🌟 1. Women of the Year in Mining – Key Requirements

- ✓ Must be a **woman working in the mining industry** (any role: operations, engineering, leadership, SHEQ, HR, technical, etc.)
- ✓ Open across:
    - Mining companies (Surface & Underground mines)
    - Contractors / suppliers

A **Woman of the Year in Mining** is someone who:

- Leads with impact
- Drives change and innovation
- Promotes inclusion and diversity
- Inspires others
- Delivers measurable results in mining
- Has made a **measurable contribution** to mining

Improved:

- Safety
- Production
- Innovation
- Sustainability

- Introduced new ideas, systems, or improvements

Demonstrates:

- Problem-solving
- Continuous improvement
- Technical excellence

- Inspires others in mining (especially women)
- Breaks barriers in a **male-dominated industry**
- Demonstrates resilience and professionalism

Strong track record of:

- Promotions or career growth
- Major projects delivered

- Recognised performance
- Community involvement
- Industry participation (e.g. WiM committees, mentorship programs)
- Advocacy for mining reputation

🦺 2. Safety Champion Award – Women in Mining

To recognise a woman who has made an **outstanding contribution to health and safety**, demonstrating leadership in creating a **zero-harm workplace culture** in mining

Eligibility Criteria

- Female employee in the mining industry
- Open to all levels (operator → executive)
- Minimum **12 months service** (recommended)
- Must have **no serious safety violations** on record

A **Woman Mining Safety Champion** is someone who:

- Leads by example in **safe work practices**
- Actively promotes a **safety-first culture**
- Influences peers and teams to work safely
- Demonstrated contribution to:
- Reduction in incidents / injuries
- Improved safety statistics (LTIFR, TRIFR, etc.)
- Consistently complies with **mine safety standards and procedures**
- Proactively identifies hazards
- Implements or recommends **effective controls**

Participates in:

- Risk assessments
- Inspections
- Safety audits

Introduced new:

- Safety systems
- Tools or processes
- Campaigns or initiatives
- Contributed to continuous improvement in safety practices

Conducts or supports:

- Safety talks (toolbox talks)
- Awareness campaigns
- Coaching and mentoring others

Promotes understanding of:

- SOPs
- PPE compliance
- Critical controls
- Speaks up about unsafe conditions
- Stops unsafe work when necessary (**Stop Work Authority**)
- Reports incidents and near misses honestly
- Builds a **positive, proactive safety culture**
- Encourages reporting and learning
- Supports initiatives like:

- Zero Harm
- Behaviour-Based Safety (BBS)

3. Women in Mining (WiM) Committee Member of the Year Award

To recognise a WiM committee member who has demonstrated **exceptional commitment, leadership, and impact** in advancing Women in Mining initiatives and driving meaningful change within the organisation.

- Must be an **active Women in Mining (WiM) Committee Member**
- Minimum **6–12 months participation** in the committee
- Consistent attendance and involvement in WiM activities
- In good standing (no disciplinary issues)

Core Judging Criteria

- Regular attendance at WiM meetings and events
- Actively contributes ideas and solutions
- Takes ownership of assigned responsibilities
- Demonstrates leadership within the committee
- Leads or co-leads projects, campaigns, or events
- Shows initiative beyond assigned duties

Delivered measurable outcomes**, such as:**

- Successful events (e.g. Indaba, outreach, workshops)
- Increased participation or membership
- Improved visibility of WiM initiatives
- Contributed to achieving **WiM annual objectives**

Promotes:

- Gender equality
- Inclusion
- Empowerment of women

Works effectively with:

- Other committee members
- Management and stakeholders
- Demonstrates respect, professionalism, and support
- Acts as a **voice for women** in the workplace
- Introduces new ideas or improvements

Enhances:

- WiM programs
- Events
- Communication strategies
- Always represents WiM positively
- Demonstrates integrity, accountability, and professionalism

- Inspires others to get involved

🌟 4. Rising Star – Women in Mining Award

To recognise a young or early-career woman who shows **exceptional potential, performance, and future leadership** in the mining industry.

Female employee in mining industry

Typically:

- **Under 35 years** OR
- **Less than 5–7 years' experience** in the industry

Demonstrates high performance and growth potential
No serious disciplinary or safety violations

🌟 Core Award Categories / Criteria

- Consistently delivers **high-quality work**
- Exceeds expectations in current role
- Shows strong technical or functional competence
- Demonstrates rapid **career development**
- Takes initiative to learn and improve
- Shows clear **future leadership potential**
- Introduces new ideas or improvements
- Contributes to solving operational or technical challenges
- Thinks creatively in a mining environment
- Takes on leadership roles (formal or informal)
- Influences peers positively
- Shows confidence and accountability

Demonstrates strong adherence to:

- Safety standards
- SOPs and mine procedures

Promotes safe work practices among peers:

- Support gender equality and inclusion
- Participates in WiM initiatives or mentorship
- Encourages other women entering mining

Displays:

- Integrity
- Discipline
- Reliability
- Maintains a positive attitude and resilience

👑 5. Outstanding Female Leader – Women in Mining Award

To recognise a woman who has demonstrated **exceptional leadership, strategic impact, and influence**, contributing significantly to the success of her organisation and the advancement of women in mining.

