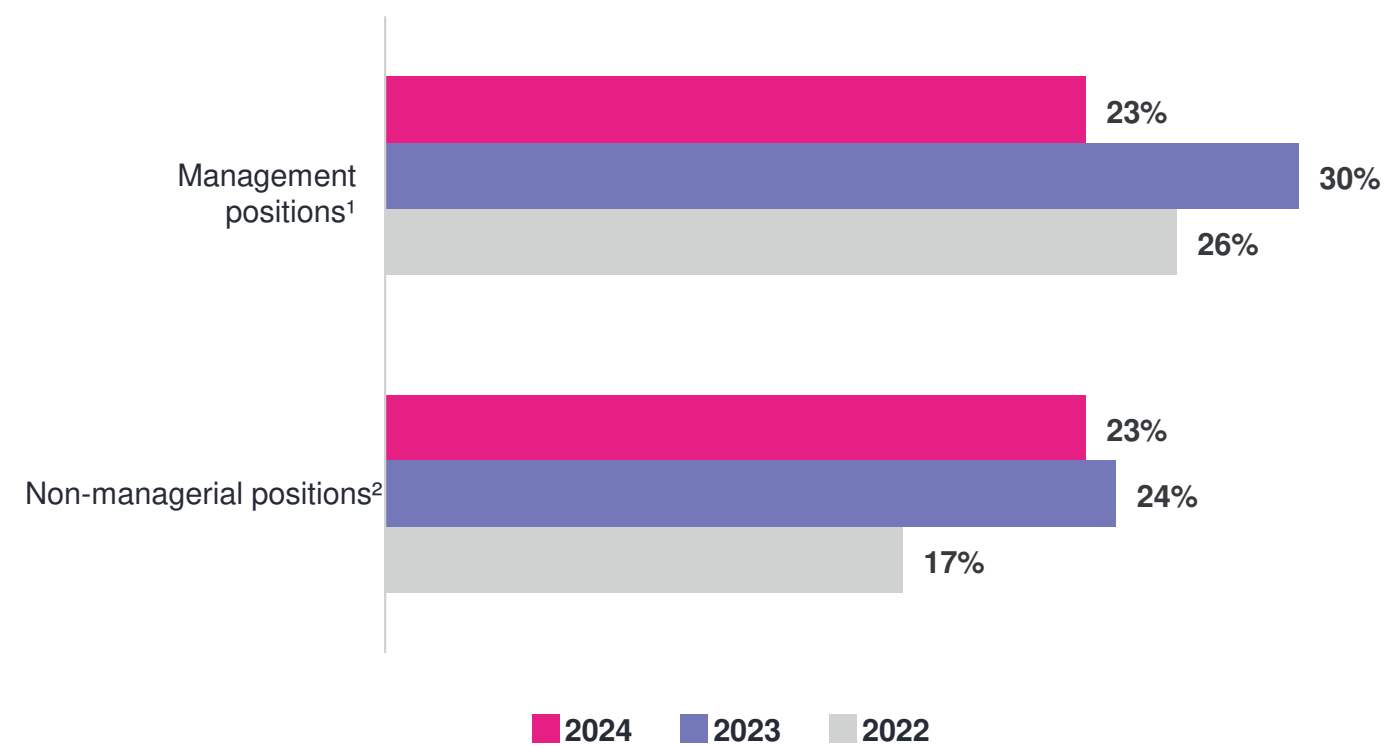
## Evaluation and Monitoring of Indicators for Women in Leadership Positions



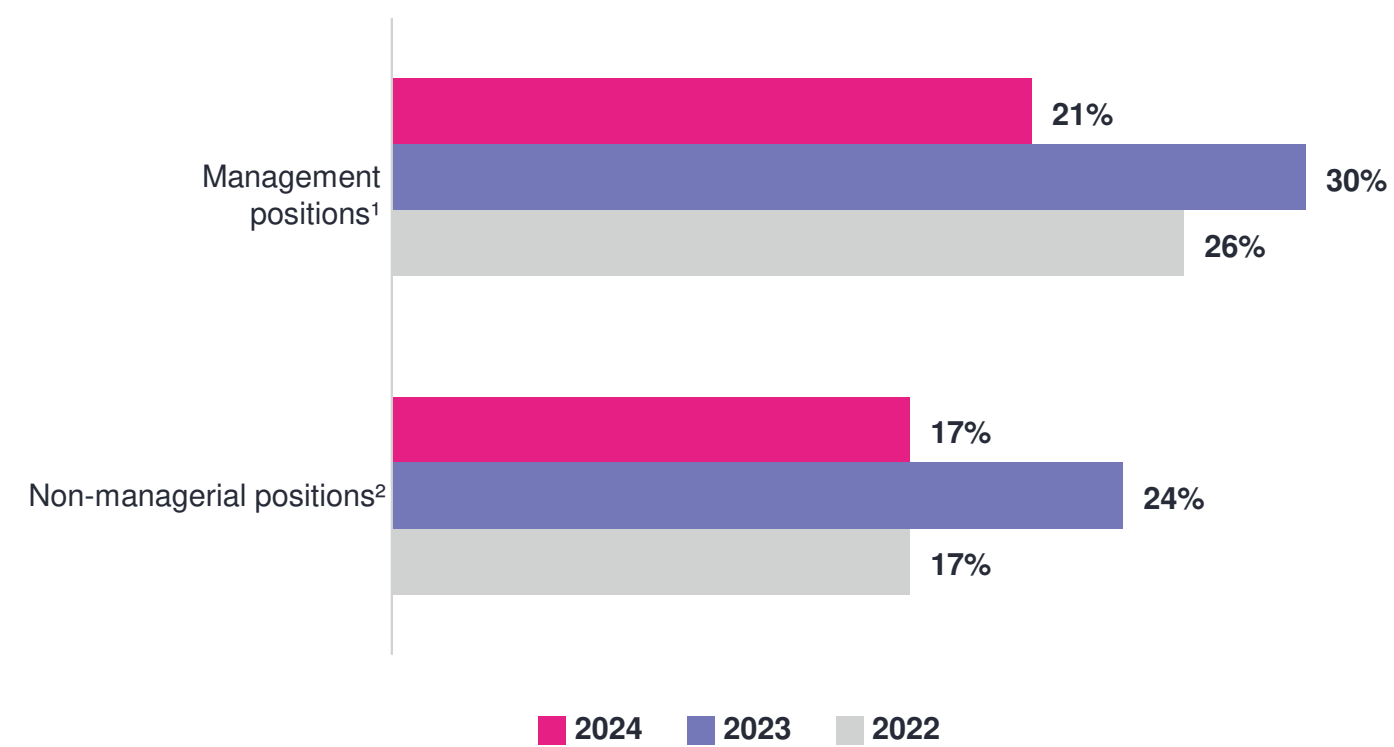
This question is new in the 2024 report! The aim is to understand the extent to which companies are monitoring women in leadership positions.

# Women's promotions

Category: All respondents



Category: Mining Companies



<sup>1</sup> Analyses based on the total number of employees (women and men) in the position: 1,245 in 2024  
<sup>2</sup> Analyses based on the total number of employees (women and men) in the position: 27,904 in 2024

In 2024, when we consider both all categories of respondent companies, as well as only mining companies, there will be a decrease in promotions, especially in mining companies, suggesting that efforts to promote gender equality and the inclusion of women may have faced challenges or setbacks, and the inclusion of women may have faced challenges or setbacks.

It is important to investigate the causes of these variations and understand the factors that contributed to the increase in 2023 and the subsequent decrease in 2024. This can involve analyzing internal policies, recruitment and promotion practices, and organizational culture, as well as external factors that can influence these trends.

In addition, organizations should consider implementing sustainable strategies to promote gender equality and the inclusion of women at all levels of the company, ensuring that the progress made is maintained and improved over time.

