

100 Global Inspirational Women in Mining

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100 GLOBAL INSPIRATIONAL WOMEN IN MINING

Jenny Knott
Foreword



It is a great pleasure to provide the foreword to this publication, which looks at the significant and varied impact of women within the global mining industry. It is a celebration of the incredible talent that exists, and, I hope, will act as an inspiration to others.

Being asked to take part in this project led me to reflect on the future of mining and its dependence on attracting, retaining and promoting talent. The women featured are role models and a reflection of what can be achieved. The fact remains, sadly that mining is still not a very gender diverse sector and it seems that the overall industry has not yet acted cohesively upon the many studies that demonstrate the correlation between gender diversity and improved company performance.

We work in a vibrant industry at a particularly dynamic time. The opportunities facing us are great and varied and we need to attract talent with those same characteristics. It was encouraging therefore, while taking part in this project, to be struck by the interesting array of roles represented. It highlighted to me the importance of promoting entry into our industry and welcoming candidates from diverse backgrounds and experiences and nurturing those careers. Role models in this regard are hugely important and speaking from experience, in my 25 plus year career, I personally have benefited from inspirational leadership and supportive mentors.

On the pages that follow are 100 inspirational women in mining. It is an impressive array of roles and seniorities. What they all have in common is the respect of their colleagues and industry peers, and all were nominated because they inspire those around them every day. It is a group I am proud to be a part of and it is an honour to introduce them here.

Congratulations to all the women featured and to those reading, enjoy.

Jenny Knott
Chief Executive
Standard Bank Plc

Standard Bank

WIM (UK) is a non-profit organisation dedicated to promoting the employment, retention and professional development of women in the mining and minerals sector. This group was created in 2006 and now includes over 1,200 members representing a variety of mining-related businesses and professions.

Joining a group such as WIM(UK) provides informal networking opportunities and access to ideas across and beyond corporate cultures, with even the most experienced individuals benefiting from a fresh perspective. Networking is a necessary skill and a powerful tool for career progression: one of the objectives of WIM(UK) is to allow women to develop networking skills and self-confidence, encouraging them to participate in and benefit from the many other networks available to them in the context of their profession.

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

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We look forward to welcoming you!

100 GLOBAL INSPIRATIONAL WOMEN IN MINING

Amanda Van Dyke
Foreword



The Women in Mining UK ("WIM (UK)") 100 Global Inspirational Women in Mining Project is an international collaboration between women in mining groups from the UK, Australia, Canada, South Africa and the United States. It is widely acknowledged that inspirational role models can play a large part in inspiring a new generation of professionals and we aim to facilitate development in this arena.

In 2012, WIM (UK) commissioned a three stage study in conjunction with PWC (London) to analyse trends and performance of women on boards and in senior executive positions in the global mining industry. That study sought to correlate the performance of mining industry organisations with the level of gender diversity within them - to demonstrate some of the benefits that higher female representation on boards and in senior executive positions can have on corporate performance.

The results made for interesting reading. The mining industry had fewer women on its boards and in its senior executive positions than any other major global industry, and by a considerable margin. Those with women on boards significantly outperformed those without them in terms of recorded profits, resource-to–reserve definitions and sustainability, among other metric.

One of the main challenges identified by the report was the lack of role models in the sector. As a result, we have created this truly international project to identify some of the most inspirational women in the global mining industry. The 100 Global Inspirational Women in Mining Project received over 500 nominations from throughout the world. Working with our international women in mining partner groups, we have assembled 100 individuals whom, we believe, demonstrate skills and attributes which can inspire a new generation of professionals in all walks of the mining industry.

Determining how to choose from so many inspiring nominations was no mean feat. Convening WIM (UK)'s Executive and Advisory Board (who were exempted from the nomination process but about whom you can read more in the back pages of this project) we began reading through the details of countless women who contribute positively to the mining industry and can serve as an inspiration to others.

Those we selected stand out in a number of ways. They have a lasting impact on the industry. They support other women in mining, and the communities and environments impacted by the industry. We wanted to make sure that regardless of career stage, discipline or jurisdiction, the end result also encapsulated how diverse and high achieving women in our industry are.

