

WOMEN IN MINING

Newsletter
June 2009

Introduction...

I can't believe that we are almost in June! Where has the year gone?

It is almost time for us to wind down a little for the summer so we have given you a bumper events calendar this month that goes all the way out to the end of September! I have included a few events which go beyond our threshold of £50 as they were of interest and many of the usual organisers have cancelled their events .

We have also given a little more focus in this newsletter to non-mining news and started in what we hope will be series of articles on networking, which I hope you will enjoy!

We would like to vote on a logo for the Society soon so can we ask you again for your contributions to reach us by the end of Summer?

We will be back with a newsletter at the start of September but if you feel inspired over the summer and have something to share please send it on to us! Enjoy the summer and see you soon...

Barbara Dischinger
Editor

Upcoming WIM events...

June informal drinks on 10th June

Next month our informal drinks will be back at Deloitte's offices.

See you as from 6.30pm at Deloitte's offices in Athene Place, 66 Shoe Lane, London, EC4A 3BQ
RSVP Janai Scott on 020 7007 1919 or janscott@deloitte.co.uk



June breakfast seminar run by ERM on 24th June

“Our Mining Legacy – Social and Environmental Perspectives”

Save the date! Following on from the success of the AngloAmerican breakfast seminar earlier this year ERM will be hosting an event on 24th June from 8.30am to 10.30am at their offices

The effects of mining can be large, both physically and psychologically. It can change a landscape and alter the social fabric of an area, leaving a legacy that could potentially last a long time. The type of legacy depends on the way in which mining companies develop and manage their operations, and how they interact with the host communities and governments in which they find themselves. Sue Posnik will explore a selection of cases she has encountered over her career, highlighting some of the key learning points from a social and environmental perspective.

Speaker biography: Sue Posnik is a Partner at ERM, based in Oxford, UK, and has over 25 years' experience in the environmental field. Sue has consulted extensively to the mining industry in a number of countries, namely, South Africa, Namibia, Mozambique, Zimbabwe, Zambia, Ghana, Tanzania, Indonesia, Chile, Russian Federation and Mongolia. Sue was previously a Director of SRK Consulting, based in Johannesburg, South Africa. Sue leads ERM's UK business development in the mining sector.

Environmental Resources Management (ERM) has been providing business and governments with specialist advice on all aspects of the environment since 1971. ERM is one of the world's leading environmental, health and safety (EHS) consultancies delivering independent advice to clients from more than 100 offices in 40 countries. The group's over 3,000 staff and associates cover the full range of EHS disciplines, integrating technical and management perspectives to provide practical and workable solutions to EHS problems.

RSVP your attendance to Tanya Bamboat on 020 3206 5334 or tanya.bamboat@erm.com

Upcoming WIM events continued ...

September event run by Minor Metals Trade Association (MMTA) on 9th September



Save the date for an event run by the MMTA! Details to follow...

MMTA 'promotes the essential minor metals that add quality, safety and enjoyment to our lives'. Minor metals include cobalt, rhenium, molybdenum, tantalum, indium and many others that are included in every day items such as light-bulbs, solar cells, batteries in phones and aircraft alloys.

New members...

- **Laura McElwain** - Associate Director Metals & Mining, Resources and Energy group, HSBC.
- **Daria Tsernagia** - Taurex Resources plc.
- **Annette Challen** - Manager within Energy, Infrastructure and Utilities at Deloitte.
- **Constanze Balzan** - Finance Assistant on a consultancy basis, City of London Group plc.

Mini-bio of Constanze Balzan

"As a trained banker, it was interesting to meet with specialists from the mining sector. When in London, I work as Finance Assistant on a consultancy basis (part time) for City of London Group PLC (www.cityoflondongroup.com) who also invest in the mining sector.

Currently I am also studying towards my LLM in Commercial Law as I wish to become a multilingual lawyer.

I frequently travel to Germany, as I am bilingual German/English and also speak French and Spanish. It was interesting to see the mix of languages at the evening"

If you have any friends or colleagues that would like to join the network please email Barbara@greenmining.co.uk

Goodbye to ...

- Joan Bingley who is retiring.

Member biography...

We would like to give members the opportunity to tell us more about their background, what their current role involves and perhaps a few words about what they see as the benefits of being a member of Women in Mining. We really want to hear from members from all of the different aspects of the mining world!

This month we feature a biography of Rachel Speight.