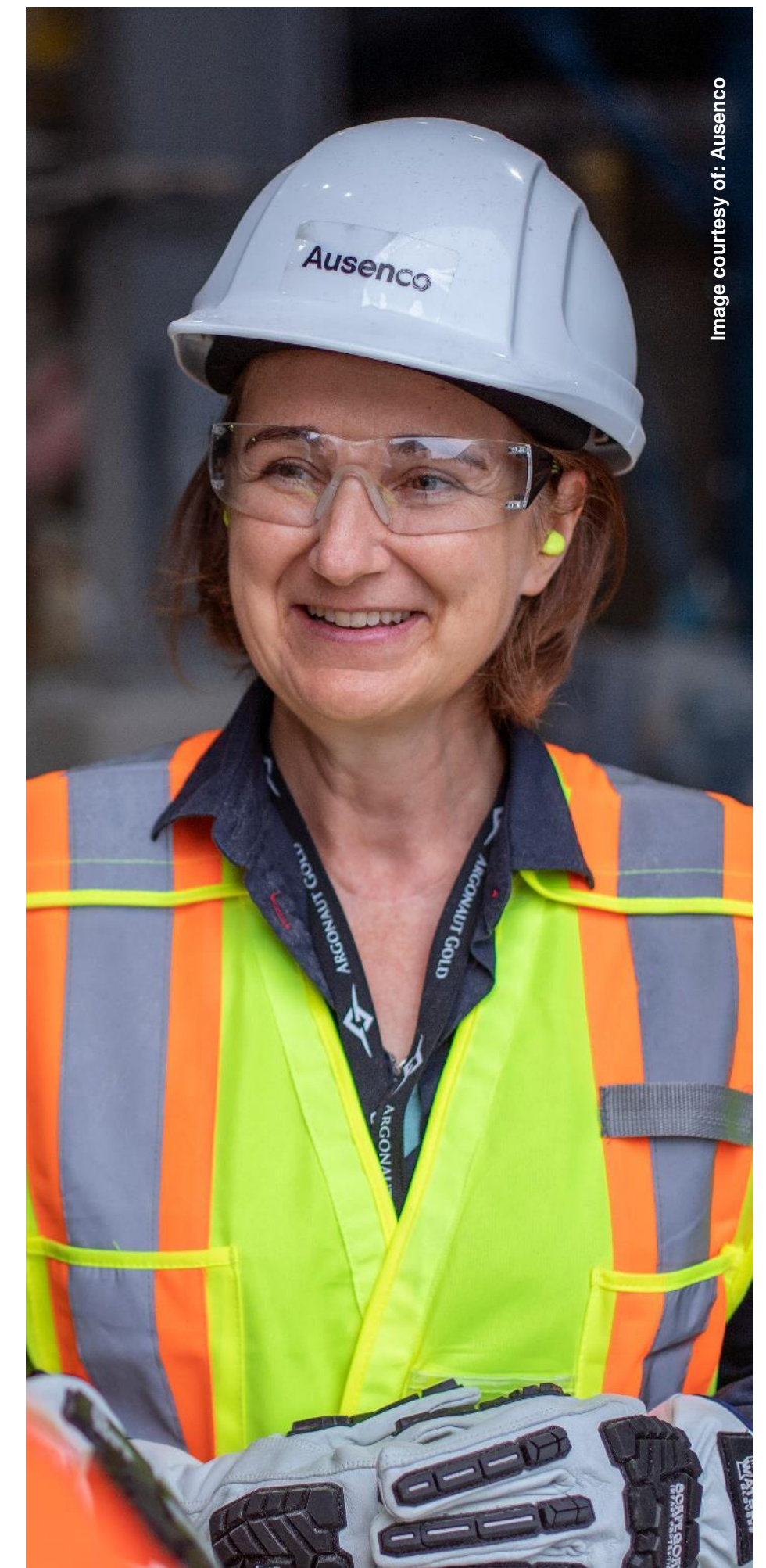


Image courtesy of: Ausenco

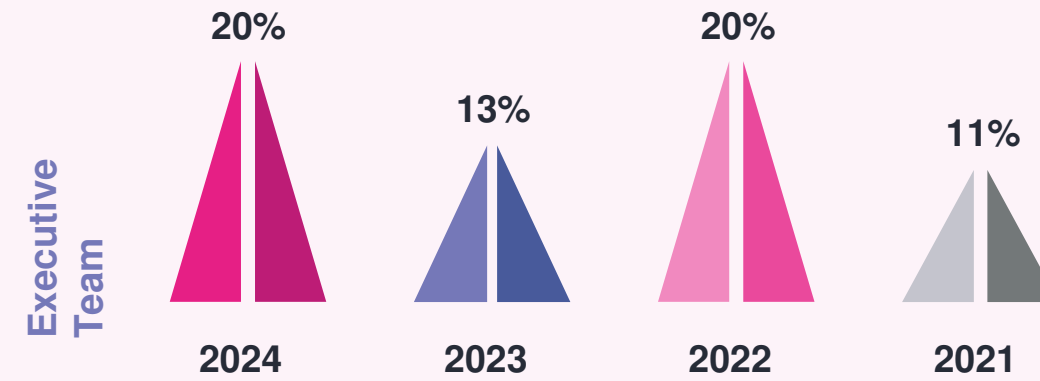


# Representativeness

## of women



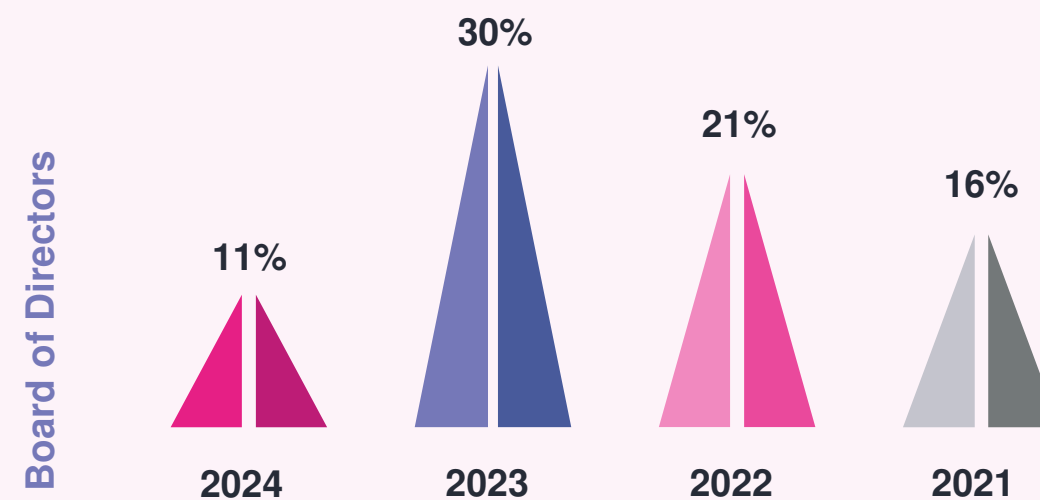
Image courtesy of: Hochschild



### Executive team\*

When compared to 2024, it is possible to see a significant increase in the number of women making up the Executive Team. This year's result is on a par with that of 2022.

\*It is the top management group responsible for executing the strategy.



### Board of Directors\*\*

The representation of women on the Board of Directors in 2024 shows a big drop compared to 2023, 2022 and 2021, and is even lower compared to the initial year of the survey.

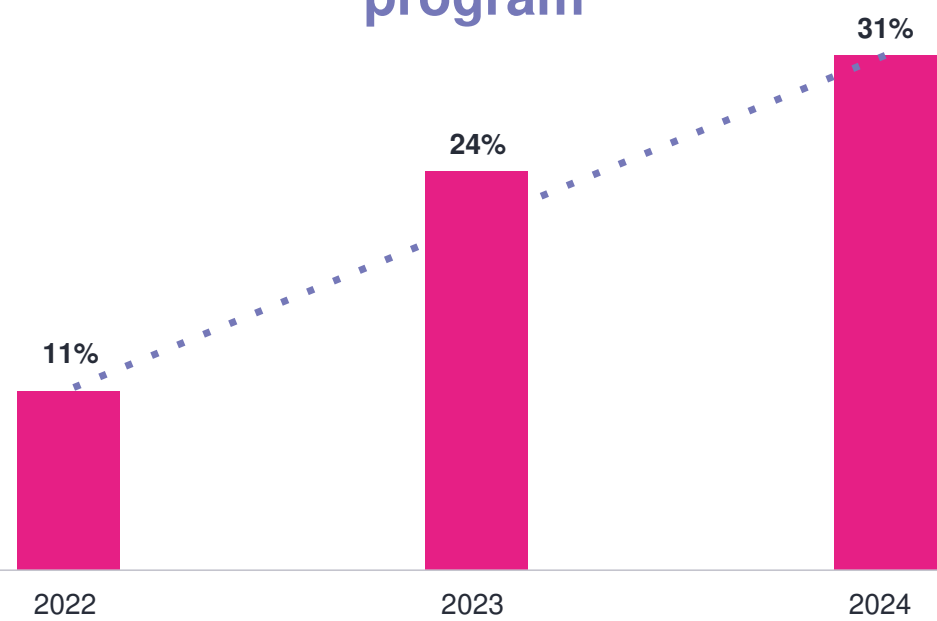
\*\*It is the top management group that discusses and guides the business strategy.

Consideration was given to whether there would be an impact from the 15 newly added companies and, by carrying out an analysis restricted to the companies that had previously participated, it was found that the rate of representation of women on the Executive Team would be 22% and 26% on the Board of Directors.

When comparing the categories "All Respondents" and "Mining Companies", female representation on the Executive Team would be reduced to 19%, while participation on the Board of Directors would remain unchanged at 11%.

# Succession

Women<sup>1</sup> who participated in the leadership development program



There is an **increase in the representation of women** in leadership development programs. This shows that companies are more concerned about preparing women for the leadership pipeline. While in 2022 it was 11%, in the current year the representation is 31%, i.e., the percentage of women has almost tripled in 2 years.



Image courtesy of: CMOC

<sup>1</sup> Representation of women in relation to the total number of company employees

# About female

## development and career

Despite the steady growth seen in previous years in the number of women on management boards, 2024 saw a significant drop, from 30% to 11%. This figure is a big wake-up call, especially as it makes it even more challenging to break through this glass ceiling.