We hope you enjoy, and are suitably inspired!

Amanda Van Dyke
Chairman
Women in Mining (UK)

WOMEN IN MINING UK

100 Global Inspirational Women in Mining

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Ruth Allington

Ruth Allington is a consultant engineering geologist, and is Joint Senior Partner at GWP Consultants LLP. Ruth works in mineral resource evaluation, geological modelling, and the detailed design and scheduling of quarries and open pit mines for construction materials and industrial minerals in the UK and internationally (most recently Hong Kong, Trinidad and Oman). Alongside technical roles she is an active expert witness, and a qualified commercial mediator.

Ruth joined GWP after completing her MSc in Engineering Geology from the University of Durham in 1981. She also has a BSc in Geology and Geography, and an MBA from The Open University.

Ruth is committed to promoting mentoring within the industry, and (with support from UKRC) instigated the first mentoring scheme offered by the Geological Society to encourage and support early career geologists and help them develop effective professional networks.

Ruth has served as Chair of the Engineering Group of the Geological Society, President of the European Federation of Geologists, and is currently Chair of an IUGS Task Group on Global Geoscience Professionalism. She is the first woman to have been honoured by the Engineering Group of the Geological Society by the award of the Glossop Medal in 2012.

She is a member of the Pan European Reserves and Resources Reporting Committee (PERC). Ruth is also a WIM (UK) Member.



Who: Ruth Allington

Where: Senior Partner, GWP Consultants LLP (UK)

***At a glance:** Ruth joined GWP Consultants LLP in 1981 after graduating from her MSc in Engineering Geology, and is now Joint Senior Partner. Ruth works primarily as a consultant in mineral resource evaluation, geological modelling, and the detailed design and scheduling of quarries and open pit mines for construction materials and industrial minerals. She is an experienced mentor and trainer for specialists and non-specialists in quarrying and related industries, and a frequent communicator of scientific and engineering concepts to the public, non-specialist legislators and regulators. Ruth has served as Chair of the Engineering Group and as Professional Secretary of the Geological Society. She was President of the European Federation of Geologists from 2009 to 2013.*



Who: Lyn Anglin

***Where:* Board Member, Science World, Vancouver, Canada**

***At a glance:* Lyn Anglin recently retired as President and CEO of Geoscience BC, a highly successful and influential non-profit geoscience research organization created in 2005 with funding of $25 million from the Province of British Columbia. For twenty years Lyn has spearheaded geoscience research exploration, managing projects in various areas across Canada. A PhD qualified professional geologist, Lyn's expertise lies in mineral deposit geology and radiogenic isotope geochemistry.**

Lyn Anglin

In 2006 Lyn was appointed President and CEO of Geoscience BC. Prior to this she was the acting Director of the Pacific Division of the Geological Survey of Canada. She has spent over 20 years managing geoscience research projects in various areas across Canada, and without her expertise several notable exploration companies in British Colombia would have struggled to find funding for their projects.

She is an active member of the geoscience community, sitting on the boards of a number crucial resources committees and in 2010 was a recipient of the Minerva Award for BC Women in Natural Resources

Lyn is noted for her prowess in public speaking, sharing passionately her experiences of mining, alongside her work in raising awareness of the mining industry to the general public. She has been an active supporter of Women in Mining (Vancouver) from its inception and continues to work as a proud advocate of the organisation.

Kelia Aparecida dos Santos

As Administrative Auxiliar for Anglo American, Kelia is able to support her team allowing them to be successful in all that they do. Supporting one of Anglo American's largest operations in Brazil, Kelia is constantly growing and adapting, inspiring all with her can-do attitude.

Keila has a physical disability and rather than allowing it to slow her down, her energy and enthusiasm continue to inspire and prove that diversity beyond gender is an asset to the industry.

In 2009 Keila joined Anglo American as a Messenger and was promoted to Administrative Auxiliary in the Safety Department in 2011. Here she is responsible for organising, registering and receiving the Personal Protection Equipment (PPE)s. Keila also seeks actions for improvement and guidance to employees to generate the optimization of PPE and materials distributed.



