



100

Global  
Inspirational  
Women  
in Mining



# 100 Global Inspirational Women in Mining 2016



**Jeff Couch & Jennifer Wyllie**  
Foreword



It is with great pleasure that we introduce the 100 Global Inspirational Women in Mining 2015. Gender diversity is a subject which BMO Capital Markets is passionate about and it is fantastic to be involved in the promotion and recognition of successful women in the mining sector.

In such a difficult time for the industry, when people are having to take tough decisions, why should we continue to talk about women in mining? Put simply, gender diversity is vital to the success of our businesses. An ever-growing body of research shows that gender-balanced teams create better outcomes, better solutions and improved financial performance. Businesses need

to access the broadest possible talent pool if they want to hire and retain the most skilled and qualified workforce. Bringing more women into the business is one way to achieve that goal.

The mining sector has had a poor record in attracting and promoting women. In part, this is understandable: historically, mining was a male-dominated industry that required physical strength.

The skills needed in the mining sector today have changed dramatically, but mindsets have taken longer to shift. Women, as much as men, have needed persuading that mining is an attractive sector with lots to offer.

Today's list of inspiring women in mining shows that real progress is being made. There are now multiple role models who prove that women can and do succeed in building interesting and rewarding careers in mining.

At board level there is still more to do, and even in our own area, as bankers to the sector, we have room to improve our diversity. With that in mind, this year we launched a scholarship at Imperial College specifically to encourage women into Mining and Energy finance.

This book celebrates those who have already begun to make a difference. We would like to take this opportunity to congratulate each of the women included in this book. Their talent and achievements are truly exceptional and we hope that their successes will inspire many more women to follow in their footsteps.

**Jeff Couch**  
Co-Head of I&CB Europe  
BMO Capital Markets

**Jennifer Wyllie**  
Vice President, UK Corporate Broking & ECM  
BMO Capital Markets



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## 100 Global Inspirational Women in Mining 2016



WIM (UK) is a non-profit organisation dedicated to promoting the employment, retention and progress of women in the mining industry. Created in 2006, WIM (UK) has a dynamic membership of over 1,500 members, who participate in most mining-related businesses and professions.

Part of WIM (UK)'s role is to speak for women in the mining sector, informing industry participants and decision-makers of the challenges and opportunities women are finding in pursuing careers in mining companies and other mining-related businesses: this entails participating in market meetings and industry bodies and constantly increasing the visibility of our organisation.

Another aspect is to promote the mining sector as a career choice to women in all professions, through our work with universities and other organisations. We also seek to contribute to the research and business case for the economic advancement of women in the mining sector.

The network aims to serve as a means for individual members to come together, and also to partner with WIM groups worldwide, and exchange ideas and information, creating connections that allow our membership to support raise the profile of women in the mining sector, both locally and globally.

To find out more about WIM (UK) please visit us at:

[www.womeninmining.org.uk](http://www.womeninmining.org.uk)

[info@womeninmining.org.uk](mailto:info@womeninmining.org.uk)

+44 (0)7703 621940

We look forward to welcoming you!

**Nichole McCulloch**  
*Foreword*



Women in Mining (UK) is delighted to bring you the second edition of the 100 Global Inspirational Women in Mining. Thank you to all those who took part in the nominations process, which we received from all corners of the world and demonstrates the fantastic breadth and depth of opportunities in the industry.

WIM (UK) together with PWC commissioned a three stage study, over the past three years, 'Mining for Talent' to analyse trends around gender diversity, the final report of which was published in January 2015. Several key action points came from this report, none more resounding than the desperate need to have visible role models in the industry.

It has been a challenging year for the mining industry, fraught with difficult decisions. Notwithstanding this, the industry has come a long way in its view about the importance of diversity which is particularly highlighted by the fantastic on-going support from our core sponsors, Anglo American, Glencore and Rio Tinto, for which we and our members are very appreciative.

We at WIM (UK) consider that it is important for us to highlight to all in the industry that there are plenty of inspiring female role models, not only to encourage others into the sector but to also help the next generation see where opportunities may lie for them to forge an exciting career.

The selection process was a demonstration of the international nature of our industry involving Women in Mining groups globally as well as individuals representing their corporate headquarters and sites. The 100 women were selected by WIM (UK)'s executive committee and advisory board, in line with detailed criteria set at the start of the process.

The inspirational women in the publication represent the diverse roles in the sector from truck drivers to CEOs and at all stages of career development. Some started their careers in mining, for others, it was a move later in life. The one thing that binds all of these women together is their love and passion for the industry.

**Congratulation to this year's 100 Global Inspirational Women in Mining.**

**Nichole McCulloch**  
Chair, International Committee WIM (UK)



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Mila Kunis photographed by Peter Lindbergh

**GEMFIELDS**

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## Kathleen Altman

*Company:* Roscoe Postle Associates  
*Title:* Director of Metallurgy  
and Mineral Processing,  
Principal Metallurgist  
*Nationality:* American

Kathleen Altman has 35 years' experience as a process and metallurgical engineer in the mining industry.

As the first person in her family to go to college, Kathy chose the Colorado School of Mines in 1967 because her high school chemistry teacher was supportive, it was the cheapest school in the state and she was accepted. She was interested in metallurgy, but married, dropped out and had four children.

Thirteen years after beginning her Bachelor's degree, Kathy completed it and hit the ground running. She has worked for operating, engineering design and consulting companies, and provided her services as a researcher to gold, silver, copper, cobalt, iron, magnesium, phosphate, rock salt, and water treatment projects.

Kathy's career has taken her to all seven continents. She has been 3,000 metres underground in South Africa (the first year women were allowed to work underground) and 5,000 metres above sea level in an Andes open pit mine. Recently, she testified in an international tribunal at the World Bank.

Kathy is still the only woman to graduate from the University of Nevada, Reno (UNR) with a PhD in Metallurgical Engineering, and she was the first female faculty member in the Mining Engineering department at UNR.

## In her own words...

*"I believe diversity makes the industry better, but we seem to reach plateaus that are difficult to break through. The number of women in STEM positions seems to have levelled off somewhere between 25% and 30% of the total working in the field despite ongoing, specific efforts to increase the percentage of women working in the fields for a number of years."*

## 100 Global Inspirational Women in Mining 2016



### Catherine Apthorpe

*Company:* Amara Mining Plc  
*Title:* Head of Legal and  
Company Secretary  
*Nationality:* British

Catherine Apthorpe is Head of Legal and Company Secretary of Amara Mining, based in London. She joined Amara after working in private practice for seven years, gaining experience in the natural resources sector.

For Catherine, moving in-house to a mining company was a natural progression to gain a more in-depth knowledge of the industry. At Amara she collaborates with corporate and legal advisers in London and West Africa on matters ranging from negotiating commercial contracts to the process for the application of mining licences.

As Company Secretary, Catherine liaises with the board of directors, manages the preparation of the board packs and oversees all matters relating to corporate governance. She also successfully controls the legal side of the company with assets in complex jurisdictions.

During her time at Amara, Catherine has had extensive experience in a number of fundraisings, due diligence exercises, acquisitions, strategic investments, project management and award-winning debt financings. She has also built and relies on a solid understanding of Francophone law and the judicial systems of Burkina Faso, Côte d'Ivoire and Sierra Leone.

Catherine is an example of the essential role in house counsel play in the creation and protection of value in a mining company. She has helped Amara transition successfully from explorer to developer to producer in the most difficult of markets.

### In her own words...

*"No day is ever the same in the mining industry, which keeps me on my toes. I enjoy the variety of work, the constant challenges (and the sense of humour required...) and the mix of personalities and ideas. I like travelling to places where I wouldn't normally have gone. The mining sector requires determination and open-mindedness; qualities which I value highly."*



## Joyce Aryee

*Company: The Joyce Aryee CONSULT  
Title: Management and  
Communications Consultant  
Nationality: Ghanaian*

Joyce is a former Minister of State in Ghana, former Chief Executive Officer of the Ghana Chamber of Mines and the first woman to head an African Chamber of Mines. She is a lifelong self-starter even when facing tough odds, and she has directed her efforts at a wide range of environmental and civil society causes.

Over the past decade, Joyce has been instrumental in establishing critically important relationships with members of government, traditional authorities, civil society organisations, media and parliamentarians, at a time when the industry was facing opposition from stakeholders - especially members of the host communities.

Joyce has championed the transformation of the Chamber which is the main minerals industry association in Ghana. She has helped develop the vision, mission, core values and objectives of the Chamber, and raised the profile of the mining industry, marketing mining to the whole country as a sustainable source of income.

In recognition of her contributions to the mining industry, Joyce received an honorary doctorate in July 2009 from the University of Mines and Technology.

## In her own words...

*“At the time I was interviewed for the role, there was a strong need for positive and proactive advocacy for the mining industry to move beyond just producing ounces and focus on facilitating sustainable development through corporate social responsibility. I felt I had some skills and experiences to add value to the industry and took up the challenge.”*

## 100 Global Inspirational Women in Mining 2016



**Michelle Ash**

*Company:* Acacia Mining Plc  
*Title:* Former Chief Operating Officer  
*Nationality:* Australian

Michelle Ash is an engineer with more than 20 years' experience in the mining and manufacturing industries in executive, managerial, advisory and consultancy roles. She joined Acacia in December 2013 as EGM, Planning and Business Improvement, and was made Chief Operating Officer in June 2015.

While studying civil engineering at university, Michelle became interested in fracture mechanics, writing an honours thesis on methane extraction from coal beds. Her first job was with ATD (later Rio Tinto Technology and Development) developing a new explosive. As a young blasting engineer, she recalls being "hooked" from the first moment she saw one of her designs explode in the mine, and the productivity it created.

Michelle went on to hold general manager operations, strategy development and projects roles in a number of global mining companies prior to joining Acacia. She has a Bachelor of Civil Engineering from Melbourne University, a Graduate Diploma of Business from Curtin University, a Bachelor of Arts in Psychology from Deakin University and an Executive MBA from Melbourne Business School.

### In her own words...

*"Compared to when I started in 1992, we have more people from different ethnic backgrounds and women, but we still struggle with including people with disabilities into the industry. It is with diversity that we develop more rapidly as an industry as we gain the different perspectives and problem solving abilities of a more diverse group."*



## Adiki Ayitvie

*Company:* Newmont Ghana Gold Ltd  
*Title:* Director External Affairs and Communications Africa  
*Nationality:* Ghanaian

Adiki Ayitvie has been a director at Newmont Ghana Gold since June 2007. She was the primary face of Newmont Ghana in getting two significant mines - Ahafo and Akyem - up and running amidst daily national media attention and NGO attacks. She quietly but surely built broad government, community and media support for the projects and was, as she puts it, the “right hand woman” of the Newmont Managing Director for Africa.

Powered by a drive to change the face of communications in the Ghanaian mining industry starting, in her words, “at my small corner in Newmont Africa”, Adiki works relentlessly to improve communication across the mining industry. Her efforts to instil responsible mining practices have delivered real and sustainable impacts.

Colleagues know her as an outstanding strategist in the area of mining communications and external affairs, and a strong role model for women in an industry and region still dominated by men.

Adiki sharpened her skills in communications while working for the SG-SSB bank, and was previously an award-winning journalist with the acclaimed advocacy newspaper, Public Agenda.

## In her own words...

*“The younger generation in Ghana and Africa should be inspired and encouraged to give it their best shot. My nomination to this list provides hope for the hundreds of up and coming African women who wonder what value they can bring, and shows them they can make it to the top with hard work, courage and a dash of boldness.”*

## 100 Global Inspirational Women in Mining 2016



**Georgette Barnes Sakyi-Addo**

*Company:* Georgette Barnes Ltd  
*Title:* Executive Director  
*Nationality:* Ghanaian

Georgette Barnes Sakyi-Addo is a founder and manager of small and medium business entities in the mining sector.

At her first job interview in 1993, the CEO of International Gold Resources in Accra asked Georgette why she should be hired as an administration assistant when she had no prior experience. She replied: "I'll never get any experience unless someone first tries me." IGR tried her. She went on to become country manager, establishing IGR offices in Burkina Faso and Mali, and giving other young jobseekers a chance.

At Resource Services Group, Georgette moved from head of administration to oversight for projects throughout West Africa. Her work culminated in a collection of geological data that has become an important exploration resource.

Georgette went on to lead and grow Corstor Ghana Limited, and to represent Westernex in Ghana and the West Africa sub-region as a non-executive director. Her own locally-owned drilling supplies company, Georgette Barnes Ltd, represents brands such as Australian Mud Company, Breithaupt, RIDGID and Westernex.

Georgette established Women in Mining Ghana and the Accra Mining Network, a group for people working in all aspects of the mining industry in Ghana to, as she says, "meet, learn and earn."

### In her own words...

*"Twenty-two years ago when I joined the industry, most women in technical roles were Western. Today, there are more Ghanaian women mining and geotechnical engineers, geologists, surveyors, etc. Women constitute 51% of Ghana's population, so we cannot isolate them from a vibrant sector like mining! Still, a lot needs to change. I'd like to see more women in decision-making roles."*



## Ann Batisse

*Company:* Aboriginal Women in Mining  
*Title:* Programme Director  
*Nationality:* Canadian

Ann Batisse is a driving force for greater involvement of First Nations, Métis and Inuit women in the mining sector. She is a diligent mentor to young First Nations and Métis women, persistently engaging those who are at the margins of even their own communities in transformative processes that generate community leaders.

As Programme Director for Aboriginal Women in Mining, Ann helps unemployed and under-employed Aboriginal women of First Nations and Métis heritage access mining jobs in Northeastern Ontario. Between 2013 and 2015 AWIM saw more than 90 women employed and more than 130 women supported - surpassing goals on both counts.

The mining industry has reacted positively to AWIM's efforts, and the organisation has received additional funding for 2016. Ann aims to offer mine-related training to 120 women, with a goal of seeing 80 of them employed full-time within the mining industry over the next two years.

Ann also founded - and still leads - Temiskaming Native Women's Support Group, a regional organisation of indigenous women mandated to support the full social and economic participation of First Nations and Métis women in their communities.

## In her own words...

*"My goal is to move the relationship between indigenous communities and the mining industry beyond the quota system in recognition of the fact that local communities create a sustainable workforce for the mining industry; and to ensure First Nations and Métis women assume leadership roles in decision-making and have equal access to employment and economic development opportunities."*

## 100 Global Inspirational Women in Mining 2016



### Julie Beck

*Company:* Joy Global  
*Title:* Chief Financial Officer at Joy Mining Machinery, Vice President of Supply Chain, Quality and JBS/Operational Excellence  
*Nationality:* American

Julie Beck has been a VP at Joy Global, the largest specialist mining equipment company in the world, for the past seven years. In an industry with few women, Julie has used her influence to put women on the agenda, advancing an agenda of hiring more senior women, and starting a global women's network within Joy Global where women meet by telephone/video each quarter to encourage each others' development.

Before joining Joy Global as VP of Finance, Julie was Executive Vice President and CFO of Journal Register Company, a publicly traded company operating over 20 daily newspapers, 300 non-daily publications and 200 websites.

Julie started her career with Deloitte. She is a Certified Public Accountant with a Bachelor's degree in Business Administration from the University of Wisconsin. She has been a guest speaker at women's leadership conferences and a guest lecturer at Princeton University and Butler University's School of Business. Julie has served on a number of not-for-profit boards, including the Leukemia Society of America, Children's Bureau of Indianapolis, Inc., Ballet Internationale and Central Indiana Dance Ensemble.

### In her own words...

*"My dad worked for the company as a design engineer, so I am second generation to Joy Global. I joined the company because I liked the people I met in the interview process, and I stay because of the fantastic people I get to work with. It's an honour to get to know so many wonderful people throughout the world."*



## Sophie Bergeron

*Company:* Goldcorp  
*Title:* Manager Operations -  
Hoyle Pond Underground  
*Nationality:* Canadian

Sophie Bergeron holds a Bachelor's degree in Mining Engineering from the École Polytechnique de Montréal and began her career in Northern Quebec 15 years ago.

With a skillset that extends well beyond a single specialisation, she has held a range of positions in the mining engineering field including open pit engineer, underground production engineer, project engineer and long-term planning engineer.

Sophie has immersed herself within all areas of the business, including technical services, operations, continuous improvement, safety and corporate functions. As Goldcorp's Director of Safety and Health, Sophie delivered a 15% improvement in the company's safety performance during her mandate.

As comfortable sitting in a boardroom as she is being thousands of feet underground leading her team, Sophie was one of the first women ever to join a mine rescue team in Canada, spending three years on the team and competing in several competitions.

After excelling as the leader of two very different underground mine start-ups, one in Argentina and one in Canada's Far North, Sophie now manages Goldcorp's Hoyle Pond underground operation. In the words of a colleague, "Sophie is the epitome of the modern-day female miner."

## In her own words...

*"I was drawn to the mining industry out of curiosity. When I started, I didn't want to acknowledge gender difference. I was trying to find my way without recognizing this difference. Over time, I have come to see my gender as a strength and I now focus on leveraging it."*

## 100 Global Inspirational Women in Mining 2016



### Anushika Bhana

*Company:* Anglo American plc  
*Title:* Manager, Sales Precious Metals - Western Hemisphere  
*Nationality:* British

Anushika Bhana is a sales and marketing professional with a wealth of experience in the global mining industry.

Her first industry role was with Rio Tinto at age 26, developing marketing strategies across a number of commodities including uranium, diamonds, industrial minerals and aluminium. She joined the Operational Leaders Development Programme after just two years, and transferred to Montreal as part of a specialist marketing team tasked with identifying \$100 million in global synergies for Rio Tinto's newly acquired Alcan business. Anushika's success in this role led to her working directly with the CEO and executive team of Rio Tinto Alcan to facilitate the design of a global business strategy.

Now part of the Anglo American Platinum Marketing team, Anushika is developing new opportunities for the business. She is admired by customers who trust and value their relationship with her.

Anushika is also an active volunteer. She helped raise £100,000 for Sri Lankan children affected by the 2004 tsunami, and she was part of a project that transformed two iconic London buses into 'fun buses' and shipped them to Sri Lanka. This project reached 20,000 children in five years.