Investing in women's career development programs is essential to support women in improving their technical and socio-emotional skills. This enables them to face challenges such as isolation and other obstacles that still persist for those seeking to reach higher positions. In addition, these programs contribute to the development of technical management and decision-making skills.

Career development programs aimed at women help to create a diverse leadership pipeline and dialogue directly with the latest ESG indices, such as the MSCI Gender Diversity Index and the B3 Corporate Governance Index (IGC) - Brazil.

In the mining sector, men still account for 70% of investments and succession, which keeps the prospect of change challenging in the long term too. Companies that aim to achieve gender equity goals at different hierarchical levels need to plan and invest in women's careers today, as this is a structural transformation that takes place mainly over the long term.



Image courtesy of: AMG Brasil



# Retention

Image courtesy of: Kinross

Have you heard of the

Citizen Company Program?



49%

of the signatory companies participating in this survey have taken parental leave in accordance with the Citizen Company Program.

The Citizen Company Program, established by Law No. 11.770/2008 and regulated by Decree No. 7.052/2009, aims to **extend the duration of maternity leave by sixty days and by fifteen days, in addition to the five already established, the length of paternity leave**

(Law No. 13.257/2016).

The extension of the benefit also applies to employees of legal entities who adopt or obtain legal guardianship for the purpose of adopting a child, for the following periods:

- I. - for 60 (sixty) days in the case of children up to 1 (one) year old;
- II. - for 30 (thirty) days, in the case of children from 1 (one) to 4 (four) years; and
- III. - for 15 (fifteen) days, in the case of a child from 4 (four) years up to 8 (eight) years.

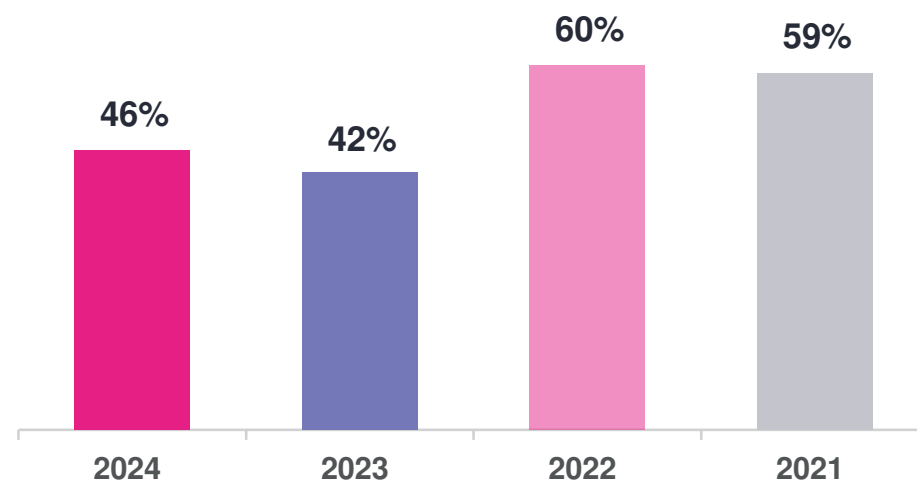
- During the period of extended maternity and paternity leave, both the employee and the employee will be entitled to **full pay**.
- During maternity and adoption leave, the employee may not engage in any paid activity, except in the case of a previously signed simultaneous employment contract. It is also forbidden to enroll the child in a daycare or similar organization.

Committed to boosting inclusion, WIM Brasil has promoted collective benchmarking events and “debriefings” on the subject to disseminate knowledge on this issue among companies.

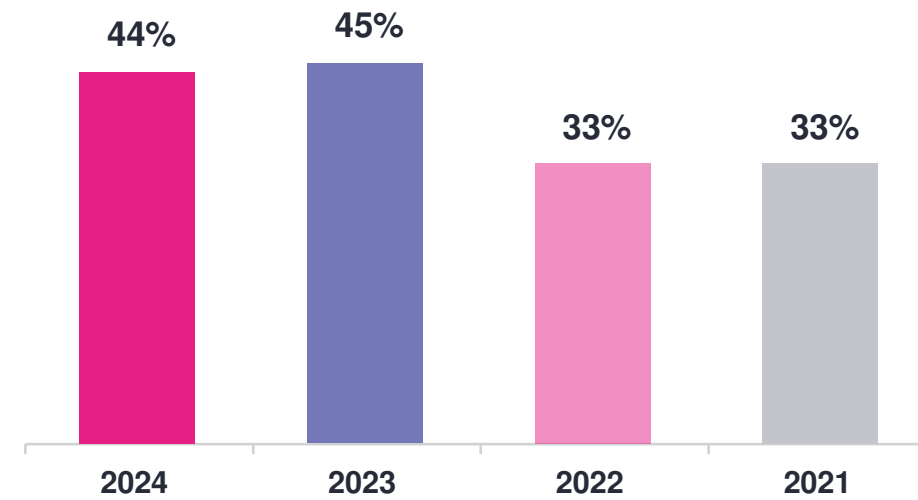
# Parental leave

## How companies have embraced Parental Leave:

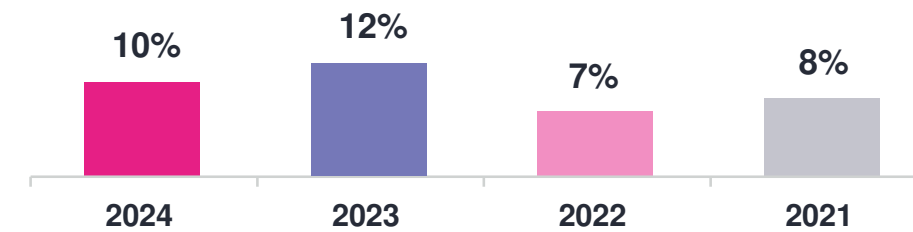
As stipulated by labor laws



As stipulated by Citizen Company Program



Other\*



The discussion on parental leave in the mining sector is evolving as data suggests a significant change in the perception and use of these policies by organizations. There is a downward trend in the use of traditional parental leave, as stipulated by labor laws, which may reflect a dissatisfaction or inadequacy of these policies to meet the current needs of professionals in the sector.

With the increase in demand for the Citizen Company Program, there is an active search for more flexible alternatives that are more in line with employees' expectations regarding flexibility and work-life balance. Organizations in the mining sector are recognizing this demand and trying to adapt by offering alternative options that respond to the needs of a constantly evolving job market.

The slight reduction in interest in other types of parental leave observed in 2024 may be a sign that further analysis is needed to understand the reasons behind this change. This raises important questions: **do existing policies need to be adjusted, or is there an indication that new solutions still need to be explored to meet workers' expectations?**

What is becoming clear is that the traditional one-size-fits-all approach to parental leave is no longer sufficient. The future of the mining sector, as well as other industries, will require more personalized and innovative solutions to attract and retain talent.

Organizations that manage to anticipate and implement parental leave policies that reflect the values and needs of their employees will be better placed to maintain an engaged and competitive workforce.

\* Other types of parental leave available to professionals in the organization

# Have you heard of CVM Resolution 87?



**12%** of the signatory companies participating in this survey mentioned that they were not aware of CVM Resolution 87 of March 31, 2022.

This Resolution simplifies ICVM 480 and 481 on the mandatory disclosures in the Reference Forms of companies listed on the stock exchange in category A and B.

Among the changes was the inclusion of the need to disclose information related to ESG (Environment, Social and Governance) in the Reference Form. As for the Social item, we found the following requests, which cover both the Council and the employees:

Number of employees, total and by group, based on the activity performed, geographical location and diversity indicators such as:

- i. self-declared gender identity;
- ii. self-declared identity of color or race;
- iii. age group;
- iv. other diversity indicators that the issuer deems relevant.

Description of employee remuneration policies and practices, stating the ratio between:

- i) the highest individual remuneration; and
- ii) the median salary.

Committed to promoting the inclusion and advancement of the CVM 87 issue, WIM Brasil promoted a series of events aimed at disseminating knowledge about this issue among companies.

