

MEDIA RELEASE

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Inaugural Women in Mining Luncheon an important step in driving an inclusive culture

Belief in yourself and support from your colleagues were the emerging themes at the inaugural Women in Mining Luncheon held in Cape Town on Wednesday 8 February, 2017.

Presented by South32 and the Australian Trade Commission, the event featured the Honourable Susan Shabangu, Minister in the Presidency for Women, Republic of South Africa, as the keynote speaker, which was followed by a panel discussion with inspiring women, including three South32 employees, who have forged successful careers in the mining industry.

Minister Shabangu stated that Women in Mining is central to South Africa's transformation agenda and hailed the luncheon as an important step in driving a more inclusive culture in the country's mining industry.

"In my current portfolio, my mission is to accelerate socio-economic transformation of women empowerment and advancement of gender equality. This is critical in the mining sector because it remains a fundamental pillar of our economic strength," Minister Shabangu said.

"Integrating women into the mining workforce, however, remains challenging for cultural and operational reasons. Together with our partners we are working hard to create a mining environment where women can work freely and have opportunities to develop and grow without discrimination or restrictions."

Speaking at the event, South32 President and Chief Operating Officer Africa Region, Mike Fraser, said the Company was committed to increasing the number of women that make up its workforce.

"If we are going to succeed in creating a sustainable, competitive mining industry for Africa, we need to create a more inclusive sector that is representative of the population. At South32, currently 20 per cent of our regional leadership team and 33 per cent of our workforce under 30 years of age, are women. We have ambitious targets to increase this," Mr Fraser said

"In order to achieve an inclusive environment, we have introduced equal benefits across our workforce, as well as flexible working arrangements to allow for better work-life balance."

When asked to reflect and share with attendees their career learnings, the panellists agreed that it took belief in yourself and support from your colleagues to overcome challenges and succeed in a traditionally male-dominated industry.

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About South32

South32 is a globally diversified mining and metals company with high quality operations in Australia, Southern Africa and South America. Our purpose is to make a difference by developing natural resources, improving people's lives now and for generations to come. We are trusted by our owners and partners to realise the potential of their resources. We have a simple strategy to maximise the potential of our assets and shareholder returns by optimising our existing operations, unlocking their potential and identifying new opportunities to compete for capital.

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