### In her own words...

*"My initial curiosity about the mining industry sparked an interest which drew me in. Mining is a very tangible industry where one cause has a measureable effect, from what happens deep underground, coupled with the psychology of the markets, all contribute towards the area I am responsible for. This multifaceted and interconnected nature keeps me in mining."*



## Christine Blackmore

*Company:* Wardell Armstrong International  
*Title:* Associate Director  
*Nationality:* British

Christine Blackmore was a late arrival on the mining scene, following a successful career in national intelligence in the Royal Navy. Now with 14 years' experience in environmental management in the mining industry, Christine has distinguished herself as one of a select number of cyanide auditors worldwide.

At Wardell Armstrong International environmental consultancy, Christine's clients include private companies, investment bankers, government departments and design institutes. Her work includes environmental audits, emergency responses, mine closure plans, financial assessments, and social closure planning and remediation.

A veteran of long deployments in West Africa, Latin America, China, Russia and Europe, Christine has worked on sensitive political, social and economic studies in Mexico and West Africa at state governor, ministerial and mining police executive levels. She was also President of the Western Institute of Mining and Minerals for four years.

Christine's can-do attitude has propelled her career, moving her up the corporate ladder and taking her to remote locations where she is often in a very small minority of women. Wherever the adventure is, her enthusiasm and professionalism never wane.

## In her own words...

*"It's never too late to reinvent yourself. I did it at 40! And went back to university to study geology, coping with three children, a part-time job etc. So there is what I call 'life after children', and now I have the most interesting career.*

*I've been to some very challenging places, often thinking to myself, 'What's a grandma of four doing here?!'"*

## 100 Global Inspirational Women in Mining 2016



### Lynda Bloom

*Company:* Analytical Solutions Ltd  
*Title:* President and CEO  
*Nationality:* Canadian

Lynda Bloom got into mining during her undergrad, through a unique chemistry-geology Bachelor programme at Carleton University in Ottawa. After earning an M.Sc. at Queen's University in 1981, she gained experience as an exploration geochemist and commercial laboratory manager. Four years later she became President of ASL and has since worked internationally as a forensic geochemist providing services on projects ranging from stream sediment surveys to mine laboratory audits.

Lynda is recognised as one of the world's experts on sampling, assaying and quality control, and has participated in over 50 short courses and workshops. She has held management and director positions at several public companies, and over the past four years worked to develop the Women in Mining Canada Trailblazer award selection criteria, committee governance structure and communications strategies.

A trailblazer herself, Lynda admits there were hardly 100 women in the industry when she started, let alone a top 100. As mining has grown and diversified, Lynda has taken a lead role in its development in Canada, and in 2013 was awarded the Queen's Jubilee Medal for her achievements.

### In her own words...

*"I've been through a few downturns like we are experiencing now. I had to be flexible to stay employed in mining and mineral exploration with jobs from field work to sales to lab management, finally understanding that you have to make your own opportunities. This meant building a consulting practice and investing my time and money in public companies to be accepted for corporate roles."*



## Italia Boninelli

*Company:* AngloGold Ashanti Ltd  
*Title:* Executive Vice President,  
People and Organizational  
Development  
*Nationality:* South African

Italia Boninelli has a Master's in Psychology and a post-graduate diploma in Labour Relations, and is currently completing her PhD in Sustainability at the Wits Business School of the University of the Witwatersrand.

Italia leads the full HR function for more than 63,000 permanent employees in South Africa, Ghana, Guinea, Tanzania, Mali, DRC, Australia, USA, Colombia, Argentina and Brazil, and for geology exploration staff in nine other countries. She is a member of the executive team contributing to policy and strategic plan formulation, and she is on the advisory boards of two universities.

Italia is a true role model, operating at the highest level within her company, yet still sharing her time to develop other women within and outside of her organisation. She lectures, writes books and articles, and is also a researcher: Italia pioneered a two-year study on the factors inhibiting women from breaking through the glass ceiling, and, based on the results, developed the Women's Leadership Programme for Standard Bank. This initiative saw an increase of women at senior management level from 16% to 21% and at executive level from 7% to 11% in less than two years.

## In her own words...

*"There is always someone younger or more junior who would benefit from your experience and lessons learnt. If each of us could mentor two or more people and they in turn did the same and so on, we could develop significant numbers of young talent and positively impact not only their careers but also the future of our industry."*

## 100 Global Inspirational Women in Mining 2016



**Lisa Bradley**

*Company:* Haley & Aldrich  
*Title:* Vice President and Senior Toxicologist  
*Nationality:* American

Dr. Lisa J.N. Bradley is a Senior Toxicologist/Risk Assessor and Vice President with Haley & Aldrich. With over 20 years' experience in risk assessment and toxicology, she is among the very few female toxicologists working with companies to prepare risk management assessments for hazardous waste sites.

Fear of toxic waste and waste management are major concerns globally and the effective management and monitoring of waste is essential to both management of the mining industry but also in changing the perception of the mining industry.

Lisa has managed risk assessments for hazardous waste sites in many EPA regions and under many state programmes. She is currently project manager for the Pines Area of Investigation in Indiana, a coal ash site being managed under the Superfund Alternative programme in USEPA Region 5. Lisa has conducted risk assessments for coal ash landfills, environmental communications for proposed landfills, and has worked with clients to evaluate and comment on state groundwater standards for coal ash related constituents. She has also published and given many talks on various aspects of coal ash risk assessment issues and the proposed rules.

Women like Lisa are on the frontline of making the mining industry safe for communities of the world. Lisa has a Ph.D. in Toxicology from the Massachusetts Institute of Technology and is certified by the American Board of Toxicology.

### In her own words...

*"When people hear about metals being described as toxic substances, they don't realize we are exposed to metals and other inorganics every day! These metals are 'toxic' only when we are exposed to them in high quantities for long periods of time. I hope as I relay this message, that people get the context they need to understand our complex world."*



## Laurie Brlas

*Company:* Newmont Mining Corporation  
*Title:* Vice President and Chief Financial Officer  
*Nationality:* American

Laurie Brlas has served as Executive Vice President and Chief Financial Officer of Newmont Mining Corporation, a top 10 international miner, since September 2013.

Laurie is a role model for people moving industry a little later in life. She earned her degree in Accounting from Youngstown State University, moved into the mining industry later in her career and has excelled from the moment she arrived.

Previously, Laurie held Executive Vice President and CFO roles at Cliffs Natural Resources, and Senior VP and CFO roles at STERIS Corporation, a health care services and technology provider. She has also held leadership positions at OfficeMax Incorporated, Corning Clinical Laboratories and Deloitte.

Colleagues know Laurie as someone who can ensure financial discipline, develop high performing teams and deliver strong business results. Her leadership and big-picture acumen have steered Newmont through a tough financial climate, creating sustainable value for shareholders and, as one colleague says, “keeping the ship on course”. She has been instrumental in steering Newmont through the financial downturn in mining.

## In her own words...

*“My first boss in mining was an inspiration who helped me see my potential. I don’t think of myself as an inspirational woman in mining; I think of myself as a person who works hard to do a very good job for my company and develop all the individuals on my team. Hopefully my actions are then inspiring.”*

## 100 Global Inspirational Women in Mining 2016



### Melissa Brown

*Company:* Glencore plc  
*Title:* Team Leader – A Crew Haulage  
*Nationality:* Australian

In 2010, as a 38-year-old stay-at-home mum with no mining experience, Melissa Brown began a career in the mining industry as a truck driver. Her exuberance, willingness to learn and commitment to safety made her stand out, and though she recalls feeling isolated and outside her comfort zone, that only propelled her forwards.

Five years on, Melissa is a multi-skilled equipment operator, supervisor, risk assessment facilitator and part of the emergency response team. She supervises a team of 52 haul truck, grader and water truck operators, who she fondly calls “Family B”. As a wife, mother, hobby farmer and active member of her non-work community, Melissa encourages colleagues to seek a rewarding balance between life at home and life in the mine.

Melissa has just been recognised as one of the top three Outstanding Queensland Tradeswoman/Operator/Technicians for 2015, an award presented by the Queensland Resources Council and Women in Mining and Resources Queensland.

### In her own words...

*“After 12 years as a stay-at-home mum, I was ready for a new challenge. With support from my husband and encouragement from my sister, who was already in the mining industry, I responded to an advertisement for inexperienced operators at Clermont Open Cut Mine. I wanted to be an inspiration to my children by stepping out of my comfort zone.”*



## Hilary Byrne

*Company:* Making People Matter Ltd  
Contractor to ArcelorMittal  
Liberia  
*Title:* Resettlement Coordinator  
*Nationality:* British

For more than 38 years, Hilary Byrne has blazed a trail in rural development, transport and mining in Africa and Asia.

As a resettlement and social development specialist, Hilary carries out in-depth studies and consults on the social and cultural impacts of engineering and mining projects. She has worked across more than 15 African and South Asian countries, advising governments, private sector companies and other stakeholders on the assessment and mitigation of the impacts of their work.

Hilary is known for her dedication - in the words of one colleague, "she is willing to stand up to any amount of nonsense in order to achieve her aims". And those aims are high: in many cases, Hilary is trying to establish full, fair and transparent resettlement and livelihood restoration arrangements in countries where these are unknown. It takes persistence and a willingness to go into potentially hostile gatherings, to ensure that the facts are understood by all parties.

Hilary has consulted for the UK Department for International Development, the Asian Development Bank, BHP Billiton and ArcelorMittal, amongst others. For the past 12 years she has been a lecturer at LSE on Project Planning and Gender in Development.

## In her own words...

*"It was hard to start 40 years ago, and I enjoy mentoring younger women, supporting their career development and promoting their enjoyment of work. Happy, supported people put more in and get more out."*





## Zeinab Camara

*Company:* Rio Tinto plc  
*Title:* Communities Manager  
*Nationality:* Guinean

An entrepreneur, youth leader, civil society activist and mother, Zeinab Camara is an expert in sustainable social investments and partnership in the mining sector. She is responsible for ensuring the communities around the Simandou Project get the full benefit of Rio Tinto's presence in Guinea, and she is also part of Rio Tinto's diamond and minerals senior leadership team.

Prior to joining Rio Tinto, Zeinab was technical advisor to the Minister Chief of Cabinet of the President of the Republic of Guinea, and in that capacity she set up the National Youth Civic Service Agency.

Zeinab doesn't just set up projects - she carries them out, too. She founded WIM Guinea, the first and only platform for women in the extractive industry in Guinea, and she mentors young women working in mining companies. A true pragmatist, she also offers guidance to women starting businesses to service the mining sector in Guinea.

For Zeinab, who led Rio Tinto's in-country Ebola response, mobilising \$3.4 million for the fight against the disease, no challenge is too great. Zeinab recently signed a partnership agreement with a strategic partner to create the first Women in Mining Index in Africa.

## In her own words...

*"Waking up every morning knowing that my work will add something special to the lives of women and men is the biggest reward one can have. Africa is blessed with tremendous riches; let the riches benefit all of us. I believe in 'Mining with a Human Face'."*

## 100 Global Inspirational Women in Mining 2016



### Froydis Cameron-Johansson

*Company:* Anglo American plc  
*Title:* Head of Safety,  
Sustainability, Corporate  
Affairs and Compliance  
*Nationality:* British

Froydis Cameron-Johansson came to Anglo American after a decade in the oil and gas sector, which included being part of Shell's first sustainability group, helping define what sustainable development meant for the company and its operations.

At Anglo American, Froydis has managed integrated planning for major capital projects in Alaska, Brazil and Peru. She is committed to safety and sustainability and has managed to formally embed these disciplines in company processes and give them equal standing to the traditional technical areas. In Namibia, she set up a charitable foundation to support affected communities after the company sold off its zinc business.

Froydis is a strong advocate for equality: a new mother herself, she recently worked to change the company maternity policy to be more equal for working mothers. She recognises and fights for diversity in organisations' people, skills and perspectives.

Despite mining's reputation as a male industry, Froydis is clear in her approach that mining shouldn't be a man's world - and she is living proof.

## In her own words...

*"I wanted to join the extractive sector or waste management (go figure) because I felt these were areas that were fundamental for society to function. I wanted to understand how the industry worked and I thought it was better to be 'in' the company if you wanted to make a difference, which was a big motivator."*



## Cheryl A. Carolus

*Company:* Gold Fields Ltd  
*Title:* Chairperson  
*Nationality:* South African

Cheryl Carolus is a longstanding agent of change and diversification - both gender and racial diversification - in South Africa. She was an anti-apartheid activist and a leading member of the African National Congress that won South Africa's first non-racial, democratic elections in 1994 and since then has led companies and organisations in South Africa and beyond. She has been a trailblazer in the mining industry in South Africa for over thirty years.

Cheryl is currently Chairperson of Gold Fields Ltd, one of the world's leading gold mining companies, and Executive Chair of Peotona Group Holdings, a company dedicated to empowering women in South Africa. Previously, she served as South Africa's High Commissioner to the United Kingdom, Chairperson of the South African National Parks Board, and Chairperson of South African Airways.

Cheryl is also director of a number of other public and private companies, including Investec and De Beers, and she serves pro bono on non-profit organisations, including the International Crisis Group, the World Wildlife Fund and the British Museum.

In 2014, Cheryl was awarded the French National Order of Merit by the Government of France. She is also the recipient of an honorary doctorate in law from the University of Cape Town for her contributions to freedom and human rights.

## In her own words...

*"Despite the public perceptions, I believe that many mining companies, including Gold Fields, are progressive companies that seek to be sound corporate citizens. The mining sector is critical to many developing economies and, if governed properly, can be a force for positive growth and development in these countries."*

## 100 Global Inspirational Women in Mining 2016



### Liv Carroll

*Company:* Wardell Armstrong LLP

*Title:* Technical Director

*Nationality:* Irish

Liv Carroll is a chartered geologist who cut her teeth quarrying, mining, doing strategic mineral planning, remediating legacy mines and working as an exploration geologist on gold and copper projects in Turkey. She is also a trustee the geological society and former president of min South, the London chapter of The Institute of Materials Minerals and Mining.

As Technical Director of Wardell Armstrong, Liv serves a technical and advisory role to listed and private exploration and operating companies, as well as investment groups, off-takers and banks. She manages complex projects, liaising with clients and contributing to multidisciplinary studies at all stages of the mining value chain. She is also an advocate for the industry, speaking on the mineral deposits of Tanzania at a meeting of the All Party Parliamentary Group for Earth Sciences at the House of Commons, and appearing in the House of Lords to discuss Sierra Leone's minerals industry.

Liv has an open door policy and can often be seen offering her time and perspective to people at all stages of their career. She is someone who understands the power of connections between people and groups: over the past eight years she has been the driving force in organising the London Mining Sundowner, the city's largest monthly mining industry networking event.

### In her own words...

*"I value being an ambassador for the mining industry full stop; that I am female and chose the road less travelled perhaps makes me stand out more, which has facilitated my openness and availability to assist others. I am encouraged by the progress of individuals that I have supported as I continue to build on my own woman in mining story."*



## 100 Global Inspirational Women in Mining 2016



**Deborah Caudle**

*Company:* Societe Generale Australia  
*Title:* Director, Head of Metals and Mining, Australia  
*Nationality:* Australian

Not everyone can point to a high school trip as a career-defining moment, but for Deborah Caudle it all began at the Port Kembla steelworks. Fascinated by what she saw, she studied metallurgical engineering at the University of New South Wales. Upon graduating she joined BHP Billiton as a Process Engineer in iron ore operations in the Pilbara region of north Western Australia.

Fifteen years later, Deborah has an MBA and metals and mining sector experience in investment banking, financing, strategic analysis, project development, and process engineering across multiple commodities. After working across Australia, the UK, and Canada, she has returned to Sydney as the Head of Metals and Mining for Societe Generale.

Deborah is known for translating her deep industry knowledge and understanding into solutions to achieve commercial outcomes. She is a successful engineer equally adept navigating remote operations and the corporate world. She supports women in both realms through AusIMM and WIMNet, as a member of Societe Generale's Gender Committee in Asia Pacific, and through the WIM (UK) International Committee.

### In her own words...

*"Mining and natural resources are inextricably linked with the global economy and affairs. There is never a dull moment - from supply-demand dynamics of different commodities, the impact of geo-political events, advancements in technology, or the status of the global financial system, each day brings something new."*



## Anne Chalmers

*Company:* Teck Resources Ltd  
*Title:* Vice President, Risk and Security  
*Nationality:* Canadian

Nearly 30 years in the mining, metals and exploration industry has only increased Anne Chalmers's passion for different people and cultures, and for sharing information and ideas.

As Vice President, Risk and Security at Teck, Anne is responsible for the company's global risk management programme. She explores opportunities to broaden stewardship practices as Chair of the Materials Stewardship Committee, and has resolved many urgent, complex situations as coordinator of the crisis management team.

Anne is an in-demand speaker whose expertise is often requested by other companies. In 2014 she received the Don Stuart Award for outstanding contributions to the field of risk and insurance management in Canada - among the highest accolades in the industry.

Protecting people's safety isn't just a day job: Anne has raised money for British Columbia Children's Hospital through Mining for Miracles and as part of not-for-profit Street Angels Society, she helped bring clean water, a school, health clinics and nutrition programmes to a community in Dona Aurora, Bahia, Brazil.

As Director of STAND Foundation, Anne supports the enhancement of skills, knowledge and livelihoods of marginalised young adults in the Greater Vancouver area.

## In her own words...

*"I so passionately believe it is my duty to give back to my community - professionally and personally - and know that our collaboration and leadership can enhance the profile of risk management and corporate security in our mining industry and also in society."*

## 100 Global Inspirational Women in Mining 2016



### Andrea Cornwell

*Company:* Vale International  
*Title:* Head of Coal Marketing  
*Nationality:* Australian

Andrea Cornwell has worked in metallurgical and thermal coal sales and marketing for 22 years, going from a graduate job at BHP Billiton to Shell International, Anglo American and now Head of Coal Marketing for Vale, based in Singapore.

As the leader of Vale Coal's global strategic marketing, Andrea has been deeply involved in the development of the Moatize coal project in Mozambique. She considers the journey of Mozambique's entry into the seaborne coal markets one of the highlights of her career.