Who: Kelia Aparecida dos Santos

***Where:* Administrative Auxiliar Anglo American (Brazil)**

***At a glance:* Kelia Aparecida dos Santos inspires all that meet her and manages to always have a positive attitude in the face of adversity.**



Who: Maria Consuelo Araújo

***Where:* CEO, Gran Colombia Gold (Colombia)**

***At a glance:* Maria Consuelo Araújo, or "Conchi" to her friends, was trained and served as a politician, but entered unchartered waters to join the world of mining, where, at a young age, she has become the CEO of Colombia's largest underground gold miner. Whether she is visiting investors in London and NYC, discussing issues with miners 200 metres below the surface, or participating in community meetings, Conchi is equally comfortable and brings her enthusiasm, passion and people focus to everything that she does.**

Maria Consuelo Araújo

María or "Conchi" to her friends, served as Minister of Culture from 2002 to 2006. In 2006, she was appointed Minister of Foreign Relations of the government of President Álvaro Uribe Vélez. Conchi left politics in 2007 and began a career in business.

In her political career, Conchi was a very popular figure. As Minister of Culture, Conchi directed an ambitious Library Plan that created public libraries in 1010 cities of the country. During her term the restoration of El Museo del Oro in Bogota took place. The museum holds the world's largest collection of pre-Hispanic gold artefacts and is a must see attraction in Bogota.

In her business career, Conchi showed that same passion for people and her country. Conchi helped negotiate the purchase of the bankrupt Frontino Goldmines property in Segovia, Colombia. Conchi worked closely with the local communities and miners to create an artisanal mining model that created a win-win arrangement for the community, the government and the company. The model currently employs 43 artisanal mining associations and offers them safe working conditions, a fair wage and has eliminated the use of mercury in processing the gold. The company is now part of the Global Mercury Project UNIDO (United Nations Industrial Development Organization). Conchi has also led several community and cultural initiatives in the areas where Gran Colombia operates, including land donations to families, promoting educational initiatives for girls, music programs and bringing safe drinking water to local towns.

Margaret Beck

Margaret's 25 year career with BHP Billiton has seen her ascend the ranks from a graduate in San Francisco working in the finance team, to VP Finance in Perth via Santiago and Singapore. Her experience and understanding of the global picture for BHP Billiton has made her an invaluable asset to the team. She has consistently delivered financial excellence in key decisions regarding investments for the iron ore business, including major capital project endorsement, business-wide annual end-to-end planning framework, investor community, financial institutions, government stakeholder relationships, strategy and reporting processes.

Margaret led the team that won the CFO Award for Excellence in Financial Reporting in BHP Billiton in 2009 and again in 2011. She also acted as President of the global minerals exploration business for BHP Billiton from April 2013 through September 2013.

Margaret has acted as a champion for women interested in finance having participated in several women's events, including a panel appearance at International Women's Day Forum in Singapore. She regularly mentors men and women interested in finance and is highly respected and regarded for her passion, dedication and openness.



Who: Margaret Beck

***Where:* Vice President of Finance (Iron Ore), BHP Billiton (Australia)**

***At a glance:* Margaret Beck is a highly regarded and respected VP Finance whose leadership has been awarded for excellence on numerous occasions. She has been a key decision maker regarding investments for the iron ore business, including major capital project endorsement, business-wide annual end-to-end planning framework, investor community, financial institutions, government stakeholder relationships, strategy and reporting processes.**



Who: Maryse Belanger

***Where:* Senior Vice President (Technical Services), Goldcorp Inc. (Canada)**

***At a glance:* Across her 25 year career, Maryse Belanger has been an active advocate for women in mining, working tirelessly to further the careers of women working in this traditionally male-dominated industry. She has supported University of British Columbia's Women in Science and Engineering and was a keynote speaker at the Creating Connections Conference in 2011. Over the course of that same year Maryse hosted a women in engineering leadership forum which led to the creation of the Association of Professional Engineers of BC Standing Committee on Women in Engineering.**

Maryse Belanger

As Senior VP of Technical Services at Goldcorp, Maryse remains one of the few women in the industry to carry such an important leadership role. Hard work, determination, mastering her fields of expertise and mentoring young professionals proves Maryse to be an agent of change within the mining business. Her instrumental contributions to the advancement of technical services have gained Maryse industry-wide respect. Under her leadership, Maryse encourages a supportive and cooperative environment for her team of 42 and is an esteemed industry role model as a result of her professional success, volunteer activity and undeniable passion for developing women in mining.