SOURCE: GOV.BR

# Salary analysis and monitoring

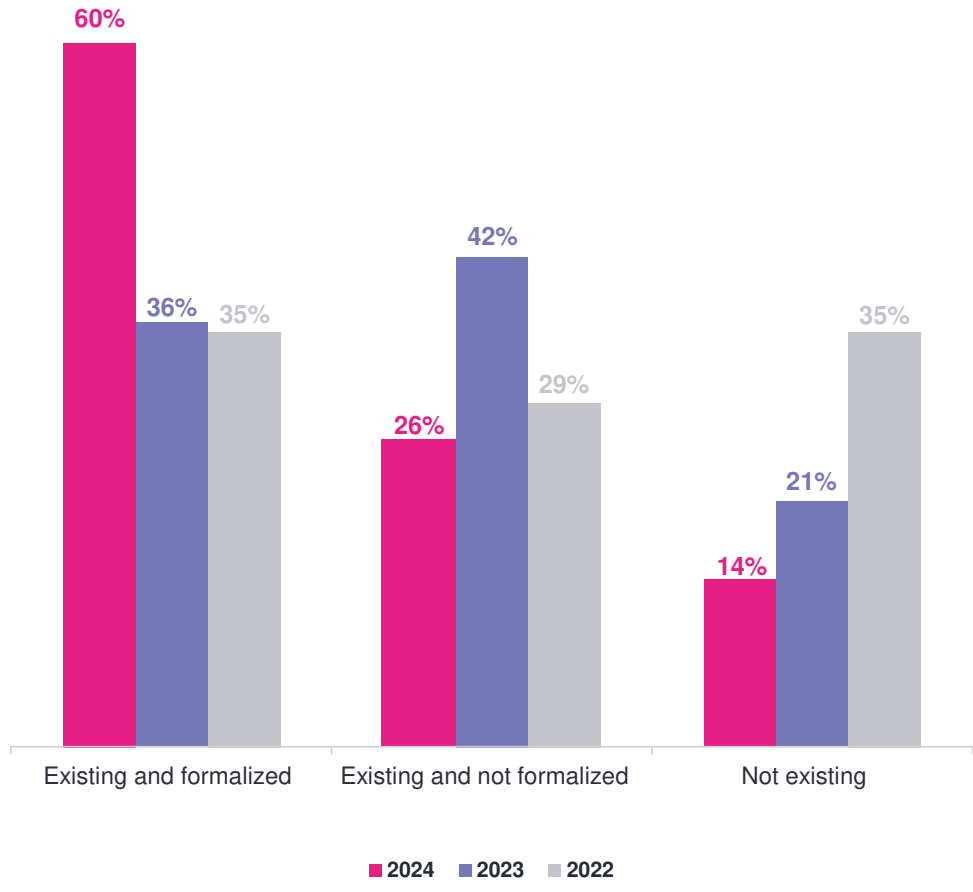


We have noticed a **progressive and consistent increase in the number of companies dedicated to analyzing and monitoring the gender pay gap** over the years.

When grouping companies with existing analysis, whether formalized or not, there was a jump from 64% in 2022 to 86% in 2024.

**This means that companies are more committed to transparency and equal pay practices.** This jump in 2024 may also have been motivated by CVM resolution 87.

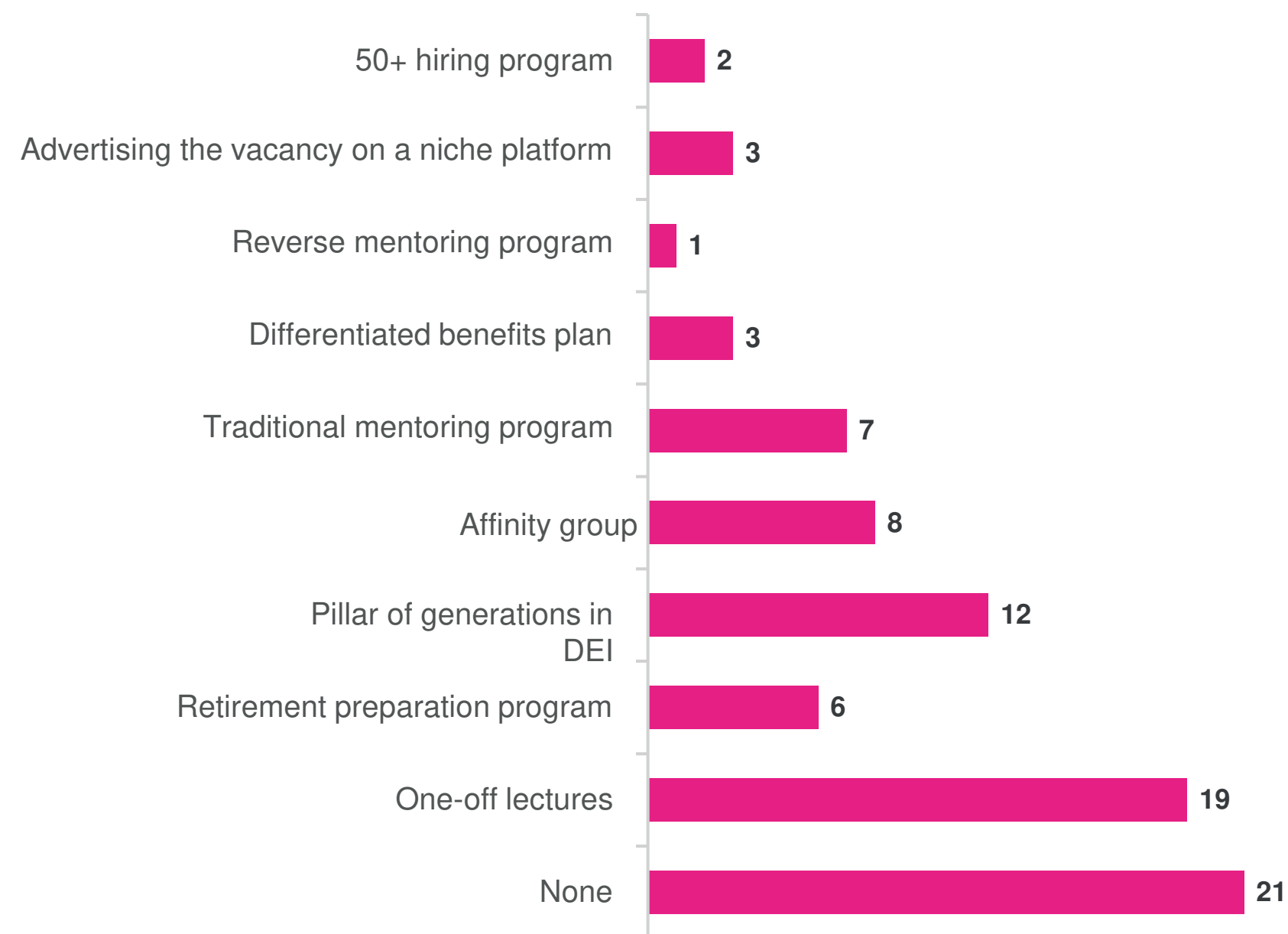
Analysis and Monitoring of the Gender Pay Gap





# Aging

## Actions Related to Ageing

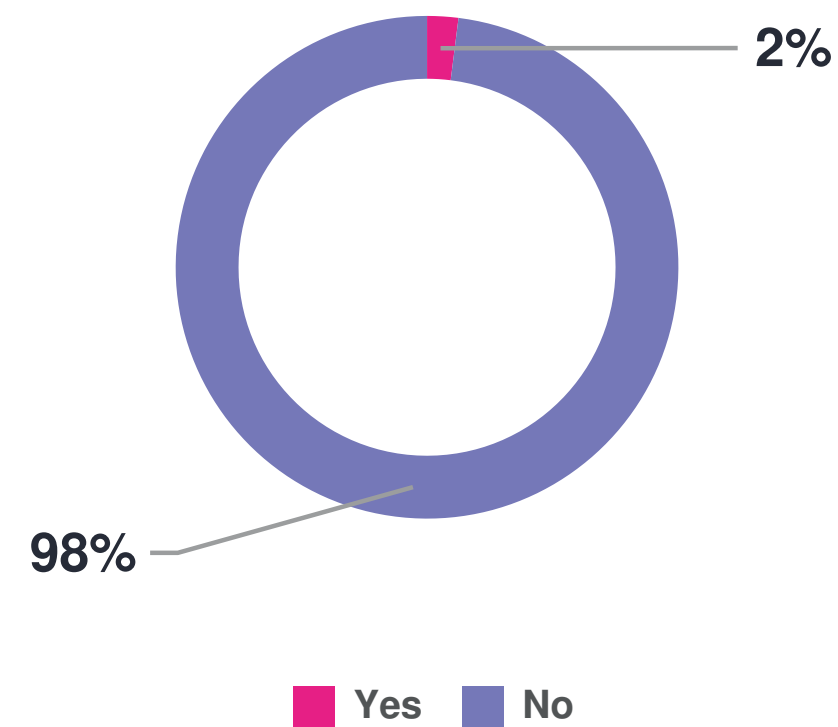


Of the 50 companies taking part, **21 of them** do not have any kind of action related to ageing. This figure represents 42% of the answers obtained on this question in the 2024 survey.

The other respondent companies have at least one type of action.

About compulsory retirement, only 1 company has such a program.