Andrea is known for her courage, tenacity and the contagious energy that powers her involvement in numerous coal industry associations. She sits on the board of Women in Mining and Resources (WIMAR Singapore), offering her expertise as Secretary.

A natural leader and skilled negotiator, Andrea is a strong diversity and inclusion advocate for the recruitment, retention and advancement of women in the sector. She's passionate about networking, educating and mentoring others in this field, especially in Asia, and she admits she is not done yet: "I haven't finished leaving the legacy I know I can."

### In her own words...

*"Most of my role models were men who could give professional career advice, but weren't necessarily well equipped to give a broader perspective on issues affecting women in a male dominated industry. I promised myself to make sure others coming after me had more options to choose a female mentor who could help them navigate their way through these issues."*



## Aline Cote

*Company:* Glencore Zinc  
*Title:* Global Head of Mining  
Technical Services  
*Nationality:* Canadian

Aline Cote began her career as an exploration geologist for Noranda Inc. A trailblazer from the beginning, she became Noranda-Falconbridge's first female chief geologist and then project director under Xstrata.

In her current role, Aline draws on her geology background and an MBA to oversee dozens of mining operations in every corner of the world. Aline provides advice and expertise on projects from Kazakhstan to Australia to the Canadian Arctic, communicating complex technical information to a range of stakeholders and ensuring feedback is incorporated into project design.

Aline's work has led her into negotiations with Canadian First Nations and Métis where she has shown herself adept at balancing the need to advance a project, whilst ensuring that the duty to consult has been fulfilled. She also competes as a triathlete, fitting in training runs, swims and cycles whilst on the road - no easy feat considering the places her work takes her.

## In her own words...

*"I was attracted to the type of life that mining exploration required. Spending my days walking around in the bush with a heavy backpack was heavenly. As my career evolved more towards mining, I was hooked by the entire "Mine-to-Mill" process. From then on, I wanted to figure out how to apply this "factualness" to ore deposits... and the rest is history, as they say!"*

## 100 Global Inspirational Women in Mining 2016



### Wing-Yunn Crawley

*Company:* ArcelorMittal Liberia Ltd

*Title:* Biodiversity Manager

*Nationality:* British

Wing-Yunn Crawley is a Master's-level ecologist with an infectious enthusiasm for her subject. She has extensive experience in expeditions and long-term surveys in remote parts of the Philippines and Sierra Leone, and in 2010 she began working on field surveys for mining company environmental assessments. With a reputation for delivering standout work under budget and ahead of schedule, Wing was hired by ArcelorMittal Liberia as a full time co-ordinator in 2011, and promoted to manager in 2014.

At ArcelorMittal Liberia, Wing has set up from scratch a biodiversity offset programme to compensate for the impact caused by mining in mountainous tropical rainforest. Wing prides herself on taking a collaborative approach with partners. She and her team have had many Liberian firsts, from piloting conservation agreements to radio tracking endangered species, supporting the co-management of protected areas, and developing different agricultural systems to alleviate pressure on forests.

Four years into her stewardship, Wing has developed strong links with local communities, NGOs and government agencies, getting critical support and buy-in. The programme has become a global group showpiece as a result of her work, and is regularly featured by the group CEO at international conferences. Wing Yunn like many ecologists is pioneering new approaches to balanced relationships between mining and the environment.

### In her own words...

*"I have previously worked with and had always envisaged working for conservation NGOs. People have asked, What is it like working for a mining company coming from a conservation background? Did I sell my soul? However, this job is an opportunity to make a difference from the inside and influence decisions, to really push at an internal level to ensure the company mines responsibly."*



## Daniella Dimitrov

*Company:* Orvana Minerals Corporation  
*Title:* Chief Executive Officer  
and President  
*Nationality:* Canadian

Daniella Dimitrov is a company leader who firmly believes there is significant potential for women to develop their careers in the mining sector. As Chief Executive Officer and President of Orvana, she is committed to providing the space and support for this to happen.

Daniella has over 20 years of broad capital markets, commercial and operational experience. Prior to joining Orvana as CEO, Daniella served as a director and Executive Vice Chair at Baffinland Iron Mines. Before moving into the mining industry she worked with Raymond James Ltd. and served as COO at Dundee Securities. Daniella has also served as a director or member of various financial services regulatory organisations and committees including the Ombudsman for Banking Services and Investments.

Daniella has been Chair and a director of Commonwealth Silver and Gold Mining, and she is currently a director of Aldridge Minerals and Alloycorp. She has a Bachelor of Laws from the University of Windsor and a Global Executive MBA from Kellogg School of Management and Schulich School of Business.

## In her own words...

*"It's true that we work in a historically so-called male sector, but change has begun and a generation of women is set to play an important role in the mining industry and the positive contribution it makes to sustainable development. This is what made me join the industry and why I stay in it."*

## 100 Global Inspirational Women in Mining 2016



### Claudia Diniz

*Company:* Anglo American plc  
*Title:* Head of IP and Technical Information  
*Nationality:* Brazilian

With a BSc in Chemical Engineering, a Master's and PhD, as well as an MBA, Claudia Diniz is a role model to many people in her small hometown in Brazil.

Throughout her career in mining, Claudia has created a niche by keeping up with current issues and industry shifts. Even as a postdoctoral researcher, she was looking ahead, focusing on the mathematical modelling of a natural gas reactor for fuel cell cars. Her current specialism, intellectual property, has become increasingly relevant as the mining industry focuses more and more on innovation as a key method of competitive advantage.

Claudia has strong experience in research and development, working as a process engineer, researcher and project manager of various large-scale projects.

From 2009 to 2014 Claudia was Global General Manager of Technology and Intellectual Property at Vale, working on the strategic side of innovation and technology development. In late 2014, she joined Anglo American's Technology Development team to develop and implement a new innovation strategy for the company, focusing on IP as a strategic tool for technology development.

### In her own words...

*"I was first drawn to the mining industry during my Master's when I had the opportunity to do some work for Vale S.A. and visit one of its mines. I became fascinated by how we can transform 'dust' into 'metals' - and make a difference in the economy of a country."*



## Mette Dobel

*Company:* FLSmidth A/S  
*Title:* Global Product Line Manager  
*Nationality:* Danish

Mette Dobel is a standout female role model in the male-dominated world of engineering and process automation within the global mining industry.

As Global Product Line Manager for FLSmidth, Mette is responsible for the design and development of automated solutions for the mining industry. She has worked for FLSmidth for almost 20 years, moving up the ranks from her first position as a proposal manager.

Although Mette leads a mostly male team, she works hard to encourage women to present at conferences and increase their confidence and knowledge in a male dominated culture where maturity and experience are valued above all.

Mette's achievements speak for themselves: as leader of the technical sales and product development team, she has delivered significant project revenues. She is also one of two women on FLSmidth's board of directors to have been elected by peers.

Mette has an MSc in Commercial Engineering from Copenhagen Technical College and a Henley Management post-graduate management Certificate in Business & Leadership. She speaks four languages, and when she isn't devising new ways to automate highly technical mining processes, she can be found managing a children's football team.

## In her own words...

*"I'm always very engaged - and this, together with my knowledge and experience, is my biggest asset."*

## 100 Global Inspirational Women in Mining 2016



### Caroline Donally

*Company:* Denham Capital LP  
*Title:* Director, Metals and Minerals Deal Team  
*Nationality:* South African

Denham Capital is one of the largest mining private equity investors in the world and as Director of the Metals and Minerals Deal Team, Caroline Donally is responsible for the origination, analysis, structuring and execution of investments.

Despite her father being a metallurgical engineer, Caroline's career choice was down to chance: her first job after completing accounting training was as the accountant for the mining project finance team at Investec in Johannesburg. From there, she moved into a junior role with the mining project finance team and quickly realised her passion for the business.

Caroline now has over 13 years' experience in the mining industry, with companies such as Rand Merchant Bank, Investec Bank Limited and BDO Spencer Steward on her CV. She sits on the Board and Audit Committee of Tremont Master Holdings and the boards of Stellar Mining and Santiago Metals.

### In her own words...

*"I haven't seen any noticeable change in diversity in the industry. While there are more discussions around bringing women into the mining sector, which is encouraging, action is not something that I have personally witnessed. My hope is that discussion and features like this will bring more women into the business, as it is an exciting one that presents tremendous opportunities."*



## Elaine Dorward-King

*Company:* Newmont Mining Corporation  
*Title:* EVP, Sustainability and External Affairs  
*Nationality:* American

With 25 years' leadership experience in the mining, chemical and engineering consulting sectors, Elaine Dorward-King is living proof that women can excel in the traditionally male-dominated areas of this industry.

Elaine holds a BSc magna cum laude from Maryville College and a PhD in Analytical Chemistry from Colorado State University. Throughout her career she has leveraged this technical background and pushed her own boundaries, creating and implementing sustainable development, safety, health and environmental strategy and programmes.

Prior to joining Newmont in 2013, Elaine served as Managing Director of Richards Bay Minerals in South Africa, and before that, as Global Head of Health, Safety and Environment at Rio Tinto. She also held leadership positions with Rio Tinto's copper and borates businesses, and worked for Ebasco Environmental and Monsanto as a chemist, research specialist and product manager.

## In her own words...

*"I joined the mining industry because it offered the chance to work in an area I cared passionately about: protecting and improving the environment. This industry controls and manages an enormous amount of land globally, and through strong performance standards and a commitment to stewardship we can ensure our business is successful and leave the world a better place for future generations."*





## Heidi Edwards

*Company:* Rio Tinto plc  
*Title:* Superintendent Maintenance  
 Integration, Operations  
 Centre (Dynamic Scheduling)  
*Nationality:* New Zealander

With a decade of resources experience in New Zealand and Australia under her belt, Heidi Edwards has established herself as an industry leader.

Working with Rio Tinto Aluminium in 2009, at age 24, Heidi led a team of 65 for six months to safely restart plant operations following a catastrophic equipment failure. At 25, she became one of the youngest superintendents on site and achieved record production rates. Two years later she was seconded to manage casting operations, where she led a department of 150 people through a period of unparalleled plant instability.

Heidi currently leads the team that is accountable for integrated maintenance across Rio Tinto Iron Ore's operations in Australia - a network spanning 1,700 kilometres of rail, 15 iron ore mines and four ports.

A chartered engineer by profession, Heidi has been credited with saving millions of dollars through engineering, project management and process improvements. Her expertise in safety, process control, contaminated water treatment and hydrocarbons has been sought across Australia and as far afield as Canada, Mongolia and China.

Heidi is passionate about leadership development. She mentors graduates and emerging leaders, and tutors people in adult literacy, numeracy, computer literacy, financial literacy and career management.

## In her own words...

*"I wanted to be part of an industry that reached far and wide and affected everybody in society - to be part of a bigger picture where we are entrusted to give society what it needs, at the right social, economic and environmental costs.*

*"I've invested so much of myself in this industry and have received my share of recognition and reward in return."*

## 100 Global Inspirational Women in Mining 2016



### Catharine Farrow

*Company:* TMAC Resources Inc.  
*Title:* Chief Executive Officer and Director  
*Nationality:* Canadian

Catharine Farrow is a geoscientist with more than 22 years of mining industry experience. Since November 2012, she has been Chief Executive Officer, Director and co-founder of TMAC Resources Inc., an exploration, development and mining company focused on the development of the Hope Bay Greenstone Belt in the high Arctic of western Nunavut, Canada.

At TMAC Resources Inc., Catharine raised a significant amount of debt and equity in the challenging mining capital markets of 2013-2015. She took TMAC public in a successful IPO in July 2015 and she built an executive team making up a third of women in VP and higher positions. She then led the team that negotiated landmark 20-year, Inuit-Owned land tenure agreements in Nunavut.

Catharine has excelled in research, exploration, operational improvement, business and technical leadership, company building, aboriginal relations and corporate finance. She is a past winner of the William Harvey Gross Medal from the Mineral Deposits Division of the Geological Association of Canada. She is also active in women's issues as a member of the Board of Directors of the Canadian Breast Cancer Foundation - Ontario Region, and as an adoptive mother.

### In her own words...

*"My mentors have been university professors, colleagues, supervisors, etc. The key similarities to all of them are integrity, technical or business acumen and a refusal to accept limitations from anyone, regardless of gender, race, and so forth. In addition, they have all put up with me, encouraged me when I was down, shared a sense of humour, and allowed me to learn from my mistakes."*



## Chantal Francoeur

*Company:* Glencore plc  
*Title:* Vice-President of Human Resources and Communications  
*Nationality:* Canadian

Working on a large-scale, complex nickel operation in New Caledonia, a remote location with a small population, Chantal Francoeur's remit runs from recruitment and labour relations to training, organisational development and work on cross-cultural diversity.

In the build-up to operations, Chantal managed the hiring of more than 1,000 people, building a high-quality team ready for the heavy challenges of commissioning and ramp-up. She achieved a 30% female workforce, including operating and engineering roles - something that showcases women's ability to participate in the country's economic development, both through their professional contribution as well as through the important role they play in their community and their tribe.

Chantal is a champion of the local community at Koniambo, advocating for day care and social housing, establishing a working committee on domestic violence in collaboration with employees and local authorities, and adding a diversity coordinator to the organisation.

A graduate of the Université de Montréal, Chantal is also active in the not-for-profit sector, and lends her expertise to the Board of Directors of the Rouyn-Noranda Hospital Foundation.

## In her own words...

*"To find the balance between short and long term is a fascinating challenge. The industry's destiny is irreparably linked to the development of the communities, even countries and human beings that make it up, both from a micro and macro economical point of view. I am attracted to that complexity and that permanent challenge."*

## 100 Global Inspirational Women in Mining 2016



### Andrea Freeborough

*Company:* Kinross Gold Corporation

*Title:* Vice President, Finance

*Nationality:* Canadian

Andrea Freeborough is Vice President, Finance at Kinross Gold Corporation, one of the world's largest gold mining companies.

Under Andrea's guidance, the Kinross financial department was transformed, gaining expertise and size. Andrea leads all external financial reporting, financial accounting and compliance, finance business processes, consolidation and head office accounting and reporting, planning and analysis. She has also been a key member of deal teams for various transactions.

Prior to joining Kinross, Andrea was an associate partner at KPMG in Canada where she spent 11 years working primarily in the audit practice. Andrea also spent two years in KPMG's international financial reporting group in London as an IFRS specialist.

Andrea was an Ontario representative member of the Canadian Institute of Chartered Accountants Competency Map Committee and she has completed governance training with the Canadian Board Diversity Council.

Andrea is also an active mentor. Her nomination on this list comes from a mentee, who recalls being so impressed by Andrea when she interviewed at Kinross that she turned down a better-paying job just to work with Andrea.

## In her own words...

*"I am extremely proud to hear my nominator speak about the impact I am having on her career. I've learned from some great mentors as my career has progressed and to know I am inspiring others in this industry is very rewarding! I always try to remember the importance of being a strong mentor and example, especially for women I manage."*



## Joanne C. Freeze

*Company:* Candente Copper Corp.  
*Title:* Chief Executive Officer  
*Nationality:* Canadian

Joanne Freeze is President, Chief Executive Officer and Director of Candente Gold Corp. as well as Chief Executive Officer and Director of Candente Copper Corp.

Joey fell in love with rocks during her undergraduate degree and entered the mineral business soon after. She has followed her passion for 30 years, embracing field work in the darkest corners of the earth and rising to the top of the industry as a businesswoman and CEO.

Joey has managed exploration programmes and evaluated projects for junior and major international mining companies including Queenstake Resources, Arequipa Resources, Mountain Province Mining, Placer Dome, Dia Met Minerals, Hughes-Lang Group and Utah Mines (BHP).

From 1994 to 1997, Joey lived in Peru, carrying out project generation work and property evaluations for Canadian and Peruvian companies. She and a Peruvian geologist jointly formed Candente Resource Corp., which grew and spun out assets to form Candente Gold and Cobriza Metals.

In 2006, Joey was honoured as one of the most important mining pioneer entrepreneurs in Peru from 2001 to 2006, and was awarded a Gold Medal of Merit and Honorary Diploma by the National University of Piura.

## In her own words...

*"I took a geology course in university and found I was passionate about rocks and the things they tell you. I got an excellent job and field experience in mining. Most of my family is in the oil business so I understood exploration as a child, but once I worked in coal exploration and loved it, I never considered oil exploration."*

## 100 Global Inspirational Women in Mining 2016



### Diane R. Garrett

*Company:* Romarco Minerals Inc.  
*Title:* President, Chief Executive Officer, Director  
*Nationality:* American

Dr. Diane Garrett has more than 20 years of senior management experience and financial expertise in the field of natural resources. She is best known for leading the discovery of the Haile Gold Mine, a remarkable 5+ million ounce gold deposit in South Carolina. Diane saw the project through feasibility, permitting, financing and construction, and the Haile Gold Mine became the first gold mine to be permitted in over 25 years in the State of South Carolina.

Diane has held office in numerous public mining companies, including Vice President Corporate Development of Dayton Mining Corporation and Vice President Corporate Development of Beartooth Platinum Corporation.

At Romarco, Diane has raised a significant amount of debt and equity in extremely difficult markets. She maintained a 70% strong institutional shareholder base, and grew the company from C\$15 million market capitalisation at its inception to over C\$1.3 billion in less than two years.

Diane is also a director of TriStar Gold Inc., a gold exploration company focused on high-potential properties in Brazil.

## In her own words...

*"This industry is my passion. It is filled with exciting opportunities, numerous challenges, unpredictable markets and some of the finest professionals I have ever known. I am a visionary who never lets obstacles get in my way."*



## Betty L. Gibbs

*Company:* Gibbs Associates/Mining and Metallurgical Society of America

*Title:* Founder/Executive Director

*Nationality:* American

Betty Gibbs has been involved in the minerals industry for more than 40 years as an engineer, author, university professor and consultant. She has carved out a career at the forefront of technology development and adaptation for the mining industry.

Betty began her working life in 1969, as a mining engineer at the Consolidation Coal Company. She developed a computerised data storage and retrieval system for exploration drill holes - an early example of the technological vision that would define her career.

