9th ANNUAL WOMEN IN MINING
-Moving from the integration to the development of women in mining

Date: 21, 22 & 23 February 2018
Venue: Indaba Hotel, Fourways, Johannesburg

CONFIRMED SPEAKERS INCLUDE:

- Oshana Naidoo, Chief Executive Officer, TUSCAN MINING
- Gugu Mkhiize, Executive Manager: Corporate Services, MINING QUALIFICATIONS AUTHORITY
- Izanne Goosen, WIM Chairperson, SASOL MINING
- Vanisha Balgobind, Executive Head: HR, EXXARO
- Chantelle de Sousa, Private Attorney
- Noleen Pauls, Principle Geoscientist, REFLEX (EMEA REGION)
- Seara Macheli-Mkhabela, Executive Head: Corporate Affairs, ANGLO AMERICAN PLATINUM
- Lindiwe Nakedi, Managing Director, GUBHANI EXPLORATION
- Boniswa Dladla, Ore Processing Engineer, DE BEERS GROUP
- Tebogo Mdhluli-Segapo, Senior Manager: Workforce Planning & Organisation Design, ANGLO AMERICAN PLATINUM
- Asanda Bonya, Lecturer (Department of Sociology), UNIVERSITY OF CAPE TOWN
- Oshana Naidoo, Chief Executive Officer, TUSCAN MINING
- Gugu Mkhiize, Executive Manager: Corporate Services, MINING QUALIFICATIONS AUTHORITY
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- Asanda Bonya, Lecturer (Department of Sociology), UNIVERSITY OF CAPE TOWN

NEIGHBOURING PERSPECTIVE:

- Alice Murine Githiomi, Geologist, BASE TITANIUM- KENYA
- Dr Lilita Marques, HRD Manager, NAMDEB DIAMOND CORPORATION - NAMIBIA
- Ndibo Matshameko, Mine Geologist, DEBSWANA
- Malebogo Marumoagae, Director, BELLE LARISSA- BOTSWANA
- Florence Ansere, Community Affairs and Public Relations Manager, GOLD FIELDS, TARKWA MINE- GHANA

TWO PANEL DISCUSSIONS

- ADDRESSING HEALTH & SAFETY FOR WOMEN IN MINING
- WOMEN EMPOWERMENT FROM AN AFRICAN PERSPECTIVE

KEY STRATEGIES TO BE DISCUSSED

- Looking at the current opportunities for SMME Supplier Development
- Beneficiation
- Forming “Regional Women in Mining Committees” for the upliftment of WIM
- Looking at a male perspective on the contribution made by women in mining
- Empowering women through successful public/private collaboration with financial institutions
- Opportunities for small scale artisanal women in mining groups (in Kenya)
- Addressing Health & Safety for women in mining
- Holistic transformation as a woman in the mining industry
- Ensuring women play an imperative role in the drafting of your internal policies
- Sustainable organisation culture transformation of mining organisations: for an all - inclusive workplace
- Executing policies that cater to the special needs of pregnant women and maternity
- Empowering women in mining outside the workplace

CONFERENCE HIGHLIGHTS

- Register and pay by 1 December 2017 and receive a gift bag filled with great surprises
- CELEBRITY SPEAKER: Kabonina Qubeka, Actress
- Join ITC after day one for a 15 minute “time out” pamper massage
- Register and pay by 1 December 2017 and receive a gift bag filled with great surprises

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ITC IS ETDP & MICT SETA ACCREDITED & A LEVEL 1 B-BBEE COMPANY
DAY ONE - 21 FEBRUARY 2018
Registration will be taking place from 7:00am

08:00 Opening remarks by chairperson

08:30 Addressing Health & safety for women in mining
Johann Raubenheimer
Risk Management Consultant
HOGAN LOVELLS

Asanda Benya
Lecturer (Department of Sociology)
UNIVERSITY OF CAPE TOWN

Chantelle de Sousa
Private Attorney

10:00 Looking at the current opportunities for SMME Supplier Development
YEABO MINING

Olebogeng Sentsho
Head of Operations

10:45 Morning tea & networking opportunity

10:45 What delegates had to say about previous ITC conferences:

“Positive energy, exciting topics”
SHEQ Manager, RENLYN MINING SERVICES

“The encouragement and support from all the women is inspiring”
Processor (Operator), ANGLO AMERICAN PLATINUM

11:15 Beneficiation

• The 4th industrial revolution and its impact on our economy
• How mines can leverage their balance sheets to do more research and development into beneficiating their own minerals
• How employees can be encouraged to innovate
• How to leverage strategic partnerships and form strong revenue lines through beneficiation

