

WOMEN IN MINING

NEWSLETTER

March 2010

Dear Women in Mining,

Spring is around the corner!

We hope you are doing well despite the dreary weather, and look forward to the cheerfulness and brightness of spring!

Some of our members got a dose of this a little earlier than most: they were lucky to be in sunny Cape Town the first week of February for the Mining Indaba 2010. It was a very positive conference characterised by a return to optimism: good news for the industry and all of us in 2010!

Meanwhile our work has continued to shape our organisation for what we hope will be a long and great future. The **Committees** we described in the previous issue of this Newsletter have now met several times and started to provide proposals to the Board. We will summarise these in the next issue of this Newsletter and reflect them in the upcoming WIM Survey 2010 in order to allow us to decide together in which direction we want to take Women in Mining. We are very grateful to all the members who have contributed their time and creativity to this work and we look forward to continuing to collaborate with them to implement these great plans!

To allow us to realise all this, Women in Mining is also preparing to seek **financial support** from various firms, companies and organisations in the mining industry. We have therefore reviewed the group's corporate structure and operations — Women in Mining was incorporated as a limited company in 2007 — to ensure that we are in top shape for the future. We are very pleased and grateful to be assisted in legal aspects by Mayer Brown LLP on a pro bono basis.

As previously announced, we will be completing a reorganisation of the Board in the coming weeks: I will remain a director and the company secretary, and at first only Ludivine Wouters will join me as a Director. In order to balance out this very executive Board, in the coming months and in conjunction with our fundraising efforts, we will be seeking to add non-executive directors whose talent, enthusiasm and experience will further enhance our organisation.

As always, we look forward to discussing all this with you, and hope to see you soon at one of our upcoming events!



Barbara Dischinger
Editor

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Upcoming WIM Events



Next WIM Seminar

- Host** : Deloitte
- When** : Wednesday 10 March 2010 at 18:30
- Where** : Athene Place, 66 Shoe Lane, London EC4A 3BQ
- Contact** : Please RSVP to Janai Scott — janscott@deloitte.co.uk
- Speaker** : **Sujata Lambda**
International Finance Corporation — Oil, Gas and Mining
Sustainable Community Development Fund (CommDev)

We had originally set this date for the March WIM drinks, but it worked best for this exciting seminar, so we hope to see many of you there! We will confirm the specific topic of the seminar in the coming days by email.

The Oil, Gas and Mining Sustainable Community Development Fund (CommDev), which was established by the **World Bank Group**, is a funding mechanism for practical capacity building, training, technical assistance, implementation support, awareness-raising, and tool development. The purpose of CommDev is to ensure that extractive industry projects achieve clear and **sustainable benefits for local communities**: CommDev promotes trilateral partnerships among communities, local governments, and extractive industry companies to develop not only immediate win-win-win benefits but strategic, sustainable solutions that will, over time, effectively reduce poverty and create further opportunities for the extractive industry community. Based on the experience of public and private partner institutions and CommDev-funded projects, CommDev is also refining the **monitoring and evaluation framework and indicators** used in this field.

Also check out page 6 for more information about one of IFC's initiatives, the Women in Mining Business Case developed in coordination with Lonmin Plc.

WIM Seminars and Events 2010 — an update

We are continually organising events for Women in Mining, and in particular the seminars for the rest of 2010. We are delighted to discuss some exciting opportunities with organisations including the London Stock Exchange, Société Générale and Golder Associates, and hope these conversations will lead to a series of remarkable events.

Our objective, as previously announced, is to organise a seminar approximately every two months, i.e. in January, March, May, late June (so as to avoid July and August), September and November. We are also looking forward to December when we hope to organise a larger event around Mines & Money, building on last year's success.

We will keep you posted on progress. If you're interested in getting involved, even sporadically, in this aspect of Women in Mining, if you have any great ideas for future events or if your organisation is able to host an event, **please get in touch!**

Wo(men) in Mining?



It's fast becoming a February tradition : the **Mining Man-date!**

We first organised this event in February 2009, and following its initial success and the Mines & Money drinks when we were also joined by male colleagues and contacts, we decided to arrange it again this year.

The monthly informal drinks evening on 10 February 2010 provided the perfect occasion, and the invitation was a resounding success: approximately 45 people joined us, of which roughly half were male contacts and colleagues of the Women in Mining members. We were delighted with this opportunity to introduce our group and members to the wider mining industry, and thus raise the profile of Women in Mining.

