

## Women in mining: promoting human rights and economic development through gender equality

Anglo American has developed a wide range of initiatives across its operations to ensure that women have the same access as men to the many rewarding career opportunities provided by mining. Promoting gender equality is part of the company's commitment to human rights, as well as a recognition of the vital contribution that women make to economic development – including as employees and as suppliers.

### The challenge

Mining is historically a male-dominated industry. The under-representation of women in mining reflects broader social inequalities, but gender inequality is bad for business, as well as bad for women. However Anglo is taking some important steps to improve opportunities for women in mining, backed by Chief Executive Cynthia Carroll, who says: "I am convinced that the gross under-representation of women in mining can, and must, be addressed."

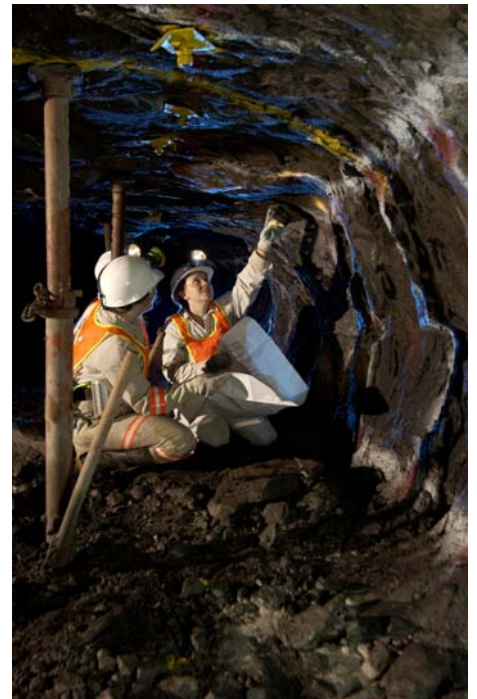
### Anglo American's response

Women now comprise 14 percent of Anglo American's employee base, with 16 percent in management positions (up seven percentage points from 2000). The company aims to continually improve the prospects and conditions for women in mining through initiatives in the workplace and in the community.

The only major mining company with a female Chief Executive, Anglo is implementing a wide range of measures to encourage women to participate in mining. The company is working to address the structural barriers to the employment of women in mining, including physical and health issues, working culture, and workplace environment and facilities. Basic challenges have included the traditional provision of male washroom facilities for miners and the fact that personal protective equipment is generally designed for the male physique.

'Women in mining' champions have been appointed at a number of sites worldwide. Anglo Coal in South Africa, for example, has appointed female champions for each major technical and management discipline, and has a special task team – also involving senior male managers – to drive progress throughout the business.

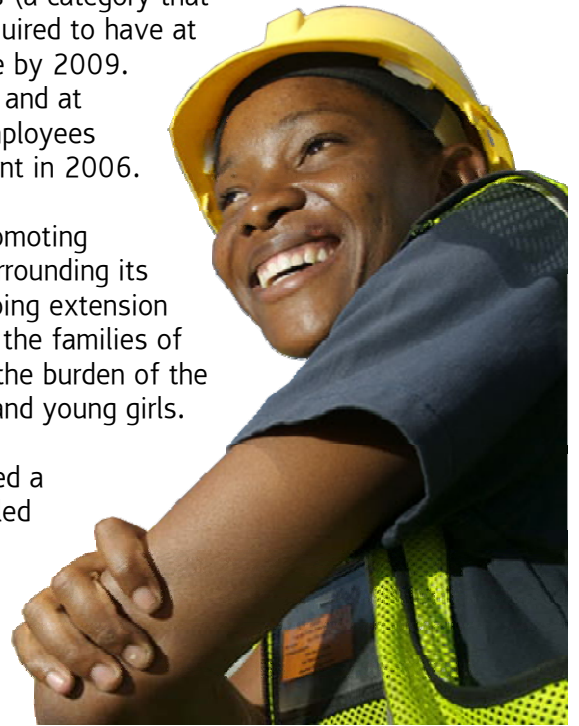
Results of these efforts include the establishment of childcare facilities in South Africa and Australia, the creation of women-only toilet facilities at Anglo Coal's open-pit Kleinkopje colliery in South Africa, and (also at Anglo Coal) the development of a Code of Good Practice for pregnancy in the workplace. Anglo Platinum, meanwhile, has appointed a manager to identify health and safety considerations for women – such as the provision of safety equipment in the right sizes – and assigned coaches to fast-track female recruits.



As part of the South African government's programme to accelerate the advancement of historically disadvantaged South Africans (a category that includes women), mining companies are required to have at least 10 percent of women in the workforce by 2009. Anglo Coal has already reached that target, and at Anglo Platinum the proportion of female employees rose from 5.8 percent in 2005 to 9.1 percent in 2006.

Anglo also recognises the importance of promoting gender equality in the local communities surrounding its business operations. A priority is the on-going extension of the company's HIV/AIDS programmes to the families of employees. This responds to the fact that the burden of the disease falls disproportionately on women and young girls.

Meanwhile, Anglo Platinum has co-sponsored a microfinance and gender education trial, called 'IMAGE', which contributed to a 55 percent drop in domestic violence – a major factor in HIV transmission among poor South African women.



### Feedback and awards

At the Commonwealth Business Council's 2008 African Business Awards, Anglo received the prestigious Gender Sensitivity award for the company's Women in Mining initiative and the focus on women's rights in HIV/AIDS programmes. Also related to HIV/AIDS, Anglo's Group Medical Consultant, Dr Brian Brink, has recently been appointed chair of the International Women's Health Coalition (IWHC). Dr Brink is the first male chair of the New York-based advocacy group.

In his inaugural address in February 2008 he suggested that: 'If people had listened to what the IWHC has been saying for decades about the rights of women in society, including their right to healthcare, then we would have protected the majority of young girls and women from HIV infection.'



*"My objective is to make Anglo American a leader in the employment of women",*  
Anglo American CEO Cynthia Carroll

Meanwhile, during a 2007 visit to Anglo Chile's Los Bronces mine, Chile's then Mining Minister Karen Ponichik praised the company's employment policy as 'an example for mining not just in Chile, but worldwide'.

The minister met around 50 women working in different areas of the Los Bronces operation, including geologists, mine engineers, business engineers, risk prevention experts, and operators of heavy-duty machinery.