Over subsequent roles as a mining engineer, consultant and professor at the Colorado School of Mines, Betty developed skills in geological modelling and mine planning. She has worked as an underground, open pit and ventilation engineer, developed technical database management systems for geological and analytical data, and consulted at over 50 open pit mines worldwide. Betty has also designed a GIS-based decision support system for environmental remediation of groundwater and soil.

Betty currently runs her own consulting firm, is Executive Director of the Mining and Metallurgical Society of America, and is a senior associate at Behre Dolbear, working across a range of commodities. She is also involved in numerous industry organisations, supporting and inspiring the engineers who follow in her footsteps.

## In her own words...

*"I realized I wanted to be an engineer in high school and thought mining would be a good combination of several engineering disciplines. I was also interested in geology and rocks. I thought prospecting around the mountains with a burro was very romantic, but I haven't done that. Instead, I do a lot of geology and mining on computer these days."*

## 100 Global Inspirational Women in Mining 2016



**Natalia Golovkina**

*Company:* Deloitte CIS

*Title:* Partner

*Nationality:* Russian

Natalia Golovkina has over 20 years of professional experience as an audit specialist in the energy and resources industry group. She has been with Deloitte CIS since 1996 and was made an audit partner in 2002.

Natalia has led the audits of the largest Russian and international mining companies, including MMC Norilsk Nickel, the world's largest producer of nickel and palladium, Polyus Gold, the leading gold mining company in Russia, and many others. In addition, Natalia has held a variety of leadership roles at Deloitte. She has led the audit practice in Russia, served as Chief Ethics Officer, as CIS Clients and Industries Leader and as Talent leader for the CIS practice. Natalia's journey at Deloitte, beginning at the most junior grade and moving steadily to positions of ever greater responsibility, is testament to her skill, diligence and strength of character. Company leaders say she has contributed enormously to the development of the audit practice and the firm in general.

Colleagues know Natalia as a confident and reliable person with a memorable sense of humour and a positive attitude - someone who brings energy and enthusiasm to the project, however challenging it is. Natalia is also known for the time she dedicates to charitable projects, something that speaks volumes about her sense of social responsibility.

### In her own words...

*"A person who wants to achieve something in his or her life has to be inspirational - it is right for mining, audit, any other business or profession, and life in general. Energy, enthusiasm and inspiration drive individuals to success, and help leaders to make their teams successful."*



## Euridice Gonzalez

*Company:* McEwen Mining Inc.  
*Title:* Country Manager Mexico  
*Nationality:* Mexican

Euridice Gonzalez's journey from schoolteacher to country manager of a major mining corporation is nothing short of inspiring.

In 2001, the mother of two responded to McEwen Mining's job posting for a process assistant published in a local newspaper. Euridice was hired for her computer skills and English language ability, but it is her knack for management and ability to handle complex projects and sizeable budgets that have propelled her through the company's ranks.

By mid-2012, Gonzalez took over as Country Manager - the first woman to do so in the mining industry in Mexico. She was responsible for a \$15 million investment for the purchase of new equipment and reopening Phase 1 of the project El Gallo, along with the implementation of detailed engineering and machinery reconstruction. That same year, \$180 million was scheduled to the development of Gallo Phase 2.

Under Euridice's leadership, McEwen Mining has pioneered mining in Sinaloa state, opening the doors to more investment. The company is seeking to expand exploration and increase production of crushed material to 4,500 tons per day, lowering costs and shortening delivery time.

## In her own words...

*"No matter what you do, or where you are, if you are giving the best of yourself that you possibly can, then you are being successful."*

## 100 Global Inspirational Women in Mining 2016



### Sarah Gordon

*Company:* Satarla  
*Title:* Chief Executive Officer  
*Nationality:* British

Sarah Gordon completed her undergraduate degree in Earth Sciences at the University of Glasgow in 2005, then flew direct to northern Canada where she worked as a geologist on a nickel exploration field camp.

Fascinated by the formation of Earth and our solar system, Sarah headed to Imperial College to complete a PhD in the composition of primitive meteorites. She then returned to Exploration at Anglo American, taking on a variety of roles in the UK, Brazil and South Africa.

In 2014, Sarah co-founded the risk management consultancy Satarla. With offices in London and Johannesburg, Satarla allows risk management tools to be shared and tested across sectors, building a portfolio of best practice and expertise. A year after taking the leap from corporate life to self-employment, Sarah and her team's services are in demand and Satarla is growing.

Sarah is an honorary visiting lecturer for Imperial College's Earth Sciences department, a recognised trainer for the Institute of Risk Management and a STEMNET (Science Technology Engineering and Maths) Ambassador. She is also a successful sportswoman, having played international level lacrosse and won numerous sailing championships.

### In her own words...

*"The mining sector is so necessary (we all need commodities), yet by its very nature is incredibly destructive (the rocks themselves, the communities, the environment...) - does it need to be this way? How can it be improved? It is those questions; the desire for a better understanding; and the opportunity to explore that attracted me to the mining industry."*



## 100 Global Inspirational Women in Mining 2016



### Betty-Ann Heggie

*Company:* Betty-Ann Heggie  
Womentorship Foundation  
*Title:* Principal  
*Nationality:* Canadian

As the only woman in management when she entered the global mining company PotashCorp in the early 1980's, Betty-Ann Heggie pushed through corporate glass ceilings and received considerable recognition over her 27 years with the company.

During her tenure with PotashCorp, Betty-Ann improved the company's relations with key stakeholders, brought corporate governance to the attention of the board, and initiated a corporate sustainability programme. Under her leadership, PotashCorp received the Award of Excellence from the Canadian Institute of Chartered Accountants over three consecutive years.

Now retired, Betty-Ann has set her sights on a new challenge: achieving gender equality in the workplace.

She founded the Womentorship Foundation, a programme aimed at getting more working women to the decision-making table. More than 1,800 women have participated in networking events, professional development and its annual women's film festival. Through Womentorship Betty-Ann has also developed and hosted a Canadian mentorship experience for women from Afghanistan.

Named one of Canada's Top 100 Most Powerful Women, Betty-Ann has been awarded the Queen's Golden Jubilee Medal, the YWCA Lifetime Achievement Award, the University of Saskatchewan Alumni Mentorship Award and the Women Helping Women award at the Stevie Awards in New York. She was also named WIM Canada 2015 Trailblazer.

### In her own words...

*"Male domination lingers in the public and corporate consciousness. It is a hidden bias. We need more gender-inclusive company cultures that move past the notion that men are the measure. Rather than try to make women into mini-me men, we need to accept that they're different and appreciate that they bring a different, valuable position to the table."*



## Jeane Hull

*Company:* Peabody Energy Inc.  
*Title:* Retired-Executive  
Vice President and  
Chief Technical Officer  
*Nationality:* American

Throughout her more than 35-year career as an operations and technical leader, Jeane Hull's focus has been to build strong teams that deliver the safe and environmentally responsible operations while achieving world-class results in productivity, profitability and employee engagement.

Jeane has worked in copper, coal and minerals operations and on projects across the US, Australia, China and Mongolia. Her first role was as an underground surveyor at a copper mine in 1979, and over three decades she has led teams at some of the world's largest and safest mining operations. Highlights include being the group executive responsible for Peabody's six western surface mines including North Antelope Rochelle - the world's largest and most productive surface coal mine.

In virtually every role Jeane has held, she has been the first woman in the position, lighting the way for other women to follow. She supports several education programmes for engineering, and she and her husband fund the Hull Professorship at the South Dakota School of Mines and Technology, providing funds for training and skills advancement.

## In her own words...

*"When I started, they didn't have PPE in women's sizes. I stuffed my boots with paper to get them to fit. Now there are PPE lines designed by women, for women! More importantly we have women CEOs and CFOs, women on boards, women doing virtually every job in our industry. Are there still challenges? Absolutely. But we have made progress."*

## 100 Global Inspirational Women in Mining 2016



### Ruth Ives

*Company:* Dalradian Resources Ltd  
*Title:* Vice President Project Development  
*Nationality:* Canadian

Ruth Ives has more than 20 years of hands-on mining experience, most recently as Vice President Project Development, Dalradian Resources Ltd., working on the Curraghinalt gold deposit advanced exploration project in Northern Ireland.

The story of how Ruth got to where she is now is a study in perseverance. Ruth married very young, and her husband disappeared when she was 23, leaving her with three children and no education. Ruth went to a career counsellor and said, "I've got a couple of years to go to school and then I need to make enough money to feed these kids." The career counsellor said, "Mining pays" - and Ruth never looked back.

Before joining Dalradian, Ruth held senior management and engineering roles in several mining and exploration projects across Canada, as well as in Albania and Mexico. Mining has given her access to international experiences and new cultures, and the industry's fast pace appeals to Ruth, as does the dynamic, challenging nature of the work.

Ruth spent an astonishing 13 years on an underground mine rescue team, and captained a second team - work she describes as "physically, emotionally and psychologically really, really, challenging."

## In her own words...

*"Mining was tough as a single mum and as a woman. There were no women doing it, particularly at the engineering end. The choice was absolutely based on necessity, but as soon as I got in at the school I was fascinated by the technology. There's a lot of math and science and engineering to it and that really intrigued me."*



## Pippa Jeffcock

*Company:* Kulczyk Investments  
*Title:* Head of Mining Business Unit  
*Nationality:* British

Pippa Jeffcock is an economic geologist with 30 years' experience, 20 of those years spent in the field and a decade in the City of London. She has an MSc and an MBA and speaks five languages.

In Ecuador, where she worked as an exploration geologist for eight years, Pippa discovered a gold deposit and brought it to production as owner of Revenge Mining - the first independent foreign company in Ecuador to open a mine. During this time, Pippa was elected by the mining community of Ecuador as the first woman director of the Ecuadorian Chamber of Mines.

Pippa was in the field in Angola during the civil war, working on a remote site as the only female professional at Peter Hambro. She returned to London to complete her MBA and work as an analyst, but soon felt the pull of the field. Projects for AngloGold Ashanti in the DRC and BHP Billiton in Guinea followed.

Back in London since 2012, Pippa published her first novel which was inspired by her experience working in the diamond mining industry in Africa. This was published in November 2014 with her second book due this year.

## In her own words...

*"No other industry offers the chance for adventure like exploration geology. How many people have seen a puma drink from a river as they glide past in a canoe hewn from a log? How many jobs give you the chance to learn new languages, engage with new cultures and get fired once a year just to keep you sharp?"*

## 100 Global Inspirational Women in Mining 2016



**Jayde Johnson**

*Company:* BHP Billiton plc  
*Title:* Mechanical Fitter  
*Nationality:* Australian

Not two years out of her apprenticeship, Jayde Johnson is already a trailblazer in every sense of the word.

In 2011 as a first-year apprentice at the Beneficiation plant at BHP Billiton Mount Whaleback Mine, Jayde was one of the first female mechanical fitters to work within the mechanical trade at Fixed Plant Maintenance Whaleback. She stood out: after completing her apprenticeship at the Iron Ore Yandi Mine, Jayde was offered a full time position with Yandi Fixed Plant Maintenance. Jayde is now a qualified mechanical fitter with OHP Western A Crew. She has found her niche in the mining lifestyle, flexing her independence when away from home and savouring time with family when she is back.

Jayde is known for her aptitude for learning and her determination to excel in all aspects of her trade. She is also just getting started: this year Jayde won both the Polytechnic West Apprentice of the Year and the Geoff Gale Medal, which recognises an outstanding student who is an inspiration to her peers and the community.

### In her own words...

*"Diversity in this industry is definitely progressing. I watched a movie once in high school called North Country. If anybody has seen that it they understand how far diversity has come in mining for women. If you haven't watched it then I recommend it! Also diversity in cultures has changed a lot as there are so many skilled people from all over."*



## Zayaan Kahn

*Company:* Rio Tinto plc  
*Title:* Market Strategy Manager  
*Nationality:* Australian/South African

Zayaan Kahn is the founder of the Women in Mining and Resources (WIMAR) Network, Singapore and leads the marketing intelligence function for Rio Tinto Copper and Coal, based in Singapore.

With 10 years' experience across both mining and public policy areas focussing on data analysis and strategy development and implementation, Zayaan is a natural leader and connection-maker. In 2013 she approached senior industry leaders for board support, and then executed a vision to develop, recruit and retain women in this sector in Singapore - including local Singaporeans.

In September 2013, the WIMAR network hosted its first networking event with significant sponsors and a board of senior leaders from BHP, Rio Tinto, Vale, Anglo American and Shell, to name a few. Over the past two years the initiative has continued to gain traction, with quarterly events and a membership of over 200. Zayaan has since been posted back to Perth, Australia, but remains instrumental in WIMAR Singapore's activities.

Zayaan graduated from the University of Western Australia in 2004 with a degree in Economics and International Business Economics, and is currently completing her Master's in Economics.

## In her own words...

*"There is work to be done on the leadership front. Women are underrepresented at board and senior leadership levels and I believe this is partly to do with trusting in a different style of leadership. Changes take time, culture and unconscious bias don't disappear with one seminar on gender diversity, but we are making progress and that's something to be proud of."*

## 100 Global Inspirational Women in Mining 2016



### Tracey Kerr

*Company:* Anglo American plc  
*Title:* Group Head of Exploration  
*Nationality:* Australian

Tracey Kerr rose from humble beginnings as the first person in her family to attend university. She discovered geophysics as a career in her first year of university and took an internship at BHP, where bosses were so impressed by her abilities that they offered her a contract position which later turned into a full-time job. This was the start of a career which would take Tracey around the world and to major organisations including Vale and Anglo American.

Tracey has explored for minerals and metals in Russia, Chile, Papua New Guinea, Argentina, Brazil, Canada, Chile, Colombia, Peru and the US. She has paved the way for many women in exploration, working in field camps where it was the first time they had a woman on site, and showing it was possible to have children while remaining in a frontline exploration role.

As Group Head of Exploration with Anglo American, based in London, Tracey is responsible for mineral exploration in 15 countries. She draws on her vast international experience to lead a culturally diverse team of more than 250 people.

### In her own words...

*"I am happy if my example gives other young women confidence to pursue a career in the mining industry. Diversity is still a challenge. I have only ever experienced support from my work colleagues and managers, but I think the issue is the number of women entering the mining industry. We need to spread the word about the wealth of opportunities in this business."*



## Sheila Khama

*Company:* African Development Bank  
*Title:* Director African Natural Resources Centre  
*Nationality:* Botswanan

For more than 20 years, Sheila Khama has been a champion of sustainable resources development.

Currently Director of the African Natural Resources Centre at the African Development Bank, Sheila started her mining career as Compliance Head for Anglo American Corporation, rising to become CEO of De Beers in Botswana. She has also been Director at the African Centre for Economic Transformation in Ghana and a member of the executive team at First National Bank Botswana.

A colleague calls Sheila, "One of the best advocates for responsible natural resources on development and sustainable extractives policies that you will ever interact with."

Sheila's passion for her work drives her to support a number of organisations and initiatives concerned with sustainable resource development. She is a member of the Technical Advisory Group of Oxford University's Natural Resources Charter and the UN Sustainable Development Solutions Network on Extractives and Land Resources. Sheila also chairs the board of AGAMAL, a non-profit entity financed by the Global Fund to contain malaria infection in Ghana.

## In her own words...

*"Mining has many sustainable development challenges that require a departure from business as usual if they are to be addressed successfully. This departure includes adding the voice of women to executive decisions and policy dialogue. It is only through such an inclusive and innovative approach that humanity stands a chance of salvaging the true value of the world's mineral wealth."*

## 100 Global Inspirational Women in Mining 2016



### Ashley Kirwan

*Company:* Orix Geoscience Inc.  
*Title:* Co-Founder and  
Vice President and  
Senior Project Geologist  
*Nationality:* Canadian

Ashley Kirwan is co-founder, Vice President, Advisor and Senior Project Geologist with Orix. With over a decade in the exploration and mining industry, Ashley has worked throughout North and South America, including projects in Nunavut, Nevada, and Ecuador.

In 2012, Ashley helped build a consulting company to provide digital libraries, data entry, database auditing, field work/verification, compilation, interpretation, 3D modelling, targeting, and more to exploration and mining companies worldwide. In three years, Orix Geoscience Inc. has grown from an initial staff of three to 30 full-time and part-time employees with a head office in Toronto and two field offices - one in Sudbury and one in Winnipeg. 70% of Orix employees are female, a figure almost unheard of in the mining industry.

Today, Ashley is on top of the everyday running of the business, working with geological staff, GIS and clerical staff as well as the finance and HR departments. She focuses on exploring different avenues within the mining industry and has an incredible foresight in data management.

Ashley is a member of the Prospectors and Developers Association, Women in Mining, Toronto Geological Discussion Group and Sudbury Geological Discussion Group. She also volunteers at elementary schools and workshops promoting Earth science.

## In her own words...

*"While attending Laurentian University, I participated in a conservation field trip to Costa Rica, a volcanology field trip to Hawaii, and worked in both Sudbury and Metachewan, Ontario. I realized that a career in Earth science would be an exciting one full of problem solving using both scientific and creative skills."*



## Johanita Kotze

*Company:* Anglo American plc  
*Title:* Lead Hydrogeologist  
*Nationality:* South African

Dr Johanita Kotze has 25 years' experience in hydrogeology, groundwater pollution assessment and remediation, as well as mine water management in the base metal, gold, platinum, coal, diamond and potassium sectors.

As Lead Hydrogeologist at Anglo American, Johanita is responsible for enabling a step change in the approach and application of hydrogeology and mine water management across Anglo American.

Johanita has widespread experience in mine water management and hydrogeological applications across South Africa, the African continent, Chile, Peru and Brazil. She is known and respected for her ability to assess water risks and opportunities across the entire mining value chain, ranging from exploration to the various project stages, operation and closure.

Prior to her role at Anglo, Johanita was a founding partner of Environmental Resources Management Southern Africa with fellow partners Jan Rasmussen, Jeremy Soboil and Lynton Burger, and helped grow the business from fewer than 10 to 120 people. She has also authored and co-authored more than 30 papers for professional conferences and journals. She is a recognised thought leader in water management in the mining industry.