This growing success of these events has also raised an interesting question: **what, if any, could be the role of men in our organisation?** We are receiving a growing number of expressions of support and/or requests for membership from men, and will soon need to decide on some form of policy in this regard. This issue has already been the subject of long conversations with some of you, particularly in the context of the Membership Committee's work and of defining the group's strategy.

We will seek your approval of a proposal in this regard via the upcoming Survey. In the meantime we wanted to share some preliminary thoughts on the subject...

We started by reminding ourselves of our objectives: the purpose of the organisation is both

- ◆ to offer women in mining information, support and networking opportunities — which entails dedicating services and advantages primarily to women; and
- ◆ to contribute to the promotion of women in the industry — which requires informing men in the industry of our ambitions and collaborating with them to achieve them...

In our view, this dual approach allows us to **include men on the membership roster**, which entails including them on information circulation such as the monthly newsletter and events calendar (which does not focus on women-only events), while retaining the right to **only invite men to a limited number of Women in Mining events**, such as the annual Mining Man-date and a public event around Mines & Money. We may in the future add other events to that list.

Of course this organisation is not about exclusion and in the (in our view highly unlikely!) event that men show up for events where they have not been specifically invited, no-one will be shut out! But we would not like to see the equilibrium of our membership or the ambiance of our events altered: this is very much an organisation for women of the mining industry.

We thought this could be a **constructive, open way to deal with this question** — at least in a first stage of our development: should circumstances and/or (we hope) the astounding success of our organisation require us to re-think this, we will remain free to do so...

We are also looking at other similar organisations in the mining industry and elsewhere, and will discuss this with them to see how they have envisaged this issue: positive examples usually offer good insight. We also look forward to hearing from you: Please let us know your thoughts or proposals, particularly if you can share the positive experience of another organisation.

WIM News



As part of our continued efforts to raise the profile of our organisation and women in the mining industry, we recently collaborated with **Opus Executive Partners**, a specialist advisory firm serving the energy, mining and natural resources industries as a strategic advisor and provider of Board-level resourcing solutions.

Mary Hood contributed an article entitled "*The Power of People and Women in Mining*" to the newsletter regularly published by Opus Executive Partners, "**Views from The City**". We publish extracts below. To read the entire article and the rest of this very insightful publication, please visit <http://opusexecutive.com/knowledgeCentre/marketNews&Insight.html> where the next issue will be posted shortly.

[Extracts]

What makes a business successful? Each and every one of you will have your own idea of success – and you're all right. One of the prime ingredients of success is the human capital invested in the business – for example, you - and your thoughts, ideas and relationships. Innovative leaders who take considered risks and have their eyes open to opportunities are the ones who provide the returns. These people may be individually brilliant, but more importantly, have the ability to mobilise networks of relevant expertise and resource, influence others and combine existing ideas and technologies. These people are the ones who spell the difference between innovation and stagnation, success and failure.

These attributes are all learned and can be improved, offering another area in which performance - and competitiveness - can be upgraded. Improving knowledge and skills, and interpersonal dynamics makes individuals, groups and organisations smarter. Informal networking provides access to ideas and information across and beyond corporate cultures adding value to organisations, with even the largest companies and the most experienced of individuals benefiting from a fresh perspective. Establishing relationships allows for the sharing experiences, generation of excitement and inspiration, increased influence and power, as well as gaining support and learning from the experiences of other professionals. Most innovative proposals are not developed in isolation, but begun through conversations with others bringing ideas together, and then implemented by the coordination of resources.

[...] Developing new relationships through groups such as Women in Mining, as well as sharing experiences and expertise with others creates opportunities. And at the highest level of leadership, where technical competence is a given, the greater the impact of relationship building. Consider how you could enhance and develop your people and your organisation by encouraging star performers (and the leaders of tomorrow), to try new events and activities, meet new people and think outside the box. [...]

Does your organisation publish an internal or public newsletter?

Does it include articles that may be of interest to our members?

Let us know what your organisation is publishing
and who to contact to discuss a possible collaboration!

Welcome New Members!

