

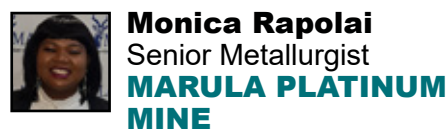
# WOMEN IN MINING CATCH-UP & AFRICAN NETWORK FORUM

Moving From the Integration to the Development of Women in Mining

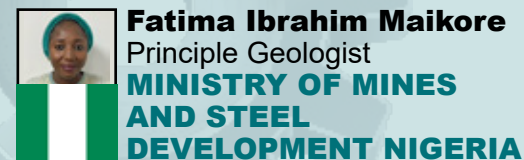
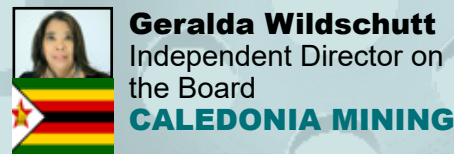
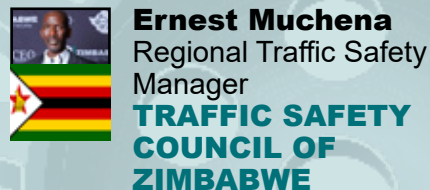
Dates: 24 & 25 August 2022

Venue: Indaba Hotel, Fourways, Johannesburg

## Confirmed Speakers



## African Perspective



**Networking cocktail  
function on Day One**



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## Key Strategies

- Discussing the current statistics and inclusion of women in mining over the past 13 years
- Integrating ESG into the business process: what opportunities does this bring for women in mining and mining business
- Developing capacity building tools and programmes that attract, retain, and promote the advancement of women in the mining sector
- Technically we are ok, all we need is Confidence
- Promoting leadership, inclusive and sustainable empowerment of women in the African mining sector
- Discussing road safety in the mining sector in Zimbabwe
- Looking at the role of WIM organisations in engaging men to promote gender equity
- Highlighting the role played by women in mining forums in advancing the African mining sector

### Media Partners:



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# Day One – 24 August 2022

Registration will be taking place from 7:30am

PANEL DISCUSSION

**08:00** Opening remarks by chairperson

**08:30** Discussing the current statistics and inclusion of women in mining over the past 13 years

- Highlighting the stats of women representation within mining, where are we?
- Making specific provisions for the inclusion of women in core mining activities
- Executing transformation through the promotion of gender diversity
- Moving from having women as the “extreme minority” to equalising the number across your mine
- Converting women’s roles from support functions to technical specialist fields and executive levels
- Achieving recognisable representation within all functions of your mine

**Monica Rapolai**

Senior Metallurgist

**MARULA PLATINUM MINE**

&

**Geralda Wildschutt**

Independent Director on the Board

**CALEDONIA MINING**

&

**Reshoketswe Zondi**

Specialist Technology Services Management

**SOUTH 32**

&

**Fourera Maiga**

Vice Coordinator

**WOMEN IN MINING WEST AFRICA- WIMOMA**

**09:15** You will never be part of the “Boys Club”

- Challenges faced by women in a male dominated world
- Trying to fit into “the boys club” hinders our progress as women
- How to thrive as women together
- Working towards a future where gender is a non-factor

**Claudia Ngwekazi**

Geology Manager

**MARULA PLATINUM**

**10:00** Morning tea & networking opportunity

**10:30** Integrating ESG into the business process: what opportunities does this bring for women in mining and mining business

- Implementing ESG strategies and policies to create meaningful change in the mining industry
- Integrating environmental, social and governance (ESG) into your investment process
- Providing the opportunity for mining companies to implement meaningful ESG strategies and policies as the core of their business
- Driving investment into mining across the continent while ensuring a sustainable mining sector
- Tackling climate change as a priority to encourage investor confidence

**Murendeni Makhado**

Environmental Manager

**MARULA PLATINUM MINE**

**11:15** Promoting leadership, inclusive and sustainable empowerment of women in the African mining sector

- Encouraging the inclusion of women in the mining and minerals sector at the highest political and policy levels
- Anticipating future trends, skills needs and opportunities for women in mining

**Gloria Bentil Mensah**

President

**ASANKO WOMEN IN MINING**

Gender & Social Investment

**ASANKO GOLD MINE**

**12:00** Implementing support structures in your organisation to enable psychological wellness and employee wellbeing

- Discussing factors that contribute to psychological wellness and employee wellbeing
- Eliminating prejudice, that is often associated with psychological un-wellness
- Ensuring your organisational culture and policies proactively addresses the holistic wellbeing of employees
- Capitalising on the psychological wellness of your employees by tactically placing strategies in your organisation for ROI

**Catherine Kuupol Kuutor**

Acting General Manager

**GOLDFIELDS GHANA**

**12:45** Lunch & networking opportunity

**13:45** Ensuring your mining operations perform efficiently through mine digitalisation

- Bringing the mining industry to a new level of productivity with the use of Big Data, Internet of Things and automated systems
- Highlighting the critical importance of introducing digital technologies for competitiveness of any mining business
- Developing a new generation of technological standards for the mining industry
- Implementing the regulation of these standards on an African scope

**Reshoketswe Zondi**

Specialist Technology Services Management

**SOUTH 32**

**14:30** Road safety in the mining sector in Zimbabwe

- Prioritizing safety for women in mining
- Transportation of personnel and mining products
- Driving defensively
- Women in Road Safety