A passionate explorer, Johanita has hiked the Snowman, Annapurna, Everest Basecamp and Langtang treks in Bhutan and Nepal.

## In her own words...

*"I joined the mining industry because of my passion for mountains, rocks and water - it all comes together in mining. I stay because it is challenging; you have to be innovative and adaptable to enjoy it, which sums up my key character strengths."*

## 100 Global Inspirational Women in Mining 2016



**Maggie Kotze**

*Company:* Mutanda Mining SARL  
*Title:* Engineering Planner  
*Nationality:* South African

Maggie Kotze started her mining career 30 years ago at Vaal River, South Africa, with AngloGold Ashanti. After obtaining tickets in basic sampling, elementary sampling, advanced mine valuation and elementary survey and working as a valuator on Vaal River, Maggie went underground to do planned task observations on the samplers taking gold samples on the face.

Maggie's work history tracks the industry's development: in her early days, she recalls going underground each week, taking measurements of the progress on the sub-shaft excavations and building a 3-D model on the Harvard Graphic PC program, long before CADS mine were implemented. Maggie was the company's first female mining planner and engineering planner.

After 27 years at AngloGold Ashanti, Maggie moved to Mutanda Mine in DRC in September 2012 - a decision she calls "a huge leap of faith", but one she doesn't regret for a moment. Her new challenge? Leveraging her skills, experience and passion for the job to successfully implement advanced mining technology at Mutanda.

### In her own words...

*"When I moved from teaching to the mining sector, I tackled my new career with the same positive attitude I applied to the other major changes in my life. It makes me proud to lead by example and show that women in the mining industry CAN be successful. I have a passion for my job and I strive to share that with my co-workers."*



## 100 Global Inspirational Women in Mining 2016



### Michelle Lawson

*Company:* Glencore plc  
*Title:* Financial Controller of  
Glencore Coal  
Assets Australia  
*Nationality:* Australian

As a senior leader in Glencore, Michelle Lawson is highly regarded for her passion, commitment and openness. She sits on the Board of Directors of eight companies within the Glencore group, drawing on 25 years of experience in finance and management gained from senior roles in global mining companies and big four accounting firms.

Michelle's strengths are in creating organisational cultures, business development and commercial services systems, procedures and practices. She has a knack for building and nurturing the right relationships to ensure her businesses succeed.

Michelle is an advocate for the mining industry's development and improvement and she strongly believes women are part of its future. She volunteered in Women in Mining NSW's inaugural mentoring programme for 2015, which aims to develop a structured, sustainable mentoring process that supports female mentees through career guidance and direction in a traditionally male-dominated industry.

For the past three years, Michelle has also volunteered as a business mentor to secondary school students at Australian Business Week, where her teams have won "Grand Champions" every year.

### In her own words...

*"When I left high school I never dreamed I would end up in the mining industry - it was still illegal for a women to be underground in New South Wales and Queensland. Looking for work to pay for university, I gained an accounting traineeship. After completing my qualifications, an opportunity arose to help build a coal mine and I've never looked back!"*



## Jeanne le Roux

*Company:* Kamoto Copper Company  
SA/Glencore plc  
*Title:* Chief Occupational Health  
Medical Officer  
*Nationality:* South African

Jeanne le Roux's enduring commitment to helping others began in high school, when she spent her weekends providing horse riding therapy for children with cerebral palsy.

After several years practising medicine throughout Africa, including Ghana, DRC and Zambia, Jeanne joined KCC as a primary health care practitioner. A year later, with a Diploma of Occupational Health and Medicine, Jeanne tackled an early-stages occupational health programme, quickly landing a promotion to Chief Occupational Health Medical Officer.

In a country with limited infrastructure, resources and legislation, Jeanne has improved healthcare to a level comparable to international standards, especially around chronic diseases and occupational health. Passionate about the control of chronic diseases, she has revolutionised the outlook, diagnosis, treatment and follow up of stroke, heart attack, blindness, and kidney dysfunction at KCC. She has also assisted with national health programmes such as blood donation and HIV.

Jeanne is the mother of a two-year-old, with twins on the way.

## In her own words...

*"There continues to be room for improvement and new developments within the scope of occupational health in the mining industry, especially in an African setting where the field is still relatively young. Occupational health in mining remains challenging and since I am passionate about the field I have no plans on leaving the industry."*

## 100 Global Inspirational Women in Mining 2016



**Carmen Letton**

*Company:* Anglo American plc  
*Title:* Group Head - Open Pit Mining  
*Nationality:* Australian

Carmen Letton is a mining engineer and mineral economist with 30 years' global mining experience, working for major and mid-tier mining houses in senior management and leadership roles. She is defined by her enthusiasm for the job, her colleagues and the mining industry.

Originally from a farming background in southwestern Australia, Carmen began her career as a geotechnical assistant at Pancontinental's Paddington Gold Mine near Kalgoorlie and went on to become a nipper on an underground crew in a West Australian zinc mine. In 1992, she was the first female mine engineering graduate of the West Australian School of Mines, working amongst the men at the mining face and leveraging her strengths and commitment to climb the corporate ladder.

Carmen's work history covers all stages of the mining cycle for multiple commodities across five continents, in open-cut and underground mining, and marine environments. As she moved through more challenging and senior roles within Anglo American, she earned a PhD in Mineral Economics. She is also a member of the Australian Institute of Company Directors.

### In her own words...

*"As a young woman, I searched hard for the best place and fit for me. I found innovative work, wonderful people and an abundance of exciting opportunities in the mining industry. How could I resist? I am blessed with a career in a field I love, where I can add value and feel valued, on a journey to reach my fullest potential."*



## Vanessa Lickfold

*Company:* Anglo American plc  
*Title:* Head of Early Studies  
*Nationality:* British

From her beginnings as an eager exploration geologist in South Africa, Vanessa Lickfold grew her mineral resource skills and earned a PhD in Economic Geology, eventually becoming Head of Geosciences at Kumba Iron Ore.

In 2011, Vanessa developed her career in a new direction when she was appointed Head of Business Development for West and Central Africa to facilitate Kumba's establishment of a second iron ore footprint outside of South Africa. She distinguished herself by developing a robust and industry-benchmarked priority ranking system that ensured a balanced commercial risk/reward approach for appraising iron ore opportunities in West and Central Africa.

In early 2014, Vanessa relocated to London as Head of Early Studies for Anglo American's Group Technical and Sustainability function, which involves the strategic analysis and development of early-stage, conceptual level studies across the group - a role that draws on her unique combination of technical excellence and strong interpersonal and influencing skills.

In the words of one colleague, "Vanessa is committed to her love for geology and making a real difference in an industry that has not always been female-friendly, and in countries that are difficult to operate in."

## In her own words...

*"I was drawn to geology and am very lucky the jobs that came with the career choice have suited my temperament. I feel like I was just made for mining because I love my job and am continually motivated to improve the processes we use to sustainably extract the mineral resources we rely on for our existence."*

## 100 Global Inspirational Women in Mining 2016



**Courtney Lynn**

*Company:* Coeur Mining, Inc.  
*Title:* Vice President, Treasurer  
*Nationality:* American

At Coeur, the largest US-based primary silver producer and a significant gold producer, Courtney Lynn's vision of a centralised sales and hedging programme has created greater stability and predictability of realised metal prices that have become a pioneering example of how to effectively manage metals sales in a volatile commodity price environment. Not only has she revamped the way Coeur sells and hedges its metal, but other companies are adopting these approaches as best practice and using them to transform their own processes.

Courtney is an advocate for greater transparency and systematic risk mitigation in the silver and gold fixing auctions. As the silver and gold bullion markets evolve, she speaks up for producer interests, ensuring the voice of mining companies are heard in places where the mining industry has not been traditionally represented.

Courtney holds BSc degrees in Finance and Economics from New York University's Stern School of Business, and before she joined Coeur she worked in the Metals and Mining groups at Bear Stearns and J.P. Morgan. She has two young children and mentors young women in the finance and mining industries.

### In her own words...

*"Mining dates back to the earliest times of human civilization, yet in many ways, the technology and entrepreneurial spirit are very modern. Moreover, silver and gold are critical components of our daily lives and the global economy. The silver and gold markets are always changing, and our operations are always evolving, so each day brings new opportunities and challenges."*



## Siza Majola

*Company:* Royal Bafokeng Holdings  
*Title:* Senior Manager: Stakeholder Relations  
*Nationality:* South African

Siza Majola is a geologist who has brought her interpersonal skills and scientific background together to excel as a communications and corporate affairs professional.

Siza began her career at Rio Tinto Mining as a project mineralogist, but soon gravitated to a communications role. She joined ADvTECH as corporate affairs executive and Executive committee (“EXCO”) member in 2011 and moved on to join the Royal Bafokeng Holdings investment company in January 2013, where she is also part of Exco.

In her current role, Siza manages all communications and set up a corporate affairs department in order to manage stakeholder relationships in government, industry and NGO sectors. She is passionate about helping women and young people advance their careers. She is a natural mentor with an unusual ability to help people understand challenges, adjust their approach and reach their goals.

“If you are ever feeling a little jaded about the role model and mentoring process, all you need to do is spend a few minutes in her company and you will be inspired,” says one colleague who has sought Siza’s support and insight.

## In her own words...

*“I am not necessarily in a mining setting anymore, but I understand the challenges faced by women in mining every day. This understanding makes me passionate about supporting those women. It’s amazing - even after many years of not being actively involved, I can vividly remember the joys and struggles. This makes me want to make a difference, no matter how minute.”*

## 100 Global Inspirational Women in Mining 2016



**Rebecca Major**

*Company:* Herbert Smith Freehills LLP

*Title:* Partner

*Nationality:* British

Rebecca Major is a Paris-based partner of international mining law specialists Herbert Smith Freehills LLP. She is qualified to advise on English and French law, and is fluent in French.

Rebecca has been a Herbert Smith Freehills lawyer for 18 years: 13 years in Paris and five years in Tokyo, where she ran the Tokyo energy and mining team. She has been a partner for a decade, and is ranked as a leading lawyer for Africa-wide Projects and Energy by Chambers Global 2015.

Over the past 20 years, Rebecca has excelled at advising on project development, project financing, acquisitions and disposals for the mining and energy industries throughout the world, with a particular focus on emerging markets.

She has in-depth knowledge of the African environment, having advised on projects in at least 37 African countries. She also lived in Tanzania for nearly a year before becoming a lawyer and was also involved in 2010 in a UN programme to train the Tanzanian government on legal matters in large projects.

### In her own words...

*"It is hard for the industry to focus on diversity issues when there is so much else going on in the mining world. However, I am relieved to see that the mining industry as a whole is taking social and corporate responsibility issues seriously: this is something they need to do. Hopefully diversity will continue to be a key part of that."*



## Faby Manzano

*Company:* Barrick Gold Corporation  
*Title:* Corporate Social Responsibility Manager  
*Nationality:* Dominican

Faby Manzano is a psychologist who works to support the communities surrounding mining operations through institutional strengthening and improved quality of life. She is changing the paradigm of Corporate Social Responsibility in the Dominican Republic by turning her CSR team, all local employees, into leaders of social programmes for sustainable community development.

Faby has worked at the Falcondo Foundation, the CSR organisation for Falconbridge Dominicana, and at Barrick Pueblo Viejo. She empowers the communities around mining sites to take the lead on social and economic development. And she has succeeded: hundreds of people from these communities - people who once saw mining companies as a guarantee of employment - now come to the company's CSR offices to submit their own projects around long-term social and economic change.

Communication is a cornerstone of Faby's approach. She reduced resentment towards mining from the people who live near Pueblo Viejo by disclosing how the company operates and by facilitating a direct, ongoing dialogue between the communities and the company.

Faby and her team have won the Barrick Excellence Award in the social responsibility category for two consecutive years.

## In her own words...

*"I love the challenge of supporting people to grow from such a controversial industry. It's easy to talk about the development of people from an NGO. Everyone thinks well of you. But having people understand mining's contributions, not only to a country's development, but to the individual and collective development of the communities, is a real challenge... a global challenge."*

## 100 Global Inspirational Women in Mining 2016



**Olivia Markham**

*Company:* Blackrock Inc.  
*Title:* Director and Portfolio Manager  
*Nationality:* British/Australian

After working as a portfolio manager on BlackRock's Natural Resources team for the past four years, Olivia Markham became co-manager of BlackRock's flagship mining funds.

Colleagues know her as an excellent investor in the mining sector who challenges the status quo and holds mining company management teams to account. Olivia operates at the forefront of fund management in the mining sector and has global oversight of the industry.

Olivia joined BlackRock in 2011, having previously led coverage of the UK diversified miners at UBS. Before moving to London in 2009, she worked as a mining analyst for Merrill Lynch out of Sydney. She started her career at BHP Billiton, spending four years working within the Mergers and Acquisition team.

### In her own words...

*"At the beginning of my career I was captivated by what drove company strategy and how decisions in the board room are made. Over a decade later I'd like to think I have a greater insight, even as I continue to be fascinated by the ever-evolving nature of the industry."*



## Tina Markovic

*Company:* Bhp Billiton plc  
*Title:* Head of Integrated Operations, Escondida Mine  
*Nationality:* Canadian

Tina Markovic joined BHP Billiton in 1994 as a mine engineer at Ekati Diamond Mine in Yellowknife, Canada. Over the next eight years, she progressed through different operational areas including planning, production and business improvement.

In 2002, Tina moved to Australia to work at the Crinum Coal Mine in Queensland, first as business improvement superintendent and then as project manager. From there, she went to Singapore, where as marketing manager for the carbon steel materials business Tina worked across operations across three continents.

In 2015, Tina became the first female Head of Integrated Operations at Escondida, Chile - the world's largest copper producing mine, with 4,608 direct employees and 8,707 contractors.

As a leader, Tina brings out the best in others and connects with people across a wide range of cultures and backgrounds. She delivers results, again and again, and she does so whilst devoting a significant amount of her own time to mentoring other women.

Tina holds a Bachelor of Applied Science in Mining and Mineral Process Engineering from the University of British Columbia and an Executive MBA from Athabasca University.

## In her own words...

*"Both my grandfather and father were underground hard rock miners and I grew up in small mining towns in Canada. Whilst I first studied to be a teacher, it became clear to me after a summer job in Manitoba working at an underground research lab, that my heart and career interests were in mining, so I switched to mine engineering."*





## Andrea Marsland-Smith

*Company:* Heathgate Resources Pty Ltd  
*Title:* Manager - Regulatory and Compliance  
*Nationality:* Australian

Andrea Marsland-Smith is a geologist by training with 23 years' minerals industry experience, the last 13 in the uranium mining and exploration sector. She is one of Australia's leading experts in her field.

As the first female geology manager and senior executive manager at Heathgate, Andrea has a long tradition of lighting the way for other women. She made a name for herself in the uranium field with her discovery of the Four Mile Uranium Deposit in 2005, one of the most significant global uranium discovery in the last 25 years, and was awarded AMEC Prospector of the Year in 2008.

Andrea is known for sharing her experience and expertise: she consults for the International Atomic Energy Agency, is a member of the Minerals Council of Australia Uranium Forum, and organises the AusIMM International Uranium Conference. She is also an active mentor and a committee member for SACOME exploration and development committees and the Government of South Australia's Minerals and Energy Advisory Council (MEAC).

## In her own words...

*"There are young women in my workplace who are very inspiring in their technical ability, innovative thinking and professionalism. This keeps me striving to provide them with the leadership they need to continue developing their careers. I've been fortunate to have had the mentorship and opportunities to expand my skills across the industry - this I do not take for granted."*

## 100 Global Inspirational Women in Mining 2016



### Almorie Maule

*Company:* Impala Platinum Holdings Ltd

*Title:* Director

*Nationality:* South African

After starting her career in the marketing division of South African Breweries, Almorie Maule realised that companies could add value by expanding their focus on mining and processing to include the further beneficiation and marketing of their production.

Powered by this vision, she rose through the ranks of Impala and then Gencor, ultimately becoming the MD of Engen, Gencor's energy subsidiary. At Engen she was involved in negotiating company-changing transactions including the sale of a strategic stake to an international upstream company. She also delivered the first major transformational transaction in the South African oil industry with the sale of a stake of 20% to a company owned and controlled by historically disadvantaged South Africans.

During this time, Almorie lent her considerable insight to the South African Department of Minerals and Energy in its work towards equality for women and other historically disadvantaged peoples.

After retiring from Engen, Almorie was appointed to the board of Impala Platinum in November 2011 as an independent non-executive director. She is deputy Chairperson of the Nelson Mandela Metropolitan University Trust, an independent member of the Investment Monitoring Committee of Citadel Wealth Management, and a trustee of the World Wide Fund for Nature.

### In her own words...

*"Given my interest in the longer term future - encompassing the planet, nations, economies, technology, individuals - it is encouraging to see the growing emphasis on sustainability emerging worldwide. Those of us involved in the mining sector have a particular responsibility in this regard."*



## Elena Mayer

*Company:* PwC Canada  
*Title:* Senior Manager,  
 Client Relationship, Mining  
*Nationality:* Canadian/Russian

Elena Mayer was born in Moscow, Russia and has lived and studied in England, the US, Israel and Spain. She began her career in corporate law and in 2011 she joined the mining industry after completing an International MBA at Schulich School of Business specialising in the Global Mining Management programme.

In just five years, Elena has covered enormous ground, a credit to her legendary work ethic and a fiercely entrepreneurial spirit.

As a key figure in planning and executing PwC's mining practice development strategy in Canada and Latin America, Elena designs, leads and contributes to high-potential market exposure activities. She is fluent in English, Spanish, Russian and Hebrew, with a wealth of diverse cultural and business experience.

Elena is active in industry organisations such as CIM, PDAC and the Canada Southern Africa Chamber of Business, and she writes for a variety of mining publications. She's also a remarkable self-starter: not only did Elena found Women Who Rock, an organisation aimed at fostering gender diversity in the mining industry, she also spearheaded an Auction for Action in October 2014 where 12 influential CEOs and two CFOs auctioned off an hour of their time to mentor recent graduates and young women in the industry.