- ◆ Vera Ivanova, Hatch Corporate Finance
- ◆ Cath Jowers, Talent and Development (technical staff), Anglo American
- ◆ Julia Owen, accountant, Deloitte
- ◆ Marianne Broadgate, Business Analyst, acQuire Technology Solutions
- ◆ Rei Yamazaki, International Finance Corporation
- ◆ Anastasia Kazakova, Consultant (Light Metals), Hatch
- ◆ Kirstin Taske, Senior Process Engineer / Consultant, Hatch
- ◆ Vivienne Tieu, Consultant, Hatch
- ◆ Maria Alejandra Delgado, Head of Legal Department, La Granja Project, Rio Tinto
- ◆ Amanda Van Dyke, Executive Sales, Ocean Equities



WIM Membership

The network's members are a good representation of the diversity in the mining industry: each month, we try to get to know one or two members, and their profession, a little better...



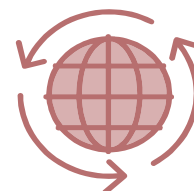
Meet... Katie Vowles, a fourth year undergraduate reading an MSci in Geology at Imperial College London

Having always taken a keen interest in mining geology Katie spent last summer working as an intern for Zamin Resources on an iron ore exploration project based in Uruguay. She is currently working on her dissertation "*Characteristic remanent magnetism in Irish Carboniferous Carbonates: acquired during Zn-Pb mineralisation or Variscan Burial?*" which is proving a challenging combination of laboratory geophysics with mining geology.

She graduates in June and is looking for employment in the mining industry, she is really looking forward to entering into the world of work!

WIM International

Please check the Women in Mining Portal at ww.womeninmining.net for updates from other WIM groups around the world!



Reminder — Women in Mining Canada is inviting the global mining community to attend the 3rd annual **Women in Mining International Networking Reception** organised in the context of **PDAC 2010**. The Reception will be held on **Tuesday, March 9 2010** from **15:00 to 17:00** in **Room 701 AB** in the South Building of the Metro Toronto Convention Centre, where PDAC will take place from 7 to 10 March 2010.

For more information, please visit

<http://www.pdac.ca/pdac/conv/2010/other-events.html>.

You Read it Here



Of the many, many articles and blogs out there about the **Mining Indaba 2010** which took place from 01 to 04 February 2010 in Cape Town, we recommend you have a look at the one that is on the **Financial Times Alphaville blog**.

Matthew Kennard not only posts salient information from the conference itself, but also conveys the all-important ambiance of a successful Indaba in the Mother City! Whether you were there or not, it's a great read.

Pick it up on <http://ftalphaville.ft.com/blog/series/mining-indaba-2010/> and enjoy.

On February 1, 2010, the first day of the Mining Indaba 2010 in Cape Town, the **International Finance Corporation (IFC)** and **Lonmin Plc** launched a guide to help mining companies incorporate women into their workforce and increase the benefits women and their families receive from mining projects.

This is the result of two years of work to develop innovative solutions that enabled Lonmin to increase its female workforce to bring it closer to the 10 percent as required by the South African Mining legislation, from which a **Women in Mining Business Case** was devised, to serve as a guide other mining companies can use to increase women in the workforce (www.ifc.org/ogmc).

Read all about the Lonmin-IFC Women in Mining project and a wealth of other subjects on the website of the Oil, Gas and Mining Sustainable Community Development Fund (established by the World Bank Group). This includes a database of best practices and guidance on implementing sustainable community development strategies (<http://www.commdev.org/section/topics/gender>).

On 09 February 2010, the **International Council on Mining and Metals (ICMM)** launched "*Working together*", a guidance note for companies engaging with the **artisanal and small-scale mining (ASM)** sector. This document, which is put forward as a pilot, so that further testing and gathering of good practices with companies can take place in the next phase, was developed in partnership with the Communities and Small-Scale Mining (CASM) initiative and CommDev.

ASM is of particular relevance for Women in Mining as it is estimated that women account for as much as a third of the sector and are involved in all activities associated with ASM in various parts of the world. The interaction between large-scale mining companies and ASM operations has not always been positive, and encounters between the two sectors are increasing. There are a number of ASM sustainable development challenges – including security, human rights and relocation programs – that can require specific ASM consideration. To find out more and access the document, please visit www.icmm.com.