**Ernest Muchena**

Regional Traffic Safety Manager

**TRAFFIC SAFETY COUNCIL OF ZIMBABWE**

**15:15** Open forum discussion

**15:30** Closing remarks, and start of cocktail function

## Who Should Attend

- CEO•COO •HR Managers/ Directors • Compliance Officers
- Head Transformation and Diversity • Health & Safety Manager/ Directors • Industrial Relations Manager/ Directors • Union Leaders

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# Day Two – 25 August 2022

**08:00** Opening remarks by chairperson

**08:30** Looking at a collaborative African policy approach involving all stakeholders to achieve “zero harm” to women

- Ensuring the safety of women working in remote areas through suitable infrastructure
- Arranging with a security to accompany female miners working in remote areas/ nightshift
- Placing CCTV cameras in all walkways, parking areas, office and changing houses to ensure women’s safety
- Considering panic buttons as a safety option to ensure a quick response to anyone in danger

**Geralda Wildschutt**  
Independent Director on the Board  
**CALEDONIA MINING**

**09:15** The role of WIM organisations in engaging men to promote gender equity

**Chilenye Nwapi**  
Head of Research  
**INTERNATIONAL WOMEN IN MINING**

**10:00** Morning tea & networking opportunity

**10:30** Developing capacity building tools and programmes that attract, retain, and promote the advancement of women in the mining sector

- Assessing performance evaluations for unconscious bias
- Establishing systems for work–life balance and flexible working arrangements
- Ensuring the industry is consistently intellectually challenging and introduces advancement opportunities
- Actively promoting women in mining into more senior roles without putting up challenges against them

**Fatima Ibrahim Maikore**  
Principle Geologist  
**MINISTRY OF MINES AND STEEL DEVELOPMENT NIGERIA**

**11:15** Building human capital and more inclusive and equitable societies by investing in women in mining

- Attaining gender equality in recruitment policies and processes
- Addressing gender pay gaps by paying women their worth
- Implementing gender inclusive networks, career development and mentoring programmes
- Developing equitable promotion and retention policies

**Tamara Mathebula**  
Chairperson  
**COMMISSION FOR GENDER EQUALITY**

**12:00** Highlighting the role played by women in mining-forums in advancing the African mining sector

- Establishing partnerships and collaboration and encouraging governments to institutionalise women in mining associations Africa wide
- Safeguarding women from vulnerability while promoting economic and social resilience
- Prioritising transformation and de-racialisation of the mining industry for the advancement of women
- Mobilising women to develop an interest and actively participate in mining activities
- Supporting the vision of placing women in core positions within mining
- Ensuring adequate training and technical support for women in mining committees
- Enabling the women in mining committee’s effective participation in the economic growth of the sector

**Fourera Maiga**  
Vice Coordinator  
**WOMEN IN MINING WEST AFRICA- WIMOMA**

**12:45** Lunch & networking opportunity

**13:45** Technically we are ok, all we need is Confidence

**Ndibo Macheke**  
Senior Transformation and Innovation Manager  
**DEBSWANA DIAMOND COMPANY**

**14:30** Drawing a comparison of the best practises in workplace effectiveness encountered in Africa

- Looking at how we can bridge the global gap in aligning with international best practises
- Discussing how we can eradicate challenges directly affecting women in mining
- Highlighting the opportunities available

**Refilwe Mafiri**  
Mining Manager  
**PETRA DIAMONDS LTD**

**15:15** Open forum discussion

**15:30** Closing remarks from chairperson, end of day 2

## What delegates had to say about past conferences

“It was refreshing to hear about the different issues women in mining are facing. The discussions were an eye opener on matters that I actually overlooked”  
**Senior Environmental Specialist, AFRIMAT**

“The topics were very clear and informative”  
**Senior Mining Foreman, DE BEERS GROUP OF COMPANIES**

“Motivation from speakers to aspire growth”  
**QC Inspector, KOMATSU**

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**TO SECURE YOUR PLACE AT THIS COURSE - PLEASE COMPLETE THE FOLLOWING:**

Company Name		VAT #			
Postal Address					
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Where did you hear about this event? E-mail <input type="checkbox"/> Post <input type="checkbox"/> Fax <input type="checkbox"/> Internet <input type="checkbox"/> Magazine <input type="checkbox"/> other _____					
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	<input type="checkbox"/> Yes, please update me with relevant information				
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	<input type="checkbox"/> Yes, please update me with relevant information				
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Confirmation - Your registration will only be confirmed until such time as payment is received and may be subject to cancellation.

Right of Admission - Intelligence Transfer Centre reserves the right to refuse admission to the training course where evidence of full payment cannot be shown. Delegate Substitutions - Delegate substitutions are welcomed at any time and do not incur any additional charges. Please notify us in writing of any such changes.

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- for any cancellations received less than 20 working days before the date of the training course, the full fee will be payable and no refunds or credit notes will be given
- if a registered delegate does not cancel and fails to attend the training course, this will be treated as a cancellation and no refund or credit note will be issued
- Delegate substitutions are welcome - Please notify us 5 days before the event

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 (where organisation sends delegate/s and is responsible for payment of conference/course fee\*)