Rachel Speight is a partner in the London office of the leading international law firm, Mayer Brown. The mining industry is a core business area for Mayer Brown and Rachel advises banks and sponsors in international structured and project financings, with a particular focus on the mining finance sector. Rachel has extensive experience of the day-to-day legal, financial and operational issues faced by mineral producers, and those who provide finance to the industry sector. Rachel's experience includes the Talvivaara mining project financing in Finland, which was named "European Mining Deal of the Year 2007" by Project Finance Magazine and the First Quantum refinancings and development of copper and gold mines in the DRC, Zambia and Mauritania, which were accorded "Deal of the Year" status by both Project Finance Magazine and Trade Finance Magazine in 2007.



Women in Mining – Western Australia...

There is now a new and updated WIMWA website: <http://www.womeninmining.com>

In an effort to reduce the numbers of emails but continue to provide information the Perth ladies now have a blog! <http://wimwa.wordpress.com/>

News...

We regularly hear of interesting articles that members would like to share with each other. In many instances copyright may prevent us from reproducing full articles but we can include reviews of articles and of course the link to the full article. Anything about women, mining, women and mining or a article of general interest...

Minerals and Metals Management 2020 Strategy



You may be interested to know that the International Council on Mining and Metals (ICMM) has launched its Minerals and Metals Management 2020 Strategy. The plans sitting behind the strategy confirm ICMM's commitment to the goals of the World Summit on Sustainable Development and support the overall objective of the UN's Strategic Approach to International Chemicals Management (SAICM).

'We all share a responsibility for the materials we use at all stages of their life cycle; it is a commitment that starts at the highest level and permeates down to individual countries and organizations, which must act together to achieve the goals of SAICM' explains ICMM's John Atherton.

The use of chemicals in all aspects of our lives is coming under ever closer scrutiny. Mining in particular, as one of a number of industries that has particularly heavy chemical use, is being asked to answer more and more questions about sustainability. The ICMM states that

'members believe that a global framework for chemicals management is essential and that it should be based on a life cycle approach linked clearly to the principles of sustainable development'.

The document showcases twenty three priority actions for safe and responsible production and use of minerals and metal products to 2020 and beyond, and has been reviewed by a key group of stakeholders, including the Secretary General of the OECD. The document can be downloaded from: <http://www.icmm.com/page/13781/icmm-launches-minerals-and-metals-management-2020-strategy->

ICMM is 'a CEO-led organization representing many of the world's leading mining and metals companies as well as regional, national and commodity associations. ICMM members are committed to the responsible production of the minerals and metals society needs'. See www.icmm.com

More News...

PETRA DIAMONDS FANCY BLUE...

At a time when there seems to be plenty of doom and gloom we thought we would brighten up our newsletter with some exciting news... On 13 May 2009 Petra Diamonds announced that the blue diamond produced from the Cullinan mine sold for a record breaking US\$9.5m, or US\$1.35m per carat. The sale established a new record price per carat for any gemstone sold at auction and the highest price for a fancy vivid blue diamond sold at auction. The important fancy vivid blue, internally flawless, cushion-shaped diamond weighing 7.03 carats sold on 12 May 2009 as the centrepiece of Sotheby's Magnificent Jewels auction in Geneva.



Pregnancy at work – liberating or alienating?

A company specialising in maternity clothing for business women, Professional Bump, are running a survey of women who have experienced, or are experiencing, pregnancy whilst working in a white collar environment.

Founder of Professional Bump (www.professionalbump.com) Melanie McKelvey, is an ex-solicitor who started the company after experiencing a significant shift in attitude towards her, which she believes was down to her not being able to wear a business suit whilst she was pregnant. Melanie is currently conducting a survey to find out how professional woman are experiencing pregnancy at work. Anyone wishing to take part in the 10 question survey please go to:

http://www.surveymonkey.com/s.aspx?sm=ZkM0lqwIsL48I969s5MF9g_3d_3d



Jobs...

I. Three prestigious RESEARCH CHAIR POSITIONS at Laurentian University, Sudbury, Ontario

Laurentian University in partnership with The Centre for Excellence in Mining Innovation (CEMI) is seeking candidates for two Senior and one Junior Research Chairs within the School of Engineering. Appointments to these tenure-track positions will be within the School of Engineering at the Associate or Full Professor level, and will involve a half-teaching load comprising two term-courses per year (undergraduate and/or graduate), and a cross-appointment to one of Laurentian University's Mining Research Centres or to CEMI.

Applicants should be internationally recognized researchers with interests in fields relevant to mining engineering. Successful candidates will be expected to provide research leadership, to secure funding to support research, to supervise post-doctoral, postgraduate and undergraduate research projects. Successful candidates are expected to hold a doctoral degree in Mining, Mineral Processing, Civil, Mechanical, Chemical or Geological Engineering. Those from outside academia with a Masters degree will also be considered provided that they have substantial research experience and offer an exceptional industrial track record. Candidates should have strong background in an engineering field relevant to one or more of the research areas listed below.