## Compulsory Retirement



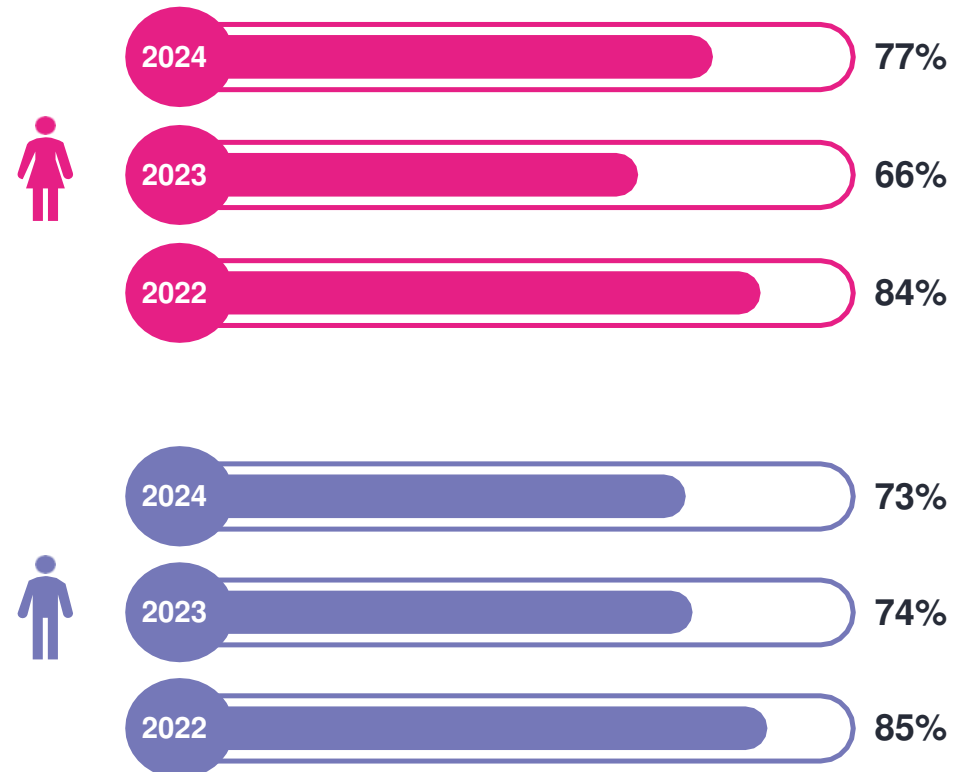
According to a survey carried out by EY Brasil and Maturi in 2023, women suffer more than men when it comes to unemployment at maturity. In addition, the survey also noted that in 2023, around 57% of the responding companies aimed to carry out actions addressing the issue of ageing by 2025. However, 42% of these same companies reported that they had only hired between 1 and 10 people 50+ in the last 5 years, and 9% reported not having hired anyone with this profile during the same period.



Image courtesy of: Epiroc

# Satisfaction

Level of satisfaction with work-life balance



The analysis indicates that while women showed an increase in satisfaction with their work-life balance from 2023 to 2024, men experienced a slight decrease.

Organizations may need to consider the most varied differences when developing strategies to improve employee well-being and maintain a balanced and satisfied workforce.



Image courtesy of: Bemisa

# Conclusion

The mining sector in Brazil is undergoing a transformation, with significant progress being made in promoting Diversity, Equity and Inclusion (DEI). The data from the 2024 Report reveals that although many companies have committed to the DEI, the effective implementation of structured policies still faces challenges.

There has been an increase in female representation and greater participation in leadership development programs, indicating progress. However, the decrease in female promotions and the low formalization of DEI programs suggest that there is a gap between declared commitment and implemented practices. In addition, the lack of formal diversity census actions in many companies highlights the need for a more systematic and structured approach to promoting a truly inclusive working environment.

WIM Brasil believes that inclusion must transcend mere presence on corporate agendas and become a core value of organizations. For the mining sector to continue moving forward, it is crucial to invest in structural changes, reviewing policies and practices to ensure the sustainability and positive impact of DEI actions.

We have several achievements to celebrate, such as the significant increase in the number of companies participating in the 2024 report, the consistency of the sector's monitoring work consolidated in this fourth edition of the report, and the expansion of spaces for dialogue. Furthermore, the existence of indicators that demand transparency of these results in the mining industry is an important step forward.

However, the journey towards gender equity and full inclusion in mining is ongoing.

WIM Brasil reaffirms its commitment to supporting companies on this path, providing information, education and support, fostering collaboration and the exchange of knowledge. Together, we can build a mining industry that is not only competitive and innovative, but a benchmark in diversity and inclusion for other industries.



Image courtesy of: Minerais de Aura



# Appendices

Image courtesy of: Kinross

## WIM data (participating signatories 2024)

Company name	Company category	Company name	Company category
3A Mining	Mining	Jaguar Mining INC	Mining
ACPL Engenharia	Mining service provider	Kinross Brasil Mineração S.A	Mining
Alcoa	Mining	Komatsu Brasil International	Mining product supplier
Alvarez & Marsal Brasil	Mining service provider	Largo Vanádio de Maracás S/A	Mining
AMG Brasil	Mining	Lefosse Advogados	Mining service provider
Anglo American	Mining	LGA Mineração	Mining
AngloGold Ashanti	Mining	Lhoist	Mining
Arcadis Logos S.A	Mining service provider	Lundin Mining Corporation	Mining
AtkinsRéalis	Mining service provider	ManejeBEM	Mining service provider
Aura Minerals	Mining	Manucci Advogados	Mining service provider
Ausenco do Brasil Engenharia Ltda	Mining service provider	Metso Brasil	Mining product supplier
Bahia Mineração S.A.	Mining	Mineração Jundu	Mining
Bemisa	Mining	Mineração Rio do Norte - MRN	Mining
BHP	Mining	Nano Biztools Consultoria e Educação LTDA - ME	Mining service provider
Cmoc	Mining	Nexa Resources	Mining
Copelmi Mineração Ltda	Mining	Orica	Mining service provider
DF+ Engenharia	Mining product supplier	Piauí Níquel Metais S/A	Mining
Enaex Brasil	Mining service provider	Progesys International B LTDA	Mining service provider
Equinox Gold	Mining	RHI Magnesita	Mining
Fosnor	Mining	Rio Tinto (Brazil only)	Mining
Gerdau Mineração	Mining	Samarco	Mining
Hatch	Mining service provider	Sandvik	Mining product supplier
Hexagon Mining Tecnologia e Sistemas LTDA	Mining product supplier	The Mosaic Company	Mining
Hochschild Mining	Mining	Vale S.A	Mining
Jacobina Mineração E Comércio - Pan American Silver	Mining	Veirano Advogados	Mining service provider

## Sponsors 2024



### Strategic Partners

### Institutional Support



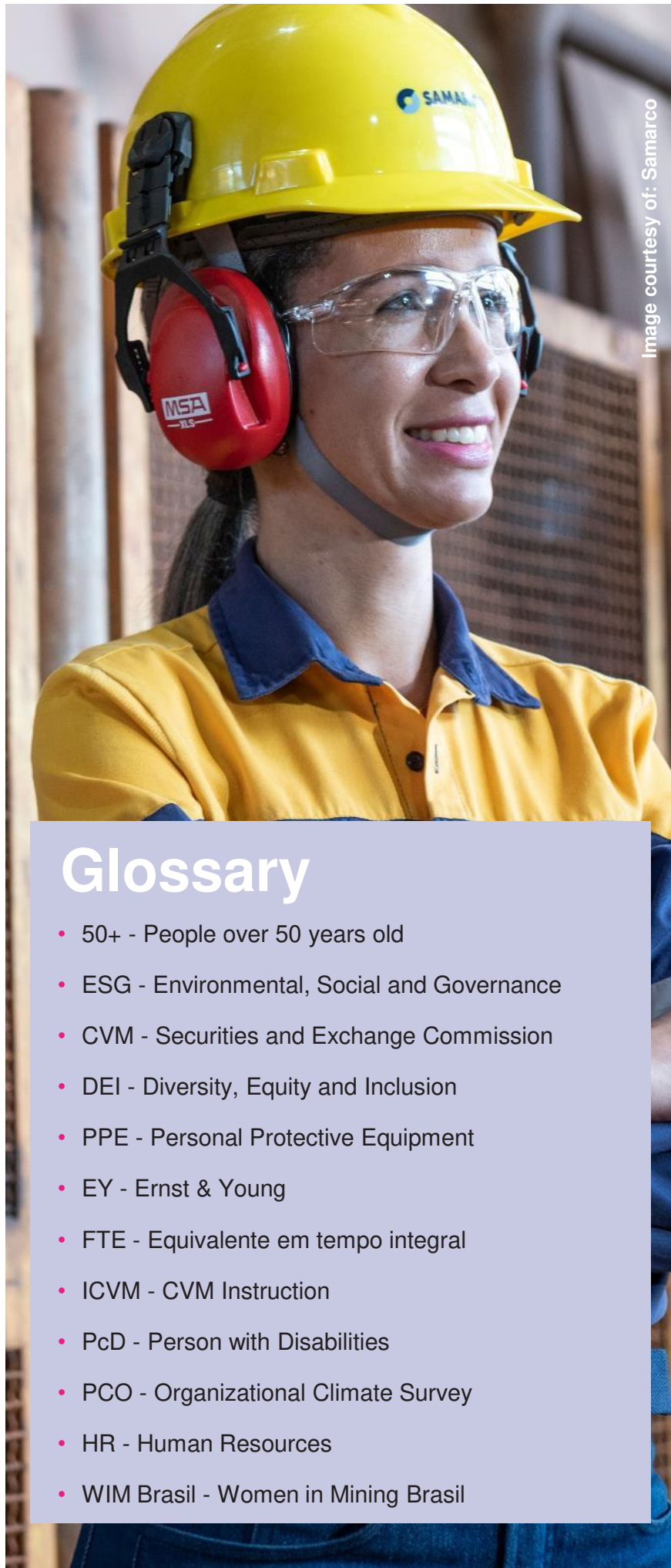


Image courtesy of Samarco





## Glossary

- 50+ - People over 50 years old
- ESG - Environmental, Social and Governance
- CVM - Securities and Exchange Commission
- DEI - Diversity, Equity and Inclusion
- PPE - Personal Protective Equipment
- EY - Ernst & Young
- FTE - Equivalente em tempo integral
- ICVM - CVM Instruction
- PcD - Person with Disabilities
- PCO - Organizational Climate Survey
- HR - Human Resources
- WIM Brasil - Women in Mining Brasil

The WIM Brasil Indicators Report presents data that portrays the current scenario in relation to the DEI in the Brazilian context of the signatory companies.