Olebogeng Sentsho
Head of Operations
YEABO MINING

11:30 Empowering women in mining: a perspective from the mining qualifications authority
• Looking at how the MQA continues to support the empowerment of women in mining
• Discussing the current challenges faced by women in mining
• Working towards having more resources available to assist in the development of women
• Discussing a possible way forward in further empowerment of women in mining

Gugu Mkhize
Executive Manager: Corporate Services
MINING QUALIFICATIONS AUTHORITY

12:00 Panel Discussion

• What other commodities other than gemstones can they get involved in?
• What financial support do they need and how can they go about getting it?
• Is there an opportunity to venture into other ‘unconventional commodities’ apart from the common gemstones and industrial rock maybe?
• What are the cultural perceptions of these groups and how do they hinder or support the business? Is this changing?
• Is there an opportunity to venture into other ‘unconventional commodities’ apart from the common gemstones and industrial rock maybe?
• What financial support do they need and how can they go about getting it?
• What other commodities other than gemstones can they get involved in?
• The role of government/role of the community in ensuring their success

Alice Murine Githiomi
Geologist
BASE TITANIUM - KENYA

12:15形功Township Women in Mining Committees” for the upliftment of WIM
• Encouraging all mines to form part of a WIM committee to assist with daily challenges
• Investing in workshops hosted by WIM committees to further educate men and women at the mines
• Eradicating misconceptions about WIM by working together with the committees

Izanne Goosen
WIM Chairperson
SASOL MINING

12:30 Lunch & networking opportunity

13:00 Work/ life balance: Fitness Perspective
BASE TITANIUM - KENYA

Alice Murine Githiomi
Geologist

13:30 Looking at a male perspective on the contribution made by women in mining
• Discussing challenges faced and overcome by men to assist women in overcoming theirs
• Seeing women in mining through the eyes of men
• How men can assist in the upliftment of women in mining
• Gaining the respect women deserve from men-how can other men assist

Kgomotso Tshaka
Sustainability Executive
WESIZWE PLATINUM

13:45 SPA TREATMENTS AND SUNDOWNERS

14:30 Opportunities for small scale artisanal women in mining groups (in Kenya)
• Case study — a successful African WIA commercial group(s)
• What they produce, challenges they face, how they overcame and how they function
• What are the cultural perceptions of these groups and how do they hinder or support the business? Is this changing?
• Is there an opportunity to venture into other ‘unconventional commodities’ apart from the common gemstones and industrial rock maybe?
• What financial support do they need and how can they go about getting it?
• What other commodities other than gemstones can they get involved in?
• The role of government/role of the community in ensuring their success

Alice Murine Githiomi
Geologist
BASE TITANIUM - KENYA

15:15 Case study – a successful African WIM commercial group(s)

16:00 Work/ life balance: Fitness Perspective
• How can mines add more value to the adjacent communities?

16:30 Work/ life balance: Fitness Perspective
Khabonina Qubeka
Actress

16:45 SPA TREATMENTS AND SUNDOWNERS

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Research & Developed By:
08:00 Opening remarks by chairperson

08:30 Women empowerment from an African Perspective
   Alice Marine Githioni, Geologist
   BASE TITANIUM - KENYA
   Malebogo Marmoagoe, Director
   BELLE LARISSA BOTSWANA
   Ndibo Matshameko, Geologist
   DEBSWANA

09:15 The pitfalls to women empowerment in the mining sector; collaboration between the private/public sector with financial institutions being the ultimate solution
   • Creating social opportunities where women are able to share challenges while in a relaxed setting
   • Generating awareness campaigns that will ensure continuous and consistent dialogue on women’s issues within the workplace
   • Empowering women to find their voice and shed light on challenges both internally and externally
   Lindwe Nkethi, Managing Director
   GUBHANI EXPLORATION
   Chairperson
   WOMEN IN MINING SOUTH AFRICA (WIMSA)

10:00 Ensuring women play an imperative role in the drafting of your internal policies
   • Forming a solid partnership with women by enhancing their participation and strengthening accountability from each mine
   • Re-evaluating legal and regulatory frameworks that will present opportunities for women in mining
   • Drafting legislation that addresses bottlenecks such as skills development for women in mining
   • Involving women from drafting to implementation of policies directly affecting them
   Natasha Chengapar, Chief Corporate Services Officer
   TSHIPI ENTE MANGANESE MINE

10:45 Morning tea & networking opportunity

11:15 Looking at talent management for the development of women in mining
   • Recruiting women with appropriate skills and experience for key roles within your organisation
   • Ensuring internal skills transfer from the older generation to entry level employees
   • Finding & retaining appropriate skilled candidates to further close the skills gap
   • Increasing the number of professionals within your organisation to drive strategic initiatives
   Vanisha Balgobind, Executive Head: HR
   EXXARO