Jobs continued ...

DEEP MINING RESEARCH CHAIR

Candidates must have a demonstrated knowledge of one or more of the following: underground construction, material handling and logistics, systems engineering and controls, ventilation and energy management, hazard assessment and risk mitigation, or the development of enabling deep mining technology.

MINE DESIGN & PLANNING RESEARCH CHAIR

Candidates must have a demonstrated knowledge of one or more of the following: operations management in mine design & planning/scheduling & optimization, systems or process engineering, operations Research, risk assessment and management, resource management, monitoring and data collection technology & control systems.

GEOMECHANICS RESEARCH CHAIR

Candidates must have a demonstrated knowledge of one or more of the following: geological engineering of underground excavations and underground infrastructure construction, hazard mitigation by ground control (support, backfill, etc.), seismic hazard assessment and mitigation, rock fragmentation and flow, advanced modelling and visualization.

Applications should include a curriculum vitae, a statement describing research and teaching interests and accomplishments, and the names and contact details of three referees (candidates will be informed before referees are contacted).

Applications should be sent by e-mail to: mary.murray@swannglobal.com

II. Head of Marketing Iron Ore – mining major

This is for a large international mining company. The role reports to the CEO Ferrous and will be tasked with establishing and delivering on the performance targets for the global integrated marketing and logistics organisation and ensuring that the new organisation adds considerable long term value. This role will suit a highly experienced, senior commercial manager who has a track record of leading large change projects and a detailed understanding of the iron and steel industries. This role will have c. 90 direct reports. The Salary range is between £200,000-250,000.

Applications should be sent to:

Rebecca Rose
Head of Extractive Industries
Corporate Consulting Group (CCG)
24 Buckingham Gate
London SW1E 6LB
0207 828 1123 or at:
Rebecca.Rose@ccg.co.uk

III. Treasurer of the AMA (Association of Mining Analysts)

Elena Clarici will step down as Treasurer of the AMA (Association of Mining Analysts) at the end of her tenure and the new Treasurer will be voted on at the AGM in December. Applicants are welcome. For more information contact Elena on Elena@ce-cap.com.

Networking...

by Tracy Brownsell

We have come across a few networking articles recently and realised that what better forum to share some of these ideas than a networking forum such as Women in Mining!

Thinking about how to start such an article I realised that there is such a fear around networking and wondered how much of it is in the name? Is it just me or does 'networking' fill everyone with fear that it is some sort of test? If you don't leave the room with your hands full of business cards you have somehow failed?

On the odd occasion that I have confessed to not enjoying networking events I tend to get a sea of nodding faces or enthusiastic agreement that my friends and colleagues also find networking to be quite difficult. If we saw networking as something we do day in and day out without even thinking about it, wouldn't we all be a lot happier? Is it different to meeting a new colleague at the coffee machine or a friend of a friend at a party?

I had that breakthrough when I decided to let go of the fears and went to a work 'speed dating' event. By not putting myself into a mindset of fear and pressure to perform I found that 3 minutes went very quickly and in fact I wanted to talk for a lot longer. We are all simply looking to make connections and build new friendships so let's give ourselves a break and (try to!) enjoy it!

Remember...

- Everyone is expecting to be approached by strangers... people may look like they have know each other for years but may have just met and if they have know each other for years then they might appreciate the fresh conversation... **don't be shy!**
- Everyone will want to move on; they have after all decided to be at the event to meet lots of different people. **Don't be offended if someone moves on** from a conversation with you and don't worry about offending others.
- **Ten minutes is long enough** to build rapport and share thought provoking ideas without the conversation feeling superficial.
- **Keep the balance...** some people are naturally more inclined to ask questions and others to talk about themselves... Make sure that you have the opportunity to ask questions and share some interesting information about yourself too!
- Be 'in the room'... the best way to meet people is to **be where the opportunities are plentiful...** standing in the corners probably won't help you but being near the food tables, drinks and marketing stalls may do.
- Be prepared... **have a few ice-breaking comments at the ready** or a few topical issues that may elicit an interesting response from other event-goers.
- **Ask for help** or offer it... show someone the way, ask if they would like to get a drink...
- Think of others... everyone is probably feeling a little uneasy so why not do what you can to **help someone join in the conversation...** it is likely that they will feel welcomed and accepted by your efforts and it may also provide you with the opportunity to move on.
- **Be realistic...** don't leave the room having made promises to stay in touch and meet everyone for lunch; promise what you can achieve and be remembered for following-up!

The following website also provides some insights into making a great first impression...

<http://www.mindtools.com/CommSkill/FirstImpressions.htm>

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