The questionnaire for this survey has been updated by WIM Brasil and EY, with the aim of incorporating suggestions for improvement and addressing issues pertinent to the current context of the movement. The results in this report consolidate the data submitted by 50 signatories on the maturity of their DEI policies, processes and practices, as well as their indicators of female representation in the Brazilian Mining Sector.

The questionnaire items were grouped into the following 5 categories:

-  **Profile of the responding companies**
-  **Strategy and Career Opportunity**
-  **Ethics and Organizational Culture**
-  **Development and Training**
-  **Social Impact**

## Methodology

### Pillar Detailing

	<b>STRATEGY AND CAREER OPPORTUNITIES</b>	<ul style="list-style-type: none"> <li>• <b>Maturity:</b> organization's EID strategy, how it connects to the business and leadership and is integrated into policies and processes.</li> <li>• <b>Indicators:</b> composition of the workforce, intersectionality and dismissals.</li> </ul>
	<b>ETHICS AND ORGANIZATIONAL CULTURE</b>	<ul style="list-style-type: none"> <li>• <b>Maturity:</b> focus on governance, work safety, mental health and flexibility.</li> <li>• <b>Indicators:</b> meeting the demands of the ethics channel, adapting PPE to individual needs, parental leave and employee satisfaction.</li> </ul>
	<b>DEVELOPMENT AND TRAINING</b>	<ul style="list-style-type: none"> <li>• <b>Maturity:</b> addresses training, leadership development and affinity groups.</li> <li>• <b>Indicators:</b> hiring, promotion and succession.</li> </ul>
	<b>SOCIAL IMPACT</b>	<ul style="list-style-type: none"> <li>• <b>Maturity:</b> awareness and investment initiatives in the value chain and measuring the impact of the business.</li> <li>• <b>Indicators:</b> suppliers, financial investment and number of partnerships focused on social impact.</li> </ul>

### Systemic Strategies Correspondence WIM Brasil

	<b>STRATEGY AND CAREER OPPORTUNITIES</b>	1. Inclusive practices for career opportunities.
	<b>ETHICS AND ORGANIZATIONAL CULTURE</b>	4. Signs and symbols of gender inclusion in culture and the workplace.
	<b>DEVELOPMENT AND TRAINING</b>	2. Physically and psychologically safe working environments.
	<b>SOCIAL IMPACT</b>	3. Ability to reconcile work and personal commitments.
		5. An industry that is a magnet for talent.
		8. Developing talent for future investment in STEM.
		6. Supplier diversity, hiring a women-led organization.
		7. Investment in the women present in the community.

## WIM Brazil 2024 Questionnaire | Respondent Profile

Which category does your company best fit into?	2024	2023	2022	2021
Mining	62%	67%	76%	
Mining product supplier	10%	12%	18%	NA*
Mining service provider	28%	21%	6%	
How big is the company (turnover: net operating revenue in the 2022 fiscal year)?	2024	2023	2022	2021
Up to R\$ 4.8 million	8%	3%	6%	
From R\$ 4.8 million to R\$ 300 million	16%	12%	18%	
From R\$ 300 million to R\$ 500 million	8%	3%	3%	
From R\$ 500 million to R\$ 1 billion	14%	15	26%	NA*
From R\$ 1 billion to R\$ 3 billion	18%	21%	15%	
Above R\$ 3 billion	18%	30%	24%	
The company does not disclose turnover	18%	15%	9%	
Position of representative	2024	2023	2022	2021
Manager	26%	33%	38%	31%
Supervisor/Coordinator	18%	18%	18%	25%
Director	28%	24%	15%	6%
Analyst	12%	6%	15%	31%
Assistant	2%	NA*	NA*	NA*
Other	14%	18%	15%	6%

\*Data was not captured this year.



# WIM Brasil 2024 Maturity Questionnaire

## Strategy and career opportunities

My organization has a structured diversity, equity and inclusion program.	2024	2023	2022	2021
Existing and formalized	64%	73%	56%	69%
Existing and not formalized	30%	24%	41%	12%
Not existing	6%	3%	3%	19%

## The main objective of the diversity, equity and inclusion program is:

1st priority	2024	2023	2022	2021
Create a diverse and inclusive organizational culture to set an example for the sector	55%	63%	70%	
Increase female representation in the sector and remove barriers for under-represented groups in the organization	17%	19%	18%	
Attract and retain talent by creating a diverse and inclusive working environment	26%	16%	12%	NA*
Improve the organization's reputation and be recognized by the communities in which we operate as inclusive partners.	0%	3%	0%	
Complying with legal requirements	2%	0%	0%	
2nd priority				
Create a diverse and inclusive organizational culture to set an example for the sector	21%	41%	52%	
Increase female representation in the sector and remove barriers for under-represented groups in the organization	38%	34%	30%	
Attract and retain talent by creating a diverse and inclusive working environment	36%	13%	12%	NA*
Improve the organization's reputation and be recognized by the communities in which we operate as inclusive partners.	2%	13%	6%	
Complying with legal requirements	2%	0%	0%	

\*Data was not captured this year.

# WIM Brazil 2024 Maturity Questionnaire

## The main objective of the diversity, equity and inclusion program is:

3rd priority	2024	2023	2022	2021
Create a diverse and inclusive organizational culture to set an example for the sector	13%	31%	36%	
Increase female representation in the sector and remove barriers for under-represented groups in the organization	34%	25%	30%	
Attract and retain talent by creating a diverse and inclusive working environment	21%	28%	15%	NA*
Improve the organization's reputation and be recognized by the communities in which we operate as inclusive partners.	26%	13%	15%	
Complying with legal requirements	6%	3%	3%	

## The diversity, equity and inclusion program in my organization focuses more on:

1st priority	2024	2023	2022	2021
Gender	89%	75%	82%	
People with disabilities	6%	22%	12%	
Socio-economic class	0%	3%	3%	
Race/ethnicity	4%	0%	0%	NA*
Age/Generations	0%	0%	0%	
Culture/Nationality	0%	0%	3%	
Sexual orientation	0%	0%	0%	

\*Data was not captured this year.

# WIM Brasil 2024 Maturity Questionnaire

The diversity, equity and inclusion program in my organization focuses more on:				
2nd priority	2024	2023	2022	2021
Gender	11%	34%	33%	
People with disabilities	41%	22%	12%	
Socio-economic class	5%	13%	6%	
Race/ethnicity	36%	13%	9%	NA*
Age/Generations	7%	16%	30%	
Culture/Nationality	0%	3%	6%	
Sexual orientation	0%	0%	3%	
The diversity, equity and inclusion program in my organization focuses more on:				
3rd priority	2024	2023	2022	2021
Gender	0%	34%	24%	
People with disabilities	24%	16%	9%	
Socio-economic class	6%	13%	18%	
Race/ethnicity	53%	9%	18%	NA*
Age/Generations	18%	6%	36%	
Culture/Nationality	0%	19%	24%	
Sexual orientation	0%	3%	3%	
My organization publicly communicates its commitment to diversity, equity and inclusion, as well as its objectives, goals and actions on the subject.				
	2024	2023	2022	2021
Existing and formalized	64%	76%	65%	44%
Existing and not formalized	24%	21%	26%	44%
Not existing	12%	3%	9%	12%

\*Data was not captured this year.