## In her own words...

*"Like many girls growing up in the Soviet Union, I dreamt of becoming a ballerina. Then later, a lawyer. Mining was never in the picture. But a few inspirational mentors, the nuances of the industry, and my natural tendency to challenge stereotypes cultivated a passion for mineral exploration and mining. Against all odds, I decided to pursue a career in the industry."*

## 100 Global Inspirational Women in Mining 2016



### Jeannette McGill

*Company:* Anglo American plc  
*Title:* Head of Technology and Innovation  
*Nationality:* South African

Jeannette McGill is a proven leader with an excellent understanding of the entire mining value chain.

As Head of Technology and Innovation in one of the world's major mining companies, Jeannette is responsible for driving innovation forward - a role that blends strategic planning, financial modelling and mineral economic skills with a deep technical knowledge of the minerals sector in both emerging and developed economies.

Jeannette has a MSc and PhD from the Colorado School of Mines, and she has held a range of senior management roles in the industry. She also has experience on underground and surface mines and a background in large and small-scale exploration and production in a variety of commodities. In 2000, Jeannette was the second woman in Free State to be awarded an underground blasting certificate.

Jeannette is President of the Geological Society of South Africa and non-executive board member and Chairperson of the Technical Committee for the Board of the Council of Geosciences in South Africa.

### In her own words...

*"Mining is not for everyone. I think the sector now attracts like-minded and courageous individuals no matter the gender. The global commodity cycles provide waves of continued uncertainty, yet I believe that through the gravitas that women in mining bring to arenas from the rock face to the boardroom, we can play our rightful part in steering this sector forward."*



## Aoife McGrath

*Company:* Alamos Gold Inc.

*Title:* VP Exploration

*Nationality:* Irish

A successful Vice President of Exploration with experience building and leading exploration teams in Canada, the US, Mexico, Turkey, Australia and much of Ireland, Aoife wasn't even interested in mining when she completed her BSc. But a short-term contract helping BHP Billiton plc set up an office in Ireland led to a field position doing regional exploration - and a realisation that mining was for her.

Early in her career, Aoife recalls being one of two western expatriate women working on a mine site of more than 600 staff in rural Africa. Long field assignments in Africa and experience at Red Back Mining, Fairfax IS and Carbine Resources delivered valuable experience and a career highlight: helping in the discovery of the Chirano underground resource in Ghana.

Now in her third year at Alamo Gold, Aoife is responsible for exploration in four countries, with a global team of 80 people and a budget of \$20 million annually. She is known for her strengths in international promotion and fundraising and in project sourcing and assessment, building exploration teams and resource delivery in remote, challenging environments.

## In her own words...

*"I absolutely love my job. I love the technical side of exploration and the hunt for gold, I love the travel, the people I meet and the parts of the world I would never have seen otherwise. The mix of desk work, field work, management and cultural challenges means it never gets boring. The feeling when an exploration programme is successful is unparalleled."*

## 100 Global Inspirational Women in Mining 2016



**Catherine McLeod-Seltzer**

*Company:* Stornoway Ventures Ltd

*Title:* President

*Nationality:* Canadian

Well known for backing proven mine finders and building successful mineral companies including Arequipa Resources, Francisco Gold, Miramar Mining, Bear Creek Mining, Stornoway Diamonds and Peru Copper Inc., Catherine is an undisputed force in Canada's mining industry.

Catherine started her career in 1985 with a Canadian brokerage firm. She focused on Latin American mining opportunities, opening an office in Santiago Chile where she headed up the Latin American corporate finance team. Her core strengths are in finance and company leadership, and in over 25 years in the industry, she has raised more than \$600 million in working capital for exploration, and has been involved in \$4 billion in corporate transactions in the mining industry.

In 1999 Catherine was named Mining Man of the Year by the Northern Miner, and in 2011 she was named one of Canada's Top 100 Most Powerful Women. She has also been appointed to the Financial Post's Power 50.

Catherine serves as the Chairman of Bear Creek Mining Corp., President of Stornoway Ventures Ltd., Director of Lowell Copper Ltd., and Director of Kinross Gold, amongst other appointments. She holds a BA in Business Administration from Trinity Western University.

### In her own words...

*"I started in the mid-eighties at a Canadian brokerage firm specializing in mining finance, there was only one woman (me), and women were not allowed on the trading floor. When I was sent to Chile in 1992 I remember one major company executive who sheepishly admitted he only took a meeting with me because he was curious about what a woman was doing there."*



## Angelina Mehta

*Company:* The Sentient Group  
*Title:* Investment Manager  
*Nationality:* Canadian

As an Investment Manager with The Sentient Group, a private equity fund focused on natural resources, Angelina Mehta draws on 20 years of technical and corporate experience gained with some of the biggest names in Canadian mining.

At Iron Ore Company of Canada, Rio Tinto's subsidiary, Angelina tackled technical roles on mine sites and financial roles in a corporate setting. She built on this experience with financial positions with BMO Financial Group in Toronto and Lafarge and CN Railway in Montreal.

Angelina works hard to give back to the mining community, and especially to women. She is a founding member of WIM Montreal, and recently joined the WIM Canada Board. She is also a member of the board of directors for Pershimco Resources, a publicly listed company focused on a gold project in Panama, and a member of the advisory board of McGill University's mining engineering programme.

Angelina holds a degree in Mining Engineering and an MBA from McGill University in Montreal. She is a professional engineer registered in Quebec and a member of the Canadian Institute of Mining, Metallurgy and Petroleum.

## In her own words...

*"There are many unsung heroes in our industry and it is our responsibility to share their stories so we can benefit from their experiences. I stay in this industry for the challenges across many fields - it is international, technical, financial, and social, though I mostly stay because of the fantastic people I have met and worked with over the years."*

## 100 Global Inspirational Women in Mining 2016



**Patrice Merrin**

*Company:* Glencore plc  
*Title:* Non-Executive Director  
*Nationality:* Canadian

As the first woman to be appointed to the board of Glencore, Patrice Merrin has a long history of pushing past challenges and then extending an arm to help the women who follow her.

Following initial roles with Molson and Canadian Pacific, Patrice worked at Sherritt, the Canadian diversified mining company, for 10 years until 2004, leaving as COO. She then became CEO of Luscar, Canada's largest thermal coal producer, and was a director of the Alberta Climate Change and Emissions Management Corporation for five years.

Over the years, Patrice has lent her knowledge of mining and environmental science to a vast range of national and local advisory panels. She is proud to continue this tradition at the Perimeter Institute for Theoretical Physics in Waterloo, Ontario, where she co-chairs the leadership council and the Emmy Noëther Circle, which raises funds to promote and support women in physics.

### In her own words...

*"I'm delighted to be part of the 'open face' of the growing, global circle of women in mining. Most people I find inspirational don't view themselves that way. They just get the job done. I'm in that camp, and we need to be active mentors to our younger women. Now more than ever, mining must benefit from the best brains from both genders."*



## Simangele Mngomezulu

*Company:* White Rivers Exploration  
*Title:* Executive Director of Stakeholder Relations  
*Nationality:* South African

Simangele Mngomezulu is an entrepreneur driven to advance women in the mining sector by providing them with high-quality education and information.

Simangele is currently Executive Director of Stakeholder Relations at White Rivers Exploration, a major shareholder of Insingizi Minerals and a trustee of Pretoria Portland Cement (PPC). She is also the President of the African Women and Junior League, working in rural areas and disadvantaged communities for the social development of women, and Director of Investment for the South African Women in Mining Investments Holdings (SAWIMIH), part of Exxaro and SASOL.

Alongside her own career, which includes a 15-year tenure at Anglo American Corporation of South Africa, Simangele has served as CEO of the South African Women in Mining Association, helping informal mining groups obtain mineral rights and run mining operations through training and skill development initiatives.

She is a trustee of PPC, a Patron of WIMSA, and an active member of the advisory board for the South African Minister of Minerals and Energy and of the Mining Industry Tripartite HIV and Aids Committee.

## In her own words...

*"I stay in the sector because I want to make a difference to our fellow women and also encourage more women, especially in the rural communities where the mining is taking place. I want to see them benefit economically."*

## 100 Global Inspirational Women in Mining 2016



### Moetlo Maria Moganedi

*Company:* Aveng Mining  
*Title:* Mining Engineer  
(Site Manager)  
*Nationality:* South African

Moetlo Maria Moganedi is one of South Africa's youngest black female mine managers. Her career in mining is still new - just seven years, mostly in hard rock mining - but she has stood out from the beginning thanks to her skill and drive.

Maria is currently employed at Aveng shafts and underground. She began work in production, moving from a graduate trainee position to mine manager, and she has recently moved into contracts mining with an emphasis in shaft sinking, in an effort to diversify her experience portfolio.

A fervent believer that it will be a long time before society's appetite for the earth's mineral resources is exhausted, Maria recently appeared on an industry panel at the Joburg Indaba, entitled, 'The future of mining through the eyes of the upcoming leaders'. In her conclusion, she challenged current mining leaders to invest in research and test work for modernisation in the South African hard rock industry now, as the country's orebody and the labour force in that time will dictate such kind of mining methodology and technology.

### In her own words...

*"As a naïve grade 10 learner I became curious about an unknown underground world where people go to find gold. I then enrolled for mining engineering in 2003 in an attempt to feed my curiosity. Almost seven years since graduation and I am still as curious about mining now as I was then."*



## Emily Moore

*Company:* Hatch Ltd  
*Title:* Managing Director, Water  
and Tailings Management  
*Nationality:* Canadian

A multi-awarded PhD with more than 20 US patents to her name, Emily Moore is a leader in product development, technology delivery and innovation management.

Emily graduated with a degree in Engineering Chemistry from Queen's University in 1992 and completed her doctorate in Physical Chemistry at Oxford University as a Rhodes Scholar. She began her career in industrial R&D for the Xerox Research Centre before moving to Hatch Ltd., a major engineering consultancy in the mining industry.

Initially serving as Hatch's Director of Technology Development, in 2012 Emily became Managing Director, Water and Tailings Management. She draws on experience in the design, engineering and operation of chemical processes from the laboratory to manufacturing scale and has worked as a specialist with technical expertise in polymerisation, flocculation and hydrometallurgical unit operations design.

Today, Emily leads a diverse, worldwide team of specialists with particular focus on water issues in mining. Emily was also recently appointed Director of Hatch's Greater Toronto Area hub, a collection of four sites with over 2,000 engineers developing mining and energy projects around the world, which includes the global headquarters of the company.

## In her own words...

*"I find that the challenges we face in mining are so fundamental to human society, and the opportunities so vast. How do we extract minerals with minimal environmental impact? How do we develop models that share the benefits with employees, shareholders and communities? Solving these problems requires interdisciplinary thinking and multidisciplinary teams and I love being part of the solution."*

## 100 Global Inspirational Women in Mining 2016



### Marian Moroney

*Company:* Barrick Gold Corporation

*Title:* Senior Director,  
Global Exploration

*Nationality:* Australian

After joining a junior miner in 1992 as a project geologist on a three-month contract, Marian Moroney spent the next 10 years exploring mine sites throughout Western Australia, progressing through positions of increasing responsibility.

Upon joining Barrick in 2002, Marian broadened her search for gold to some of the most remote places in Australia and eventually, to the dense highlands and tropical lowlands of Papua New Guinea. In 2011, Marian traded her well-worn field boots for a suit and relocated to Barrick's corporate office in Toronto to gain insight into, and contribute to, the decision making for Barrick's global exploration activities.

Colleagues know Marian as a dynamic and visionary exploration geologist. She's as comfortable in developing countries, hiking through remote jungles and discovering gold by drilling as she is in a boardroom, setting global exploration strategy with executive leaders, analysts and investors.

In recognition of her leadership and role in the company, Marian was named as one of Barrick's 35 partners in 2015.

## In her own words...

*"I joined the industry for a career with the opportunity to travel and work outdoors, and for the sense of adventure. Being paid to explore for gold is pretty awesome! I still enjoy the work and the people, and I continue to have fun and progress in my career. I also enjoy sharing my experiences with people entering this challenging industry."*



## 100 Global Inspirational Women in Mining 2016



**Trisha Naidoo**

*Company:* Ivanhoe Mines Ltd  
*Title:* Manager Metallurgy  
*Nationality:* South African

Trisha Naidoo is a metallurgist with 12 years' experience in the mining industry. She has covered the spectrum of minerals processing, including geometallurgy and all project phases from scoping study to plant commissioning and optimisation.

After obtaining a BSc in Chemical Engineering from the University of Natal, Trisha began her career with Anglo Platinum in South Africa, which was then in its expansion phase. In this role she gained experience in concentrator plant design and commissioning for operations in the Western and Eastern Limb of the Bushveld Igneous Complex.

After her role at Anglo Platinum Trisha moved into consulting with the service provider AMEC, working across iron ore, copper, platinum group metals, nickel and uranium processing with a specialist focus on comminution circuit design.

Two years ago, Trisha joined Ivanhoe Mines as the Manager of Metallurgy. Her aim is to extract maximum value from the natural mineral deposits at three development projects: the Kamao copper project in the DRC, Platreef project in Mokopane (South Africa) and the Kipushi zinc project in the DRC.

Having progressed from junior metallurgist to senior management level in a remarkably short time, Trisha is a vital role model for women in the technical arenas of mining that typically have low female representation.

### In her own words...

*"It is satisfying to have reached a level where young scientists and engineers are drawn to you for guidance based on experiences in this industry. I believe there is a responsibility in this industry to be role models, to inspire, encourage and also pave the way for young talent to maximise their potential."*



## Aissatou Ndong

*Company:* Grande Côte Operations  
(Diogo, Senegal) Subsidiary  
of TiZir Limited

*Title:* Head of Port Operations

*Nationality:* Senegalese

After 13 years working as a shipping and logistics supplier, Aissatou Ndong wound up on the other side of the fence, in the mining sector. She didn't think twice when, two years ago, the opportunity arose to join Grande Côte Operations' (GMO) vast project in Diogo. At just 35, Aissatou is her company's youngest head of department. She is also the first woman to take an operational executive position.

Aissatou's organisation and communication skills with other departments ensure excellent coordination between the mine, rail transportation and the sales department, resulting in the delivery of mineral sands to customers worldwide. She stands out for two significant achievements: integrating a major mining project in mineral sands without a previous mining background and building a strong, skilled and motivated team to operate GCO's port terminal.

Aissatou played a major part in developing and successfully managing GCO's port activities, not least, coming up with and delivering a new organisational plan that would ensure adequate product storage and appropriate shipping. Her ease of working in a multi-cultural context - three languages and 10 nationalities - has only made her an even more valuable member of the GCO team.

## In her own words...

*"No two days are alike in my role, which brings opportunities for strategic and operational thinking, professional learning and networking. For these reasons and more, I am committed to investing many more years in this challenging yet rewarding industry. Challenges stand at two levels: mining as an emerging industry in my country, and being a woman actor in a 'man's world'."*

## 100 Global Inspirational Women in Mining 2016



### Priscilla P. Nelson

*Company:* Colorado School of Mines  
*Title:* Chair, Department of Mining Engineering  
*Nationality:* American

Dr. Priscilla Nelson is a Professor and Head of the Mining Engineering Department at the Colorado School of Mines.

She has an international reputation in geological and rock engineering and the particular application of underground geotechnics and construction. Her experience covers critical infrastructure, emergency response and disaster recovery.

Priscilla has been a part of several major construction projects, including field engineering responsibilities during construction of the Trans-Alaska Pipeline System, and serving as a consultant to the U.S. Department of Energy and the State of Texas for the Superconducting Super Collider project. She also served 11 years at the US National Science Foundation as programme director and senior advisor.

Priscilla has received Presidential appointments to the U. S. Nuclear Waste Technical Review Board in 1997 and 2001, and she was the 2011 recipient of the ASCE Henry L. Michel Award that recognizes leaders of the design and construction industry who have improved the quality of people's lives around the world.

In 2014, she was identified as one of the Outstanding Women by the Women Builders Council. She is currently a member of the Committee on Geological and Geotechnical Engineering of the US National Academy of Engineering.

## In her own words...

*"I joined the mining industry for the opportunity to work with geologic materials in their 'raw' form. My life has largely been about trying to become smarter than rock, a very humbling ambition at times. For me, the essence of mining engineering is stewardship of the earth's resources - and stewardship must be the lead for any discussion of the future of our industry."*



## Daphne Mashile Nkosi

*Company:* Kalagadi Manganese (Pty) Ltd  
*Title:* Executive Chairperson  
*Nationality:* South African

For much of the South African mining industry, Daphne Mashile Nkosi is the epitome of commitment to social improvement and environmental responsibility, and the face of the fight for the rights of rural women in South Africa.

She is Chair of Kalagadi Manganese Ltd., the company completing the construction of the first greenfields manganese project to be started in South Africa in over 30 years. Daphne is responsible for the creation of over 30,000 jobs in the Northern Cape.

Born in Pilgrims Rest, Daphne moved to Soweto for her basic education. She became a political activist and was arrested by the apartheid security forces in the aftermath of the 1976 Soweto Uprising.

In 2001, after decades fighting for democratic freedom and women's rights, Daphne started the journey into the manganese mining industry with her now-late husband Stanley Nkosi. She signed a multi-million dollar joint venture deal with Arcelor Mittal set up to complete a \$1.4 billion manganese mine and sinter plant in the Northern Cape and a smelter in the Eastern Cape province of South Africa. Of personal pride to Daphne, one of the terms of the deal is that Kalagadi Manganese will always be chaired by a woman.

## In her own words...

*"I joined the mining industry because this sector requires people who would serve as a launch pad for transformation. I wanted to be the voice that cried about the challenges that plague women in the sector, across the entire value chain, and I wanted to be the guinea pig against which government policies would be interrogated, and feedback given to the state."*

## 100 Global Inspirational Women in Mining 2016



### Veronica Nyhan Jones

*Company:* International Finance Corporation  
*Title:* Global Head, Sustainable Business Advisory  
*Nationality:* American

Veronica Nyhan Jones is dedicated to redefining how mining companies think about sustainability.

At the IFC, she advises private extractive clients operating in Africa, Asia and Latin America on how to value the return on their sustainability investments, implement participatory planning and monitoring processes, and improve the local development impacts around their projects.