12:00 Sustainable organisation culture transformation of mining organisations: for an all - inclusive workplace
   • Why it’s a business imperative to have a conducive organisational culture if you are to sustain your high performance as an organisation
   • Share a Case study — What deploying an “all-inclusive workplace culture — diversity and inclusivity” can do for your organisational effectiveness and employee psychological fitness
   • Tactics for managing organisational transition
   • What does this mean for women in the mining sector, an industry in transition?
   Tebogo Mkubulul Seago, Senior Manager- Workforce Planning & Organisation Design
   ANGLO AMERICAN PLATINUM

12:45 Executing policies that cater to the special needs of pregnant women and maternity benefits
   • Identifying potential health risks for pregnant women within your mine
   • Educating and sharing information on hazards within the mine like, radiation, vibration and gases
   • Creating better working conditions for pregnant women in mines that do not pose a risk
   • Re-assigning pregnant women in positions that won’t pose a threat to the pregnancy
   • Stating clearly how long maternity leave should be and what it covers
   • Including neo-natal death in your internal leave policy
   • Looking at all challenges faced by pregnant women with regards to maternity leave
   Linah Tshabalala, Human Resource Manager
   ANGLO THERMAL

13:00 Lunch & networking opportunity

13:30 Holistic transformation as a woman in the mining industry
   • Conscious creating of your brand as a woman in mining
   • Identification and improvement of your skill set in mining (opportunities expansion)
   • Creating constructive networks that enhance growth expansion
   • Transforming from work to passion
   Boniswa Dladla, Ore Processing Engineer
   DE BEERS GROUP

14:00 Formulating some solutions that can assist women in mining to reach their potential within the industry
   • Periodically holding coaching programmes that are aimed at equipping women with the skills needed to survive and thrive in mining
   • Forming support groups that ensure victims of sexual abuse are assisted to avoid further victimization
   • Implementing a mentorship programme that can be accessed by previously disadvantaged women who want to enter into mining
   • Liberating women in mining on the importance of making sound financial decisions
   Noleen Paul, Principle Geoscientist
   REFLEX (EMEA REGION)

15:15 Engendering sustainable local development in mining impacted communities
   • Effects of mining on women and other vulnerable groups
   • Role of women in local government and benefit streams of mining revenues
   • Creating awareness and opportunities for overall socio-economic development of their communities.
   • Integrating social inclusion to accelerate rapid socio-economic development in mining communities
   Florence Ansere, Community Affairs and Public Relations Manager
   GOLD FIELDS, TARKWA MINE - GHANA

16:00 The perfect fit
   Vanessa Ronald, Senior Brand Manager
   SISI SAFETY FOOTWEAR

16:10 Engendering sustainable local development in mining impacted communities
   • Periodically holding coaching programmes that are aimed at equipping women with the skills needed to survive and thrive in mining
   • Forming support groups that ensure victims of sexual abuse are assisted to avoid further victimization
   • Implementing a mentorship programme that can be accessed by previously disadvantaged women who want to enter into mining
   • Liberating women in mining on the importance of making sound financial decisions
   Noleen Paul, Principle Geoscientist
   REFLEX (EMEA REGION)

16:55 Closing remarks from chair, start of networking function

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Reducing Our Carbon Footprint

When you attend an ITC conference you will receive the most updated speaker presentations on USB instead of paper based workbooks.

CASE STUDY

Who should attend?
ALL WOMEN IN MINING INCLUDING:
- CEO • COO • HR Managers/ Directors • Compliance Officers*
- Head Transformation and Diversity • Health & Safety Manager/Directors*
- Industrial Relations Manager/Directors • Union Leaders • Training & Development Managers • Mine Supervisors • Mine Managers • HRD Managers • HR Superintendent • Head Legal • Geologist • Rock Engineers • Air Quality Analyst • Foreman • Chief Safety Officer • Engineering Planner • Production Supervisors • Lab Sampler • Plant Operator • Instrument Technician • Artisans • Rock Engineers • Training & Development

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DAY THREE - 23 FEBRUARY 2018

08:00 Opening remarks by chairperson

08:30 Looking at process automation and how it will affect women in mining
- Discussing the gradual automation process and how it will affect the labour force
- Highlighting the need to innovate and develop through automation
- Looking at the pros and cons of automation for women in mining
- Implementing processes that will fast track digital competence for your mine

Director: TRANSRUPT
Founder: MINING INNOVATION
Member: INTERNATIONAL WOMEN IN MINING (IWIM)

09:15 Leveraging on mentorship as a key ingredient in the advancement of women in mining
- Playing a significant role in the development of your employees through mentorship programmes at all levels
- Ensuring your mentorship programmes include male counterparts to ensure an understanding of female challenges in the workplace
- Building a better future for your successors within the mining industry by investing in mentorship programmes
- Implementing personal development programmes that work hand-in-hand with mentorship programmes for women in mining

Dr Lilita Marques
HRO Manager
NAMDEB DIAMOND CORPORATION

10:00 Morning tea & networking opportunity

10:30 TACKLING SEXUAL HARRASMENT IN THE WORKPLACE AND PROCEDURES
Adv. Johan Raubenheimer
Risk Management Consultant
HOGAN LOVELLS

What gives your facilitator credibility?