# WIM Brazil 2024 Maturity Questionnaire

My organization has a senior executive responsible for gender, equity and inclusion initiatives.	2024	2023	2022	2021
Existing and formalized	68%	76%	79%	63%
Existing and not formalized	20%	6%	9%	6%
Not existing	12%	18%	12%	31%
In my organization, the person responsible for managing and disseminating the diversity, equity and inclusion program is:	2024	2023	2022	2021
An HR person who includes diversity, equity and inclusion among their responsibilities.	50%	48%	44%	50%
My organization doesn't have a defined leader or area for diversity, equity and inclusion.	8%	12%	12%	19%
A person from another area who includes diversity, equity and inclusion among their responsibilities.	12%			
A person dedicated to managing and disseminating the diversity, equity and inclusion program.	12%	NA*	NA*	NA*
A Management dedicated to the diversity, equity and inclusion program.	10%			
A Board dedicated to the diversity, equity and inclusion program.	8%			
Primary oversight and decision-making authority for diversity, equity and inclusion initiatives is vested in the area of:	2024	2023	2022	2021
Human Resources	76%	64%	59%	73%
Senior Leadership	14%	33%	35%	13%
Social Responsibility	0%	0%	3%	7%
Board of Directors	7%	3%	3%	0%
Legal and Compliance	2%	0%	0%	7%

# WIM Brasil 2024 Maturity Questionnaire

My organization has established a direct link between executive pay and diversity, equity and inclusion goals.	2024	2023	2022	2021
Existing and formalized	38%	36%	35%	13%
Existing and not formalized	6%	3%	3%	0%
Not existing	56%	61%	62%	88%
My organization analyzes and monitors the remuneration of all employees, segmenting it by gender, area of work and hierarchical level with the aim of guaranteeing equitable remuneration.	2024	2023	2022	2021
Existing and formalized	64%	39%	44%	31%
Existing and not formalized	28%	39%	26%	31%
Not existing	8%	22%	29%	38%
My organization has internal policies and processes that integrate considerations of diversity, equity and inclusion.	2024	2023	2022	2021
Existing and formalized	68%	67%	65%	50%
Existing and not formalized	26%	27%	21%	19%
Not existing	6%	6%	15%	31%

# WIM Brasil 2024 Maturity Questionnaire

Considering the existence of internal policies and processes that integrate considerations of diversity, equity and inclusion, to which dimension(s) of diversity do they relate?	2024	2023	2022	2021
Gender	105%			
Race/Ethnicity	93%			
People with disabilities	93%	NA*	NA*	NA*
Age/Generations	74%			
LGBTQIAP+	74%			
Among the structured policies that consider aspects of diversity, equity and inclusion are:	2024	2023	2022	2021
Internal diversity, equity and inclusion policy	62%	65%	72%	43%
Recruitment and selection policy	83%	65%	86%	100%
Promotion policy	30%	16%	38%	29%
Training policy	49%	45%	72%	29%
Performance evaluation policy	38%	39%	55%	43%
Parenting policy	36%	39%	38%	29%
Flexibility policy designed to improve work-life balance, especially for employees in a life transition phase.	49%	52%	38%	43%
Communication policy	30%	45%	52%	29%

# WIM Brasil 2024 Maturity Questionnaire

Among the structured policies that consider aspects of diversity, equity and inclusion are:	2024	2023	2022	2021
Recruitment and selection	79%	74%	76%	100%
Guidance/mentoring programs	57%	68%	52%	20%
Succession map	36%	32%	45%	40%
Performance evaluation	34%	29%	41%	10%
Wage adjustment	45%	42%	34%	10%
Promotion	15%	6%	21%	0%
My organization monitors and analyzes diversity, equity and inclusion data in the organizational context, ensuring that the results are appropriately addressed.	2024	2023	2022	2021
Existing and formalized	62%	73%	71%	31%
Existing and not formalized	32%	21%	18%	50%
Not existing	6%	6%	12%	19%
My organization collects and analyzes the following types of data:	2024	2023	2022	2021
Composition and distribution of the workforce	89%	100%	83%	83%
Participation of men and women in income-generating positions	49%	58%	63%	50%
Feedback from employees and investors on DEI organizational practices	62%	61%	60%	33%
Remuneration and possible discrepancies in compensation	57%	52%	53%	42%
Promotions and possible discrepancies by hierarchical level	34%	29%	43%	58%
Performance evaluations and possible discrepancies in compensation	28%	23%	43%	8%
Employee turnover and length of stay after returning from maternity leave	34%	32%	33%	42%
Absenteeism, reasons and/or duration of absences	21%	16%	17%	25%

# WIM Brasil 2024 Maturity Questionnaire

Is my organization prepared to answer the questions related to diversity indicators in the next Reference Form?	2024	2023	2022	2021
Yes, we are preparing to comply with this Resolution. The consolidation of data to answer the WIM survey already helps us to report data in the Form.	28%	42%		
We have no knowledge of the requirements of this Resolution.	12%	16%	NA*	NA*
Not applicable, as my company is not listed on the stock exchange in categories A or B.	60%	42%		
My organization has or periodically conducts a diversity census.	2024	2023	2022	2021
Existing and formalized	54%	42%		
Existing and not formalized	16%	18%	NA*	NA*
Not existing	30%	39%		
My organization analyzes and monitors wage differences between men and women.	2024	2023	2022	2021
Existing and formalized	60%	36%	35%	
Existing and not formalized	26%	42%	29%	NA*
Not existing	14%	21%	35%	



# WIM Brasil 2024 Maturity Questionnaire

Development and training				
My organization identifies barriers and opportunities to diversity, equity and inclusion in predominantly male areas by investing in policies and practices to accelerate diversity and equality.	2024	2023	2022	2021
Existing and formalized	52%	61%	38%	38%
Existing and not formalized	32%	30%	44%	38%
Not existing	16%	9%	18%	25%
My organization offers training based on the principles of diversity, equity and inclusion.	2024	2023	2022	2021
Existing and formalized	60%	67%	53%	38%
Existing and not formalized	30%	18%	21%	19%
Not existing	10%	25%	26%	44%
Which levels of leadership are being trained in aspects of diversity, equity and inclusion?	2024	2023	2022	2021
Director	74%			
Manager	78%	NA*	NA*	NA*
Supervisor/Coordinator	74%			

\*Data was not captured this year.

# WIM Brasil 2024 Maturity Questionnaire

My organization offers the following types of training:				
Leaders	2024	2023	2022	2021
Non-discrimination and compliance with current legislation	8%			
Awareness of unconscious biases	14%			
Inclusive work routines	14%	NA*	NA*	NA*
Developing the technical skills of the female workforce	18%			
Training on managing diverse and inclusive teams	56%			
Training on equal development and career opportunities	52%			
Other employees	2024	2023	2022	2021
Non-discrimination and compliance with current legislation	2%			
Awareness of unconscious biases	4%			
Inclusive work routines	14%	NA*	NA*	NA*
Developing the technical skills of the female workforce	14%			
Training on managing diverse and inclusive teams	2%			
Training on equal development and career opportunities	0%			

\*Data was not captured this year.

# WIM Brasil 2024 Maturity Questionnaire

My organization offers the following types of training:				
Leaders and other employees	2024	2023	2022	2021
Non-discrimination and compliance with current legislation	78%			
Awareness of unconscious biases	68%			
Inclusive work routines	42%			
Developing the technical skills of the female workforce	40%	NA*	NA*	NA*
Training on managing diverse and inclusive teams	20%			
Training on equal development and career opportunities	20%			
Existing and formalized				
Existing and formalized	6%			
Existing and not formalized	8%	NA*	NA*	NA*
Not existing	86%			
Mine encourages leadership awareness of unconscious biases in the Recruitment and Selection process.				
Existing and formalized	40%	48%		
Existing and not formalized	42%	36%	NA*	NA*
Not existing	18%	15%		

# WIM Brasil 2024 Maturity Questionnaire

My organization has a leadership development program specifically for women.	2024	2023	2022	2021
Existing and formalized	40%	42%	26%	
Existing and not formalized	20%	6%	15%	NA*
Not existing	40%	52%	59%	
My organization measures and tracks metrics related to women in leadership positions.	2024	2023	2022	2021
Existing and formalized	66%			
Existing and not formalized	18%	NA*	NA*	NA*
Not existing	16%			
My company has Diversity, Equity and Inclusion Affinity Groups and/or has defined its Gender Equity Focal Points.	2024	2023	2022	2021
Existing and formalized	42%	58%	50%	38%
Existing and not formalized	13%	9%	9%	19%
Not existing	44%	33%	41%	44%
My organization has Diversity, Equity and Inclusion Affinity Groups in the following dimensions:	2024	2023	2022	2021
Gender	52%			
Race/Ethnicity	46%			
People with disabilities	42%	NA*	NA*	NA*
Age/Generations	26%			
LGBTQIAP+	48%			

# WIM Brasil 2024 Maturity Questionnaire

My organization has affinity groups working in:	2024	2023	2022	2021
Execution of programs such as awareness campaigns on diversity, equity and inclusion	83%	86%	95%	83%
Driving strategic business priorities related to diversity, equity and inclusion	52%	73%	90%	50%
Connecting people from different backgrounds or experiences	66%	59%	70%	50%
Support and guidance for employees from similar backgrounds or experiences	0%	32%	35%	42%
In practical terms, what actions do you carry out on the subject of an ageing workforce in your organization?	2024	2023	2022	2021
Affinity group	16%	21%		
One-off lectures	38%	36%		
Pillar of generations in DEI	24%	21%		
Advertising the vacancy on a niche platform	6%	0%		
50+ hiring program	4%	0%		
50+ development program (lifelong learning)	0%	0%		
Retirement preparation program	12%	24%		
Postponement of retirement program	0%	0%	NA*	NA*
Traditional mentoring program	14%	12%		
Reverse mentoring program	2%	3%		
Intergenerational mentoring program	0%	3%		
Different hiring formats for professionals 50+ (part-time, temporary, PJ, intermittent, etc.)	0%	3%		
Differentiated benefits plan	6%	9%		
None	42%	39%		
Other	0%	3%		