Eligibility Criteria

- Female employee in mining or mining-related industry
- Typically **middle to senior management level** (Supervisor → Executive)
- Minimum **5–10 years' experience** (recommended)
- Proven leadership track record
- In good standing (no serious disciplinary or safety violations)

🌟 **Core Award Categories / Judging Criteria**

- Provides **clear vision and direction**
- Aligns team/department goals with organisational strategy
- Demonstrates strong decision-making and accountability

Delivers measurable results**, such as:**

- Production improvements
- Cost savings
- Safety performance improvements

- Contributes to overall business success

- Actively develops and mentors' employees
- Supports **career growth of women in mining**
- Builds high-performing, inclusive teams
- Leads or drives **organisational change initiatives**
- Supports transformation, diversity, and inclusion
- Breaks barriers in a traditionally male-dominated industry
- Champions a **zero-harm culture**
- Ensures strong compliance with safety standards
- Leads by example in SHEQ practices

Drives innovation in:

- Processes
- Systems
- Operational efficiencies
- Encourages a culture of continuous improvement

Effectively engages:

- Employees
- Management

- Unions
- External stakeholders

Demonstrates strong communication and influence

Demonstrates:

- Ethical leadership
- Accountability
- Resilience

Acts as a role model within the organisation

🏆 6. Best Woman in Mining Award (Overall Winner)

To recognise the **most outstanding woman in mining** who has demonstrated **exceptional leadership, performance, impact, and influence** across all aspects of the industry.

👉 This is typically the **highest honour** in your Women in Mining (WiM) Awards.

Eligibility Criteria

- Female working in mining or mining-related industry
- Open to **all levels** (supervisor → executive), but must show **exceptional overall impact**
- Minimum **5+ years' experience** (recommended)
- Proven track record of excellence
- No serious disciplinary or safety violations

🌟 Core Award Categories / Judging Criteria

- Demonstrates **exceptional leadership across teams and functions**
- Inspires, influences, and drives performance
- Recognised as a role model in the organisation

Delivered **significant, measurable results**, such as:

- Production improvements
- Cost optimisation
- Safety improvements

Contributes meaningfully to organisational success

Contributes beyond own company:

- Participation in WiM structures
- Industry forums, mentorship, advocacy
- Elevates the profile of women in mining

Actively promotes:

- Gender equality
- Diversity and inclusion

Drives transformation initiatives in the workplace
Introduces impactful innovations:

- Technical
- Operational
- People or systems-related



- Demonstrates continuous improvement mindset
- Champions a **zero-harm culture**
- Leads by example in SHEQ compliance
- Contributes to improved safety performance
- Mentors and uplifts others, especially women
- Builds strong, capable teams
- Supports succession and talent development

Demonstrates:

- Ethical leadership
- Professionalism
- Resilience

Widely respected across the organisation/industry

🌸 7. Women Empowerment Champion Award (Women in Mining)

To recognise a woman (or ally, if you choose to open it wider) who has made a **significant impact in empowering, uplifting, and advancing women** within the mining industry.

✅ Eligibility Criteria

Open to:

- Female employees

✓ Must be working in mining or mining-related environment
✓ Minimum **1 year involvement** in empowerment initiatives
✓ Demonstrated contribution to **gender equality and inclusion**

🌟 Core Award Categories / Judging Criteria

- Actively promotes:
  - Gender equality
  - Inclusion and diversity
- Challenges barriers affecting women in mining
- Drives awareness of women's issues (e.g. GBVF, workplace equality)
- Mentors, coaches, or sponsors women
- Supports career growth and skills development
- Creates opportunities for women to advance

<u>Demonstrates tangible impact, such as:</u>

- Increased female participation
- Development programs implemented
- Improved workplace conditions for women

Evidence of real change, not just participation

<u>Leads or contributes to:</u>

- Women in Mining initiatives
- Training, workshops, or empowerment campaigns
- Community outreach programs for women
- Influences leadership and peers to support empowerment
- Acts as a **change agent** within the organisation
- Builds partnerships and stakeholder support
- Promotes a **safe, inclusive, and respectful workplace**

<u>Supports initiatives addressing:</u>

- Harassment
- GBVF
- Workplace equality
- Demonstrates genuine passion for empowering women
- Goes beyond normal job responsibilities

- Consistently involved in upliftment efforts