Johann Raubenheimer is a member of the Mining Team, headed by Warren Beech as a risk management consultant. He obtained B.Com (Law) and LLB degrees at the NWU, formerly known as the Potchefstroom University for Christian Higher Education, and further studied Economic Analysis of Law, International Arbitration, Maritime Insurance and Transport Law at the Catholic University of Leuven in Belgium. He has completed a Certified Course in Mine Health and Safety Law for Managers at the Centre for Environmental Management, North West University as well as a certificate in Sports Law at the University of Pretoria. Johann is admitted as an advocate since 1999, and did his pupillage under Adv. Mark Antrobus SC and Adv. Fean van Niekerk at the Johannesburg Bar, which he joined in practice the same year.

Recent experience includes:
- Involvement as legal representative since 2008 in all major reportable incident investigations and formal inquiries conducted within the Exxaro Group of Companies in terms of the MHSA.
- Representing ArcelorMittal in in all major reportable incident investigations and formal inquiries conducted within ArcelorMittal SA in terms of the OHSA.
- Representing the Stefanutti Stocks Basil Read Joint Venture at Kusile Power Station (under construction) during investigation and reporting following a fatal crane incident requested by the Department of Labour Inspectorate.
- Representing the Mitsubishi Hitachi Power South Africa Stefanutti at Medupi Power Station (under construction) during investigation and reporting following a fatal falling from heights incident requested by the Department of Labour Inspectorate.
- Representing Orica Environmental Services (Pty) Ltd., during investigation and reporting following an explosion suffered at a hazardous waste disposal facility requested by the Department of Labour Inspectorate.
- Conducting Strike Management on behalf of Emission Control Systems Cc., at Exxaro Coal Mpumalanga (Pty) Ltd., Coal Mine, during industrial action, and concluding wage negotiation with Representative Union, as company representative.

To this end his involvement in the industry is not only reactive to any risk posed to client’s license or ability to operate, but he advocates pre-active identification of assessed risk through comprehensive auditing, with a view of identifying any gaps in the clients system and management of these risk in assisting clients to close the loop on any non-compliance, together with internal and external seminars and tailor made training courses for client’s legal appointees presented on and off site.

12:00 Lunch & networking opportunity, end of conference
**APPLICATION FOR REGISTRATION AND ACCEPTANCE OF TERMS AND CONDITIONS**

I acknowledge that I have read, understood and accept the programme and Terms and Conditions (including Payment Terms) and hereby apply for registration on behalf of myself (if a single delegate) or on behalf of the undermentioned organisation which I am duly authorised to represent.

Name: __________________________

Name of Organisation*: __________________________

Job Title (Specific): __________________________

Email: __________________________

Date: __________________________

Signature: __________________________

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

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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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Delegate Cancellations: All delegate cancellations must be received in writing and are subject to the following conditions:

- for any cancellations received 20 working days before the start of a training course, Intelligence Transfer Centre will issue a 100% credit for the value paid to be used for up to one year from the date of issue for any future INTELLIGENCE TRANSFER CENTRE training course
- 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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ITC Substitutions and Cancellations: Speakers and topics are confirmed at the time of publishing of the programme, but ITC reserves the right to substitute, alter or cancel advertised speakers and/or topics in appropriate circumstances (and will give notice to such substitutions or alterations via email prior to the conference as soon as possible).

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Intelligence Transfer Centre Cancellation & Postponement policy

In the event that Intelligence Transfer Centre cancels an event, delegate payments will be refunded. In the event that Intelligence Transfer Centre postpones an event, delegate payments at the postponement date will be credited towards the rescheduled date. If the delegate is unable to attend the rescheduled event, the delegate will receive a 100% credit representing payments made towards a future event This credit will be available for up to one year from the date of issuance. No refunds will be available for postponements. Intelligence Transfer Centre is not responsible for any loss or damage as a result of a substitution, alteration or postponement of an event. Intelligence Transfer Centre shall assume no liability whatsoever in the event this training course is rescheduled or postponed due to a fortuitous event, Act of God, unforeseen occurrence or any other event that renders performance of this training course impracticable or impossible. For purposes of this clause, a fortuitous event shall include, but not be limited to: war, fire, labour strike, extreme weather or other emergency.