# WIM Brasil 2024 Maturity Questionnaire

Ethics and organizational culture				
Diversity, equity and inclusion is one of my organization's stated values and/or priority areas and explicitly expressed in our Code of Conduct.	2024	2023	2022	2021
Existing and formalized	84%	85%	79%	75%
Existing and not formalized	10%	6%	18%	13%
Not existing	6%	9%	3%	13%
My organization equips the workplace and its employees taking into account the needs of different genders - for example: adjustments to Personal Protective Equipment (PPE).	2024	2023	2022	2021
Existing and formalized	70%	45%	71%	50%
Existing and not formalized	20%	42%	9%	13%
Not existing	10%	13%	21%	38%
My organization offers flexible working hours to better meet the needs of its employees at specific times in their lives.	2024	2023	2022	2021
Existing and formalized	48%	39%	53%	44%
Existing and not formalized	30%	36%	21%	25%
Not existing	22%	25%	26%	31%
My organization offers some kind of aid or benefit to women who are breastfeeding or have children up to 3 years.	2024	2023	2022	2021
Existing and formalized	56%	64%		
Existing and not formalized	16%	3%	NA*	NA*
Not existing	28%	33%		

# WIM Brasil 2024 Maturity Questionnaire

My organization analyzes and promotes the retention of women returning from maternity leave.	2024	2023	2022	2021
Existing and formalized	31%	38%		
Existing and not formalized	60%	50%	NA*	NA*
Not existing	9%	13%		
My organization has a specific policy, process or practices to address burnout and mental health issues at work.	2024	2023	2022	2021
Existing and formalized	46%	58%	65%	
Existing and not formalized	34%	39%	12%	NA*
Not existing	20%	3%	24%	
My organization has a committee set up to deal with and develop diversity, equity and inclusion actions with a specific budget and assigned FTEs (Full-Time Equivalent)**.	2024	2023	2022	2021
Existing and formalized	32%	36%	35%	438%
Existing and not formalized	14%	12%	15%	6%
Not existing	54%	52%	50%	56%
The diversity, equity and inclusion committee reports to	2024	2023	2022	2021
Executive Committee (leadership)	56%	63%	59%	29%
Other	0%	6%	24%	57%
People Management Committee	22%	25%	12%	14%
Board of Directors	17%	6%	6%	0%
Risk/Audit Committee	0%			
Social Responsibility/Sustainability Committee	65	NA*	NA*	NA*

# WIM Brasil 2024 Maturity Questionnaire

My organization has a confidential and reliable channel for addressing issues of discrimination and harassment.	2024	2023	2022	2021
Existing and formalized	90%	94%	97%	94%
Existing and not formalized	6%	0%	3%	0%
Not existing	4%	6%	0%	6%
<b>Social impact</b>				
My organization has a social investment strategy, allocating a specific budget to the community.	2024	2023	2022	2021
Existing and formalized	78%	88%	88%	88%
Existing and not formalized	12%	0%	12%	6%
Not existing	10%	12%	0%	6%
My organization makes social investments through	2024	2023	2022	2021
Local initiatives for suppliers aimed at the growth and support of the community where the organization operates	71%	79%	62%	67%
Programs to encourage local entrepreneurs who can offer services to the organization	53%	62%	59%	47%
Educational training initiatives for girls and women so that they can be trained and hired by the organization	38%	59%	59%	27%
Women's empowerment initiatives	49%	41%	38%	40%
None of the above. Gender equality is not the focus of the organization's social investments	0%	3%	15%	20%



# WIM Brasil 2024 Maturity Questionnaire

My organization considers diversity, equity and inclusion metrics as an essential part of selecting third parties (suppliers and business partners), prioritizing the best performers.	2024	2023	2022	2021
Existing and formalized	18%	0%	15%	0%
Existing and not formalized	6%	15%	12%	25%
Not existing	76%	85%	74%	75%

My organization monitors gender indicators to understand the social impact of its business in its regular reports and disclosures, in order to be transparent about the results and impacts it is generating.	2024	2023	2022	2021
Existing and formalized	44%	42%	50%	81%
Existing and not formalized	22%	24%	24%	19%
Not existing	34%	34%	26%	0%

My organization has initiatives designed to meet the specific needs of women in the communities in which it operates, in order to address gender differences.	2024	2023	2022	2021
Existing and formalized	34%	30%	35%	25%
Existing and not formalized	24%	27%	18%	19%
Not existing	42%	43%	47%	56%

# WIM Brasil 2024 Questionnaire | Indicators

Strategy and career opportunities						
Indicator	Item	%	Respondents <sup>1</sup>	Reported by (%) <sup>2</sup>	Not reported by (%) <sup>3</sup>	
Composition of the general workforce	Women	23%	50	98%	2%	
	Men	77%	50	98%	2%	
Corporate management	Women	24%	28	50%	50%	
	Men	76%	28	48%	52%	
Operational management	Women	10%	28	38%	62%	
	Men	90%	28	40%	60%	
Non-managerial	Women	19%	28	50%	50%	
	Men	81%	28	48%	52%	
Executive team	Women	20%	49	76%	24%	
Board of Directors	Women	11%	48	34%	66%	
Age intersectionality	Women 18 to 27 years old	42%	50	96%	4%	
	Men 18 to 27 years old	58%	50	94%	6%	
	Women 28 to 42 years old	24%	50	96%	4%	
	Men 28 to 42 years old	76%	50	96%	4%	
	Women 43 to 62 years old	13%	50	94%	6%	
	Men 43 to 62 years old	87%	50	96%	4%	
	Women 63 years old and over	6%	50	36%	64%	
	Men 63 years old and over	94%	50	84%	16%	

<sup>1</sup> Number of companies that viewed and answered this item.

<sup>2</sup> Percentage of responding companies that submitted values other than zero.

<sup>3</sup> Percentage of responding companies that submitted a null value.

# WIM Brasil 2024 Questionnaire | Indicators

Strategy and career opportunities						
Indicator	Item	%	Respondents <sup>1</sup>	Reported by (%) <sup>2</sup>	Not reported by (%) <sup>3</sup>	
Intersectionality PcD	Visually impaired women	28%	50	48%	52%	
	Visually impaired men	72%	50	60%	40%	
	Women with hearing loss	36%	50	44%	56%	
	Men with hearing loss	64%	50	56%	44%	
	Women with motor disabilities	28%	50	48%	52%	
	Men with motor disabilities	72%	50	50%	50%	
	Women with intellectual disabilities	33%	50	26%	74%	
	Men with intellectual disabilities	67%	50	38%	62%	
	Women with other types of disabilities	23%	50	16%	84%	
	Men with other types of disabilities	77%	50	32%	68%	
Termination of non-managerial positions	Women	26%	50	82%	18%	
	Men	74%	50	82%	18%	
Termination of managerial positions	Women	21%	50	72%	28%	
	Men	79%	50	78%	22%	

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# WIM Brasil 2024 Questionnaire | Indicators

Strategy and career opportunities					
Indicator	Item	%	Respondents <sup>1</sup>	Reported by (%) <sup>2</sup>	Not reported by (%) <sup>3</sup>
Hiring managerial positions	Women	27%	50	72%	28%
	Men	73%	50	80%	20%
Hiring non-managerial positions	Women	38%	50	92%	8%
	Men	62%	50	86%	14%
Promotions to management positions	Women	23%	50	66%	34%
	Men	77%	50	62%	38%
Promotions to non-managerial positions	Women	5%	50	68%	32%
	Men	95%	50	72%	28%
Succession	Women	31%	50	52%	48%
	Men	69%	50	48%	52%

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<sup>3</sup> Percentage of responding companies that submitted a null value.

# WIM Brasil 2024 Questionnaire | Indicators

Ethics and organizational culture					
Indicator	Item	%	Respondents <sup>1</sup>	Reported by (%) <sup>2</sup>	Not reported by (%) <sup>3</sup>
Ethics channel	Successful claims	58%	50	36%	64%
	Resolved demands	53%	50	38%	62%
Safety at work	Total operations	-	50	78%	22%
	Operations with PPE	61%	48	74%	26%
Parental leave	Fit men	-	49	46%	54%
	Men who joined	24%	50	52%	48%
	Fit women	-	49	54%	46%
	Women who joined	28%	50	54%	46%
Job satisfaction	Women PCO respondents	-	50	34%	66%
	Male PCO respondents	-	50	32%	65%
	Satisfied women	16%	47	24%	76%
	Satisfied men	14%	47	24%	76%

<sup>1</sup> Number of companies that viewed and answered this item.

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<sup>3</sup> Percentage of responding companies that submitted a null value.

# WIM Brasil 2024 Questionnaire | Indicators

Ethics and organizational culture					
Indicator	Item	%	Respondents <sup>1</sup>	Reported by (%) <sup>2</sup>	Not reported by (%) <sup>3</sup>
Suppliers	Total suppliers	-	50	48%	52%
	Suppliers with DEI practices	%	50	12%	88%
	Female leadership suppliers	%	50	10%	90%
Financial investment in social impact	Total Value	-	50	48%	52%
	Amount invested in female-focused initiatives	%	50	38%	62%
Financial investment in social impact	Total	-	50	44%	56%
	Initiatives focused on women	%	49	36%	64%

<sup>1</sup> Number of companies that viewed and answered this item.

<sup>2</sup> Percentage of responding companies that submitted values other than zero.

<sup>3</sup> Percentage of responding companies that submitted a null value.



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