Veronica joined the extractive industry after 10 years working with government and civil society, including the World Bank Institute, the US Department for Health and Human Services and the White House. During this time, she realised that without business, jobs and dependable revenue, none of the empowerment, services, or dignity she was promoting could ever be sustained - and so she turned her considerable abilities to mining.

Working with Rio Tinto Alcan and Deloitte, Veronica pioneered a new financial valuation tool. She established water round tables in Mongolia and Peru for mining companies to engage with stakeholders to establish a shared approach to water stewardship, as well as creating a sustainability exchange to allow mining companies to share information.

Veronica has a Master's Degree from Harvard University's Kennedy School of Government.

## In her own words...

*"I stay in the mining industry because it is essential and we must get it right. Our lifestyles and systems depend on mining and we cannot afford to repeat past mistakes. I'm excited to see what happens next with mining and water - I think mining companies could become famous as legitimate water stewards if the industry collectively decides it wants to be known for that."*



## Kellie Parker

*Company:* Rio Tinto plc  
*Title:* Managing Director, Pilbara Assets and Development  
*Nationality:* Australian

Kellie Parker's diverse career has been highlighted by a number of senior leadership roles in Rio Tinto. In her current role, Kellie has accountability for all new future iron ore developments in the Pilbara region, sustaining capital projects, asset and materials management and technical services. She previously excelled as general manager of the operations centre, leading a team of 380 people responsible for the execution and scheduling of production across 15 mines, 1,700 kilometres of rail and four ports in the Pilbara region.

Kellie is no stranger to driving change forward. As Rio Tinto's first female rail operations manager, she was responsible for all aspects of the largest privately owned heavy haul railway in Australia, leading a cultural transformation programme that encompassed leadership capability, communication and diversity.

Kellie champions inclusion and diversity within the resources industry, inspiring change through public speaking roles and advocacy and sharing her experiences as a mentor. She has won awards for her vision and commitment to change, and is known for leading by example and encouraging others to challenge the status quo.

## In her own words...

*"I think diversity is improving as workplaces are no longer trying to fix the women to fit in but men are standing beside women to make a difference - and together we are making change. We are really starting to understand the value of inclusive behaviours, and leaders who engage in these behaviours have a demonstrable difference in the diversity of their teams."*

## 100 Global Inspirational Women in Mining 2016



### Noleen Pauls

*Company:* MSA Group  
*Title:* Project Operations Manager  
*Nationality:* South African

Noleen Pauls has a strong track record of managing large scale exploration projects in Africa and South America for a wide range of commodities.

Her first job was in the Geological Survey of Bophuthatswana (an independent homeland which was subsequently incorporated into South Africa) where she was involved in exploration and geotechnical investigations mainly for suburban development. She then joined West Rand Consolidated (which later merged with Harmony Gold) as a mine geologist at Kalahari Goldridge Gold Mine and as part of the exploration team that discovered the platinum deposit close to the mine.

Noleen spent three years in Peru investigating gold opportunities in South and Central America. After returning to South Africa in 2007, she moved into consulting, first with The Mineral Corporation as a senior technical advisor and then in 2014 she joined the MSA Group.

Noleen has been involved with WiMSA since its inception in 2010 and has been Chairperson since January 2014. She is widely respected as a mentor, speaker and change maker in the South African mining industry. Noleen recently delivered the keynote address at the 2015 Mining and Gender Forum hosted by the Australian High Commission.

### In her own words...

*"Research shows that gender diversity is good for business, which seems obvious as you have twice the skills pool if you bring women into the mix. South Africa compares well to the rest of the world in increasing the number of women in mining, with a more than threefold rise in female employment since 2000. But there is still much to be done."*



## Louise Pearce

*Company:* ERM: Environmental Resources Management  
*Title:* Managing Partner, Global Mining  
*Nationality:* British/Canadian

Louise Pearce is a sustainability consultant who started her career in the soil and rock testing laboratory of a geotechnical consultancy in 1989.

Over 25 years, as the environmental agenda has gathered importance in the context of global business, Louise has become an expert voice and advocate for environmental sustainability. She has also witnessed critical shifts in the mining industry's acceptance and promotion of women. Today, Louise leads a team of 1,000 - a far cry from her first job, where she was simply known as "the girl".

Louise joined ERM in 2003 and worked with a small team to establish the company's Canadian presence. In 2007 she became the managing partner for Canada, overseeing an operation that includes 200 staff across 10 offices in six provinces and territories.

Louise concentrates on the management and participation of complex global due diligence, post-merger integration and corporate programmes for the mining sector. She has been the partner in charge of projects for major mining companies including Anglo American, Barrick, Glencore, Goldcorp, Kinross, Rio Tinto, Teck and Vale.

Following a breast cancer diagnosis and successful treatment, Louise started to work with the Princess Margaret Hospital Foundation, one of the world's top five cancer research centres, on fundraising in the mining sector.

## In her own words...

*"Demand for natural resources will continue to grow and as it does, mining companies have to overcome challenges to meet demand, while maintaining their license to operate through improved social performance and reduced impacts on the environment. Helping companies overcome these challenges and communicate the value they can create, motivates me on a daily basis."*

## 100 Global Inspirational Women in Mining 2016



### Genevieve Pearson

*Company:* Phoenix GeoConsulting  
*Title:* Principle Consultant  
*Nationality:* South African

Genevieve Pearson is an independent geological consultant with over 15 years' experience in mining and exploration in more than 35 jurisdictions, mainly in Africa.

Genevieve's tenacity sets her apart. She was one of the first women to work underground as a geologist on the deep level gold mines of Western Deep Levels in South Africa. She then worked extensively in exploration, becoming the first woman to run exploration projects and field camps in AngloGold's African stable and one of the youngest VP's within AngloGold Ashanti, where she was responsible for Greenfields Exploration.

She has consulted to the Mining Advisory Service at Deloitte Consulting, Sasfin Bank and AngloGold Ashanti (DRC) and currently works with Noble Group's Hard Metals Asset Development team, among others.

Genevieve advises on investment strategy, security of tenure and business sustainability from early exploration to advanced mining stage projects. Her skills and experience run the length of the mining value chain, with an emphasis on high level technical and financial due diligence, long-term exploration strategy, security of tenure and business sustainability.

### In her own words...

*"As women we have the tendency to be more modest than our male counterparts in publicising our achievements, yet we get negatively labelled when using the same approach assertive men would use. It is thus a fine balance to maintain the 'softness' and empathy with the determination and drive to succeed, which are all qualities that ultimately benefit organisations."*



## Anastasia Plischka

*Company:* Gekko Systems  
*Title:* Technical Sales Engineer  
*Nationality:* Australian

She is still early in her career, but Anastasia Plischka has already established herself as role model amongst her professional peers.

A multi-awarded University of Melbourne Geology graduate and a self-described “big-picture girl”, Anastasia was drawn to the processes of mining and the life cycle of a mine. She was recruited to Gekko Systems whilst studying for a Master’s in Engineering, and shifted to part-time studies in order to join the capital sales team.

Alongside her job and her studies, Anastasia volunteers on her local council and sits on the Women in Resources Victoria (WiRV) committee as vice chair and events coordinator. She mentors younger and older women through their studies and careers, and she was recently asked to present on maximising opportunities and the importance of networking at the AusIMM New Leaders Conference in Kalgoorlie in 2015.

Anastasia has overcome more challenges than most: she grew up in foster care from the age of five with both parents suffering severe mental illness, and she has battled chronic fatigue for seven years. Not only has Anastasia beaten the odds to get to where she is now, she is working all-out to help other women do the same.

## In her own words...

*“I’m a 24-year-old woman stepping into the industry, trying to bring likeminded women with me. They inspire me to keep pulling them along.”*

*“Diversity is progressing, albeit slowly. Mining is an old industry, and as a young female, I often don’t fit in - especially around capital sales and mining equipment. But I’m making it my own and encouraging others to accept women.”*

## 100 Global Inspirational Women in Mining 2016



### Carol Plummer

*Company:* Agnico Eagle Mines Ltd  
*Title:* Vice President, Project Development - USA and Latin America  
*Nationality:* Canadian/British

A problem-solver and a planner at heart, Carol Plummer is a mining engineer with experience in every aspect of the mining business, from shift level operations and engineering and planning, to project development, financial analysis, and working in multiple cultures and jurisdictions.

Carol's nearly 30-year career has taken her from a small underground mine in northern Manitoba, across Quebec, to Kittila Mine in Finland, and to Arizona, where she served as Senior Director of Engineering and Project Development to Agnico Eagle's Southern Business. She has the unique perspective that comes from having worked in mines as a labourer, an equipment operator, a supervisor, an engineer, a manager and now as a Vice President.

For Carol, the joy of mining is in the challenges: working with smart, dedicated people to find solutions to complex, fast-moving problems. Career highlights include the construction and development of the Lapa Mine in Quebec, Canada, and the Kittila Mine in Finland. Carol played a key role in hiring and mentoring teams at two new operations and a new business and engineering office and she was Chairperson at the first Women in Mining panel at the Canadian Institute of Mining, Metallurgy and Petroleum's annual conference.

## In her own words...

*"My father, who is also a mining engineer, recalls an acquaintance asking me when I was five, 'What do you want to be when you grow up?' When I said I was going to be an engineer he asked why I would want to drive trains. My father had difficulty not laughing when I responded with great indignation, 'Engineers don't drive trains, they work in mines!'"*



## Kathleen Quirk

*Company:* Freeport-McMoRan Inc.  
*Title:* Chief Financial Officer,  
Executive Vice President  
and Treasurer  
*Nationality:* American

In her 25 years at Freeport-McMoRan, Kathleen Quirk has worked her way up through the treasury and finance ranks to the company's most senior level of leadership.

Kathleen has excelled in positions with a focus on tax, investor relations, treasury, finance and business development. She played key roles in financings and corporate transactions, and she was Senior Vice President, Chief Financial Officer and Treasurer prior to Freeport-McMoRan's acquisition of Phelps Dodge.

Kathleen is known for her accessible, open management style, and for her ability to process large amounts of data or complex situations, prioritise the most critical elements and smoothly reach a clear decision. In the words of Freeport-McMoRan's CEO, "Kathleen doesn't intimidate people, but she takes on tasks with enthusiasm and is willing to do whatever it takes to get results."

Kathleen has a Bachelor's degree in Accounting from Louisiana State University. She was named the Best CFO in Metals and Mining by Institutional Investor magazine (The 2015 All-America Executive Team).

## In her own words...

*"The mining business is a fascinating industry, both challenging and rewarding. It is especially gratifying to see the positive economic impact our operations have on local communities and the strong partnerships we have with our stakeholders. There are many dynamic facets to the business that offer interesting careers for a diverse range of skill sets, providing tremendous opportunities for women."*

## 100 Global Inspirational Women in Mining 2016



**Birgit Rameseder**

*Company:* De Beers Global Services  
*Title:* Senior Techno-Economic Analyst, De Beers Group Services (Technical & Sustainable)  
*Nationality:* German

Birgit Rameseder began her education in Germany, studying geology and palaeontology and later moved to France, where she completed her undergraduate degree in Geology.

After she moved to Montreal, Birgit completed a Master's in Earth Sciences and joined De Beers. Her tenure at the company began with a helicopter-supported sampling programme in remote exploration areas of Canada's Arctic where she faced grizzly bears, wolves and wolverines in the line of duty.

A series of leadership roles followed, ranging from project manager in Nunavut to site manager in Saskatchewan. Birgit got involved in diamond valuations while working as chief geologist at Victor Mine, Northern Ontario.

Currently on secondment to De Beers Corporate Headquarters in Johannesburg, Birgit was first involved in mineral resource management coordinating the resource and reserve reporting for the group of companies and getting involved in general governance aspects in this area. As Senior Techno-Economic Analyst she is involved in governance and reporting aspects relating to the life of mine planning process, as well as strategic projects. She also assists with the introduction of developmental tools for various disciplines.

### In her own words...

*"In this line of work, you can't worry about getting your hands dirty and you have to show respect to everyone - both in the field and in the boardroom - to gain theirs. I feel, as a woman in this male-dominated field, you have to prove yourself more. The secret, however, is never to be discouraged or afraid to stand out."*



## Shastri Ramnath

*Company:* Orix Geoscience Inc.  
*Title:* Co-founder, President and  
Principal Geologist  
*Nationality:* West Indian

Shastri Ramnath is a geologist with a 16 year career in the exploration and mining industry. She has a strong technical background and a broad base of experience managing both public and privately held companies.

After roles with Falconbridge Limited and the Exploration and Resource Group of FNX Mining (now KGHM International), Shastri served as President, CEO and Director of Bridgeport Ventures, a former junior mining exploration company publicly traded on the Toronto Stock Exchange.

In 2012, she co-founded Orix Geoscience to provide digital libraries, data entry, database auditing, field verification, compilation, interpretation, 3D modelling, targeting, and other services to mining companies worldwide.

In three years the company has grown from an initial staff of three to more than 30 full and part-time employees with a head office in Toronto and two satellites in Sudbury and Winnipeg. Orix's workforce is 70% female.

Shastri is known for innovative ideas that result in ore discovery, capital financing and out-of-the-box exploration targeting. Orix is one of those ideas: in the midst of a declining metals market and economic downturn, Shastri built a company that not only grew, but continues to thrive despite the difficult market environment.

## In her own words...

*"Mining will continue to evolve in significant ways over the next 20 years as an older, male-dominated generation retires, making room for a more diverse group of people. Younger generations have already accepted women as a normal part of their workplace, and as time moves forward, women will naturally move into higher level positions."*

## 100 Global Inspirational Women in Mining 2016



### Berte Simons

*Company:* Royal Haskoning DHV  
*Title:* Business Unit Director  
Mining and Heavy Industry,  
Country Manager Indonesia  
*Nationality:* Dutch

Berte Simons is an engineer with a maritime background, having started her career in the Dutch Merchant Navy. As Director of Mining and Heavy Industry at Royal Haskoning DHV, she leverages her technical background and passion for heavy machinery and engineering to drive operations at multiple locations around the world.

Berte has extensive practical and technical experience in the management of brown field engineering projects and currently heads up the company's Indonesian business.

Colleagues know her as a hands-on leader who supports her team in all aspects of their work, from client meetings and sales pitches to tender management and project execution. Berte believes in developing talent and travels the world to be with her teams, motivating managers and employees. In the words of one colleague, "When I look at Berte I know there is a future in this world for me as a consultant and that women can hold higher management positions."

In 2014 Berte was named to the Goudhaantjes top 100, a list of the most promising Dutch management talent under the age 45.

### In her own words...

*"The resources industry is fascinating. If any industry can drive to #getthebalanceright in terms of growth of and in developing countries, it is this industry. The position within communities, the interaction with governments and the opportunities created for local labour all make an impact. Also, the infrastructure developments needed to support this industry can open connections to previously isolated communities."*



## 100 Global Inspirational Women in Mining 2016



### Eira Thomas

*Company:* Kaminak Gold Corporation  
*Title:* President, CEO and Director  
*Nationality:* Canadian

Eira Thomas is a respected Canadian geologist whose career in the exploration and mining business spans more than 25 years.

As President, CEO and Director for Kaminak Gold Corporation, Eira has turned her considerable talents to gold mining after achieving legendary success in Canada's diamond industry. In the 1990s Eira led the Aber Resources Ltd. field exploration team that discovered Diavik, Canada's second diamond mine. She spent more than 16 years at Aber, resigning in 2006 to focus on her role as CEO for Stornoway Diamond Corporation. Stornoway is currently developing Renard, Quebec's first diamond mine.

Eira has been honoured with several industry awards, including Canada's Top 40 under 40, the William Harvey Gross Award, the CIM's Past Presidents' Memorial Medal, and Minerva for BC Women Natural Resources Award. She has also been named as one of Canada's Top 100 Most Powerful Women, and selected as a Young Global Leader by the World Economic Forum.

Eira graduated from the University of Toronto with a Bachelor of Science in Geology in 1990.

### In her own words...

*"My passion for exploration took me in the direction of mining. I stay because it has always offered interesting and rewarding opportunities that have helped shaped a successful career. More importantly, I believe in it. I see mining as an essential service to the modern world and critical to improving the lives and welfare of those the developing world as well."*



## Sarah Thomas

*Company:* Pinsent Masons LLP  
*Title:* Partner and Head of the International Mining Group  
*Nationality:* British

Sarah Thomas is a recognised industry expert with nearly 20 years' experience specialising in major infrastructure projects in the water, energy, mining and waste sectors.

Sarah has advised on all forms of water infrastructure ranging from water pipelines to waste water and sludge processing facilities, desalination plants and industrial water outsourcing. She has advised contractors and mine owners (including Anglo American) on EP, EPC and EPCM contracts in iron ore, thermal coal, acid processing and diamond and copper mines in Africa, South America, Russia and Australia.

Sarah's move from water and energy to mining was a natural progression, but one that came with a raft of invigorating new challenges, particularly when working on pit to port projects involving multiple facilities and packages in remote and difficult jurisdictions all over the world. She appreciates how the uniqueness of every mine site means it is almost impossible to replicate one project solution for another - something that keeps her job interesting.

Sarah sits on the UKTI Mining subsector group and the Water in Mining subsector group of British Water. She is also the mother of a 12-year-old daughter.

## In her own words...

*"I think diversity is definitely progressing - certainly in the professional services sector - although there are enclaves that do still seem to be a male dominated domain. I always admire hugely those female geologists and engineers who are out on site often having to command authority as the only woman for miles!"*

## 100 Global Inspirational Women in Mining 2016



### Vanessa Torres

*Company:* BHP Billiton plc  
*Title:* Vice President Production, Logistics and Infrastructure  
*Nationality:* Australian/Brazilian

Over a 23-year career spanning six countries and five commodity groups, Vanessa Torres has built a strong background in strategy, planning, valuation, technology, transactions, operations and projects. She moved from Vale to BHP Billiton in 2007, and this year was appointed Vice President Production Logistics and Infrastructure, directly accountable for all port, rail, utilities, infrastructure, and remote operations of BHP Billiton's iron ore business.