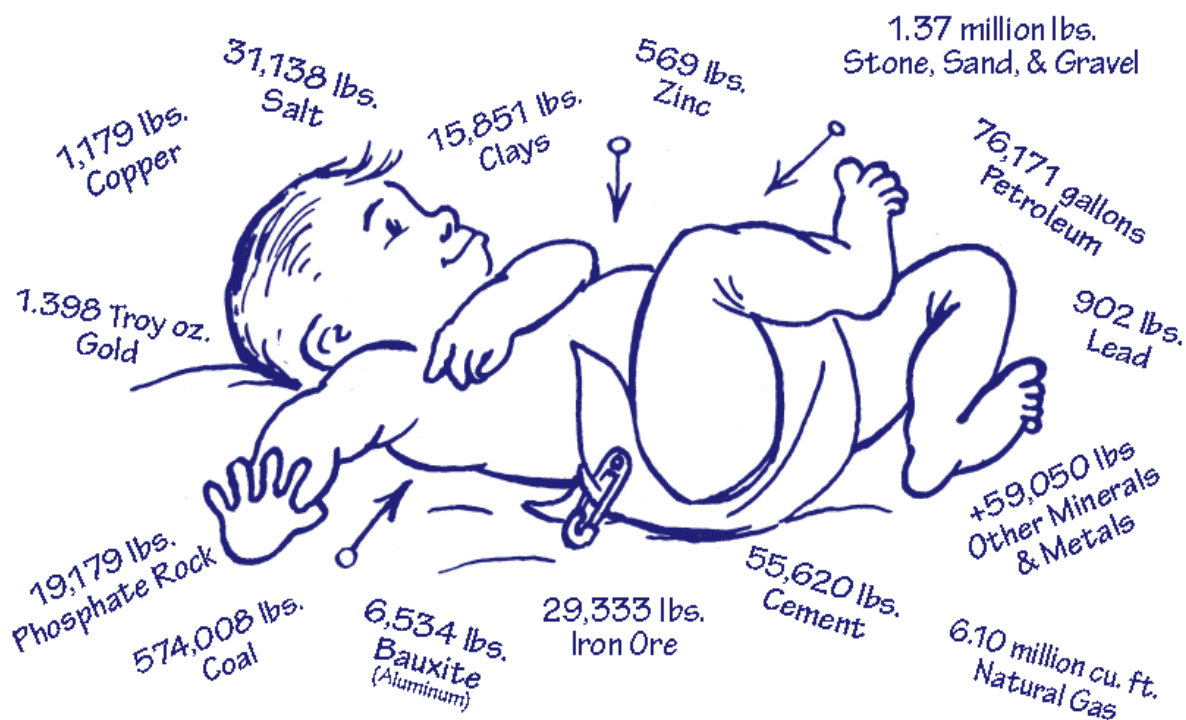
**Read or hear anything of interest for other Women in Mining?
Let us know about it!**

Thanks to the people who pointed out some of the stories and items of information above!

You Read it Here (continued)

If you doubt the importance of the extractive industries in general, and exploration in particular, check this out!

Every American Born Will Need...



3.3 million pounds of minerals, metals, and fuels in their lifetime

The **Mineral Information Institute** (Mii) is a US not-for-profit organisation dedicated to providing information and materials to teachers and students that result in an understanding that mineral and energy resources are essential to society and are produced in an environmentally and socially responsible manner. Each year Mii works with interested professional and scientific associations, and various government and education agencies, to help classroom teachers develop materials which are distributed free to classroom teachers to supplement existing curricula. Mii is supported by corporations, foundations, scientific associations and individuals.

One of the most interesting items we found on their website is the sketch copied above, which summarises the estimated **consumption of minerals, metals, and fuels** over the lifetime of an American baby born today – presumably similar estimates apply to any developed country... For more information about how these estimates were calculated and a variety of other topics, visit <http://www.mii.org>.

WOMEN IN MINING

Newsletter Team

Please contact us with any comments, ideas or contributions for the next newsletter.

We look forward to hearing from you!

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The UK Women in Mining group was created in 2006 by Barbara Dischinger, a senior executive search consultant, to offer its members information, support and networking opportunities and to contribute to the promotion of women in mining. It now offers over 400 members regular updates by way of a monthly newsletter and events calendar and important networking opportunities, including informal drinks and speaker events, and coordinates with similar groups world-wide via the Women in Mining global portal:

www.womeninmining.net