Vanessa's role is one of the largest senior operational roles within BHP Billiton. Her accountabilities span approximately 2,500 employees and a multi-billion dollar budget for the operation of the supply chain logistics and infrastructure assets of BHP Billiton's largest business.

Vanessa stands out at BHP Billiton for her generosity of spirit and commitment to leading the next generation. She firmly believes that inclusion and diversity start with good leadership and results in good leadership. She was integral to the creation of BHP Billiton's Group Functions Inclusion and Diversity Council. Vanessa is also the chief financial sponsor of an NGO: Projeto Colmeia (the Beehive Project) which is a centre aimed at providing free development activities to children from disadvantaged communities.

## In her own words...

*"My journey towards the mining industry started in Brazil when I was five years old. Inspired by my grandfather, who was an engineering professor, I decided 'to be an engineer who would travel the world and work in different places'. That dream inspired me to go beyond what a girl born in a small town in Brazil would normally aspire to."*



## Irena Tsakova

*Company:* Dundee Precious Metals Inc.  
Krumovgrad  
*Title:* Operations Director  
*Nationality:* Bulgarian

With Master's degrees in Chemical Engineering and Environmental Monitoring, Control and Health, Irena Tsakova is an accomplished scientist who believes that empathy is a strength in achieving hard milestones. Irena is recognised for being at the leading edge of modernising Bulgaria's mining sector.

Prior to working in Chelopech, she worked in the Environment Department of Kremikovtsi Iron and Steel Complex in the Sofia District for nine years and then spent five years as Environmental Supervisor for Navan Chelopech EAD/BIMAK until the Chelopech gold mine was acquired by Dundee Precious Metals.

At Chelopech, Irena has developed and implemented environmental management systems certified to ISO 14001 and led environmental projects within mining operations. She has worked hard to ensure proper environmental monitoring and reporting, developing closure and rehabilitation projects of past damaged areas such as surface caves and old stockpiles and developing stakeholder engagement plans.

In 2013, Irena was promoted to Operations Director, responsible for the planning and development of the Krumovgrad gold deposit.

## In her own words...

*"I'm a chemist and an environmental engineer. I started my career in the industry and liked it. Over the years the mining industry has provided me with a lot of new opportunities, enriching my experience and horizon. Mining is a challenging industry and has a lot more to give you if you envisage trends and work towards making the business more sustainable."*

## 100 Global Inspirational Women in Mining 2016



**Anna Tudela**

*Company:* Goldcorp  
*Title:* Vice President, Diversity,  
Regulatory Affairs and  
Corporate Secretary  
*Nationality:* Canadian

Born and raised in Lima, Peru, Anna Tudela moved with her family to Vancouver, Canada in 1987. In her 10 years at Goldcorp Anna has distinguished herself as a advocate of women in the mining industry and a consistently high achiever, playing a key role in Goldcorp initiatives including the signing of the Catalyst Accord and the sponsorship of the Canadian National Women's Rugby teams.

In 2010, she founded Creating Choices, a training, development and mentoring programme that nurtures a culture of diversity and promotes the advancement of women within the sector through education, skills-training and mentorship. To date, more than 1,200 women at Goldcorp have graduated from the programme, which is delivered at all mine sites and corporate offices and is open to all women in the organisation.

In 2013, Anna headed Goldcorp's first women's conference, 'Believe to Achieve' where more than 80 attendees were inspired by speakers at a two-day event held in Mexico City. Anna was also involved in the drafting and implementation of Goldcorp's diversity policy. In 2013, she received the Peter Dey Governance Achievement Award.

### In her own words...

*"By investing in the development of women leaders, Goldcorp empowers our company, the mining industry, and the communities in which we operate."*



## Laura Tyler

*Company:* BHP Billiton plc  
*Title:* Vice President, Strategy  
and Performance  
*Nationality:* British/Australian

After starting her career in the British civil engineering industry, Laura Tyler moved into mining in 1994 and has since worked across three continents in operations spanning civil engineering, open pit mining and underground mining. She is passionate about attracting and retaining women in the sector, and she led the introduction of Cannington mine's first diversity plan to ensure the business supports high potential females.

Laura was the first woman to be appointed as a Vice President of the Queensland Resources Council and the first woman to be appointed as a BHP Billiton Asset President at Cannington.

Now in the Office of the CEO at BHP Billiton, Laura draws on two decades of experience running company assets to work with senior executives on delivery of the company's strategic plan.

In the words of one colleague, "Laura is so impressive in that she can hold her own in a boardroom full of old style mining aristocracy, and the next day she can put on her work boots and head to remote North West Australia to run the largest silver and lead mine in the world."

## In her own words...

*"I stay in mining because I love it - the challenge to maximise returns from a finite resource and to apply the best engineering solutions so we can extract the resources the world needs safely and efficiently. I love seeing the people I work with develop and achieve more than they thought possible - these are the people who now inspire me."*

## 100 Global Inspirational Women in Mining 2016



**Fransje Van der Marel**

*Company:* McKinsey and Company

*Title:* Associate Partner

*Nationality:* South African

Working out of the Johannesburg office, Fransje Van der Marel leads McKinsey's work on economic development in resource driven countries. She brings governments, private sector companies and other stakeholders together at the table to define a 'fair share' of the proceeds of resources including fiscal contribution, local content and community contribution.

Fransje joined McKinsey in 2007 as an associate in Amsterdam. She has served public and private sector clients primarily in mining and oil and gas. She has driven a large body of published research including the McKinsey Global Institute's Reverse the Curse: maximising the potential of resource driven countries. Her vision, she says, is to have the mining industry contribute more, and more effectively, to economic development while creating more shareholder value.

Fransje often presents McKinsey's research on women and the effect they have on an organisation's bottom line. Her contribution has gone a long way towards helping the industry understand both the benefits and challenges associated with women in mining.

### In her own words...

*"I love how fundamental the industry is. It is part of everyday life without people knowing. There is a lot to improve, especially how companies (and governments) deal with communities, labour, local supply chain. I believe the ownership model, technology adoption, community and stakeholder relations, etc. will change tremendously in the near future. I would like to be part of this transition."*



## Frances Wall

*Company:* Camborne School of Mines,  
University of Exeter  
*Title:* Professor  
*Nationality:* British

Professor Frances Wall was recently appointed first female President of the Mineralogical Society of Great Britain and Ireland. This inspirational scientist is also the first female appointment to a personal chair (full Professor) in the University of Exeter's Camborne School of Mines and was the first female Head of Camborne School of Mines from 2008 to 2014.

Frances leads two major international mining-related research projects. SoS RARE brings together academics and international industry partners to carry out research towards a secure and environmentally sustainable supply of critical rare earth elements (Neodymium and Heavy Rare Earth Elements). Her project HiTech AlkCarb, due to start in February 2016, enlists academics, surveyors and European industry partners to make new exploration geomodels for high-technology critical raw materials in alkaline rock and carbonatite deposits.

Besides authoring and editing research papers and books, Frances devotes herself to outreach activities, including sharing her love of discovery by leading a petrology programme at the Natural History Museum, London. She is a Fellow of the Mineralogical Society and the Geological Society, and a Chartered Scientist.

## In her own words...

*"There are still far too few women arriving to study mining engineering in the UK, although lots study geology. We need to do more work to encourage women to consider training for a career in the industry. Only when there are enough women entering the industry can there be enough working their way to senior positions."*

## 100 Global Inspirational Women in Mining 2016



### Joanne Warner

*Company:* Colonial First State  
*Global Asset Management*  
*Title:* Senior Portfolio Manager,  
*Global Resources*  
*Nationality:* Australian

Dr Joanne Warner stands out as one of the few senior women in asset management with a specialisation in mining.

As the manager of a large team of resource specialists, Joanne draws on a unique background in finance and science. She completed her Bachelor's degree in Applied Chemistry at the University of Technology, Sydney, where she won the University Medal. She was awarded a Commonwealth Scholarship to study at the University of Oxford and obtained a D.Phil in Chemical Crystallography. After beginning her professional life as an academic, Joanne quickly gravitated towards finance, putting her scientific background to work as a specialist global resources portfolio manager and analyst.

20 years, 300 projects and 30 countries later, Joanne is still hooked on the process of exploration, development and extraction of minerals. She loves getting out in the field, meeting the operators, seeing projects first hand, and witnessing the positive impact this industry can have on local economies and developing communities.

In November 2007, Joanne won the Outstanding Achievement Award for Mining Funds Management at the annual Mines and Money Conference, sponsored by the Mining Journal in London.

### In her own words...

*"Opportunities can be created to encourage bright young women to participate in the mining industry. It is important to retain these women throughout their careers in order for them reach their full potential, possibly in senior management or on boards. To achieve this it is essential that families receive support from organisations, such as flexible working conditions for both men and women."*



## Anna Wiley

*Company:* Rio Tinto plc  
*Title:* General Manager Tom Price  
and Marandoo  
*Nationality:* Australian

In over 13 years with Rio Tinto, Anna Wiley's career has taken her from Australia to London, to Salt Lake City, and home again. Her experience spans operations, engineering, projects and business development.

For her current role, Anna moved to Tom Price, population 4,000, with her husband and two young daughters. She oversees the operation of four mining areas and three processing plants, with a combined 2015 output of over 45 million tonnes of iron ore.

As the most senior Rio Tinto employee living locally, Anna's remit includes a large community engagement component. She also sits on the board of the Nintirri Centre in Tom Price, developing community programmes and services including childcare, 3 year pre-school, and prevention of family violence programmes.

Anna has managed teams and delivered projects during periods of intense pressure and uncertainty, from the BHP Billiton takeover to the Bingham Canyon landslide recovery impacting Kennecott Utah Copper. For her next challenge, Anna has her sights set on improving the percentage of female supervisors within the business.

## In her own words...

*"Mining appeals to my sense of adventure. Mines are not normally located next to capital cities, and being able to see other parts of Australia was a big part of my decision. This industry offers me great opportunities to develop while allowing me to travel the world. The remote locations build a sense of community that I and my family enjoy."*

## 100 Global Inspirational Women in Mining 2016



**Elena Zhavoronkova**

*Company:* Polyus Gold International Ltd

*Title:* Vice President, Legal Affairs

*Nationality:* Russian

Elena Zhavoronkova has gathered a wealth of experience in managing legal affairs at Russia's largest companies in the metals, mining and industrial sectors. While she admits mining is one of the toughest industries out there, she is also fiercely motivated to succeed, and takes any form of professional recognition as a nudge to push herself further.

Prior to joining Polyus Gold, Elena was Vice President Legal Affairs at Evraz, one of the largest integrated steel and mining businesses in Russia. Before joining Evraz, Elena headed up the legal department at United Industrial Corporation, a diversified holding company in Russia with assets in coal mining, banking, retail and other sectors.

Elena started her career in 2000, at TMK, one of the largest pipe manufacturers in the world, initially as legal advisor and later as head of its legal department. She was drawn to the metallurgical business due to what she calls "an enormous scope for professional and personal development". Over time, these core career drivers steered Elena to gold mining.

Elena graduated from Moscow State Law Academy.

### In her own words...

*"Mining, being a fundamental industry, can never stay the same. It must follow global trends in technical progress, in managerial approaches and environmental policies. Though the core business model is similar to what took place centuries ago - taking gold out of the earth's depths - gold mining now is one of the most adoptive for technology innovations."*



# 100 Global Inspirational Women in Mining 2016

## Advisory Board Members



**Sabine Anderson** is a chartered mining engineer and Principal Consultant with SRK UK. She has 20 years of experience in the industry. Her work focuses on technical due diligence in support of a variety of public and private transactions, and internal evaluations. She has been responsible for managing and authoring technical reports such as Competent Persons Reports. She has experience in bulk commodities, metals and various other minerals. She has worked for BHP Coal, Rand Mines, and at various other mining operations.



**Sarah Byrne-Quinn** is an experienced M&A, business development and strategy executive. Currently she leads Anglo American's M&A practice. Beyond mining, she has in-depth knowledge of the life science industry having previously led the strategy and business development function for Baxter Healthcare for the EMEA region and globally for Smith & Nephew PLC. Sarah has been involved with Diversity and Inclusion within her previous roles and is a member of Women in Mining. She is also an appointed member of the executive advisory panel of the American Graduate School of International Management.



**Pam Bell** Pam has been at Glencore since its merger with Xstrata in May 2013. Her role at Glencore includes engagement with a broad range of stakeholders, including government, NGOs, SRI analysts and ratings agencies. Prior to Glencore, Pam spent 6 years working at Xstrata and 9 years at Anglo American.



**Carole Cable** is the joint head of Brunswick's energy and resources practice, specializing in the metals and mining sector. She advises clients on primary and secondary equity raisings, corporate positioning, reputation management, M&A, crisis communications, investor relations, and sustainability. Carole has been with Brunswick since 2007, and prior to that she was at Credit Suisse and JPMorgan in institutional equity research and sales, specializing in Global Mining and Asia ex Japan. Previously, she worked for an Australian listed mining company and is currently on the board of Women in Mining UK.



**Carmel Daniele** is the founder and CEO of CD Capital Natural Resources which recently raised Fund II with US\$255mn. Previously she was a senior executive in Corporate Advisory at Newmont Mining negotiating and structuring global mergers & acquisitions. Prior to setting up CD Capital in 2006 Carmel was with a London based fund focused on sourcing and negotiating natural resource investments. Carmel started her career at Deloitte working in various corporate finance roles before joining the Normandy Mining Group which included a JV with the French state mining company B.R.G.M. Carmel has a strong track record in creating exceptional returns in challenging high pressure situations utilising her cross-discipline skills in law, accounting and mining finance.



**Amanda Van Dyke** is a Mining Equity Specialist for Peterhouse Asset Management, a Peterhouse Capital company. Amanda worked in the diamond industry as a Gemologist before obtaining an MBA and MA International Economics from SDA Bocconi in Milan. Previously she worked in mining equity specialist sales for Dundee, Pareto, and GMP Securities. As Chairman of Women in Mining UK, Amanda has worked diligently on developing the business case for women in the mining industry, and strived to make WIM UK a significant participant in the ongoing development of the global mining industry.



**Eleanor Evans** is Company Secretary of Rio Tinto. Prior to joining Rio Tinto in June 2013, Eleanor was general counsel and company secretary at Amec Foster Wheeler plc and chief legal officer and company secretary at Cobham plc. In both roles Eleanor was responsible for legal, compliance and secretariat matters globally, was a member of the executive committee and the risk committee, and was secretary to the board of directors and their principal committees. Eleanor commenced her career as a solicitor specialising in corporate and financial law with Norton Rose Fulbright and in her earlier career held senior legal roles at The BOC Group plc and Corus Group plc.



**Judith Mosely** – over 20 years' experience in the mining sector, Judith is Director for Business Development for Mining and Metals at Rand Merchant Bank in London.



**Catherine Raw** is Executive Vice President, Business Performance at Barrick, one of the world's leading gold producers. Prior to joining Barrick in 2015, she was Co-Manager of BlackRock's flagship mining funds. Ms. Raw's experience as one of the largest investors in the mining sector gives her an intimate knowledge of the global mining investment universe and an understanding of the fundamental drivers of superior performance in the industry. She spent years leading in-depth analysis and evaluation of every major mining company in the world. She holds a first class degree in Natural Sciences, from Downing College, University of Cambridge, and a Master of Science in Mineral Project Appraisal from Imperial College London.

# 100 Global Inspirational Women in Mining 2016

## Executive Committee



**Justine James** - Co-founder and MD of Gable Communications, Justine has 18 years experience in financial and corporate communications with significant experience in international markets including Africa, North America, and Australia.



**Elizabeth Johnson** - Elizabeth is a mining corporate broking specialist with over 10 years' experience in the sector and currently works at SP Angel. Previously she worked at FinnCap where she acted for a number of clients including Petra Diamonds, Pan African Resources, African Diamonds, Lucara Diamonds and Kiwara. Prior to this she ran the resources sales team at Objective Capital, a research boutique covering mining companies both listed (TSX/ASX/ AIM) and private. Elizabeth holds a degree in mathematics from Edinburgh University.



**Ros Lund** has been involved in the mining industry for the past 5 years. Currently Ros is supporting a number of companies with strategy and marketing initiatives. Ros founded Mining On Top and ran the highly successful London Summit which brought together the stakeholders of African mining to explore shared value. Ros began her mining career with Objective Capital where she ran more 30 mining investment events in Europe and Africa. Prior to this Ros ran her own corporate and career coaching company Fresh Lens. Ros began her career in financial services where she worked with Barclaycard and American Express for 14 years. She has a BA in Social Ethics from the University of Lancaster.



**Jennifer Maxwell** – As counsel in the London office of Canadian law firm Blake, Cassels & Graydon LLP, Jennifer provides advice across a broad range of business law matters, focusing particularly on mergers and acquisitions, public and private financings, and securities regulatory matters. She has acted for Canadian and international issuers and underwriters on numerous cross-border offerings and listings, especially in the natural resources sector (where she is also involved with industry associations like Women in Mining). Jennifer also advises Canadian public companies on compensation, governance and disclosure issues.



**Nichole McCulloch** – Nichole is the Managing Partner for The Ashton Partnership, an international executive search firm. Nichole specialises in placing individuals in both board and executive roles globally across all corporate functions. Nichole is a strong advocate for diversity and inclusion and sits on the executive board for Women in Mining (UK), chairing their international committee. Nichole is also on the Association for Executive Search Consultants (AESC) UK Diversity Steering Committee.

Before her career in executive search, Nichole supported the campaigns for two US presidential elections in addition to holding management positions with a number of US based firms. Nichole is a member of The Institute of Directors and Chatham House. Nichole holds a BA in Political Science from the University of North. She is currently undertaking her MBA at The Open University focusing on risk management.



**Liz Rich** is an Assistant Manager in the Capital Advisory Group and member of the Energy and Natural Resource Network at KPMG. Prior to this, she worked in mining equity sales and equity research at Morgan Stanley. Liz is a CFA Charterholder and holds a degree in Economics and Chinese from the University of Edinburgh.

## 100 Global Inspirational Women in Mining 2016

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WIM (UK) would like to thank the international WIM groups who have been involved and contributed to the 100 Global Inspirational Women in Mining project.



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