Maryse has acted as a role model not only to her two daughters but to all women with an interest in the mining industry. She has supported University of British Columbia's Women in Science and Engineering and was a keynote speaker at the Creating Connections Conference in 2011. Over the course of that same year, Maryse hosted a women in engineering leadership forum which led to the creation of the Association of Professional Engineers of BC Standing Committee on Women in Engineering. The mandate of this committee is to identify specific causes for the gender imbalance in the profession of engineering and geoscience and recommends actions aligned with its mandate to improve female representation.

Heather Bell

Heather's story has made her an inspiration to many. Beginning as a female mining engineer, Heather moved up the ranks to become Regional Manager NSW for Resource Development, while balancing a young family and completing her Executive MBA. Her job entails managing the identified strategic portfolio value for Rio Tinto Coal Australia across New South Wales, including greenfield and brownfield developments.

Heather obtained her Examiner's and Mine Manager's statutory tickets in 2005 while working as an engineer. To hold both these tickets at Heather's age was rare, and for a woman even rarer. Heather's determination saw her go on to become the first female open cut examiner and shift boss at one of NSW's largest open cut coal mines at 27 years of age.

Since then, Heather has passionately shared her experiences to help and encourage other young women achieve success in their studies and careers. Her involvement in activities with the University of Queensland and her role as a volunteer graduate ambassador for Rio Tinto reflects her philosophy that education and training is the epicentre of a rewarding and challenging career in the mining industry.



Who: Heather Bell

***Where:* Regional Manager NSW for Resource Development, Rio Tinto Coal (Australia)**

***At a glance:* Heather Bell is Rio Tinto Coal Australia's NSW Regional Manager for Resource Development. Beginning as a female mining engineer, Heather was promoted to her role in February 2013 after an 11-year career in a range of site, technical, corporate and managerial roles across Queensland and New South Wales. She is the youngest manager and the only female in her team of people that work across both states. Earlier this year Heather Bell took home the top gong at the 2013 Queensland Resources Council's annual Resources Awards for Women.**



Who: Janet Bewsey

***Where:* Operations Director, Jobs for Mining Ltd (UK).**

***At a glance:* Originally trained as an accountant, Janet Bewsey worked for a range of employers including american airline TWA, the Al-Fayed Investment & Trust (where she was involved in diverse acquisitions such as The Ritz, Paris, Harrods and natural resource projects) and Blue Arrow PLC, before launching online mining job board jobs4mining.com in 2007. Created to provide an inexpensive way for mining organisations to profile their jobs to expat and local professionals worldwide, jobs4mining.com was also an early supporter of Women In Mining, with the site continuing to play an important role in the organisations promotion today.**

Janet Bewsey

Janet, Operations Director at Jobs4mining.com, trained as an accountant. After an early career with American airline TWA, she spent a large part of her working life at Al-Fayed Investment & Trust as part of a small strategic executive team, involved in diverse acquisitions such as The Ritz in Paris, Harrods and natural resource projects.

Spells at Blue Arrow PLC, then a highly acquisitive FTSE-100 holding company, and Ster Kinekor, the South African cinema group, followed. In 2006, keen to reduce the amount she was travelling, Janet decided to create online mining job board, jobs4mining.com, with her life-long friend Diana Stewart.

The industry was critically short of skills and Janet, who knew about engineering and had an interest in geology, launched the site with the objective of providing an inexpensive way for mining organisations to profile their jobs to expat and local professionals worldwide, via a single platform.

At this time, Women In Mining had just started in London and early membership highlighted the need to promote professional women and the plight of graduates. Janet was happy to contribute to the Women In Mining graduate page on the their website, and, nearly seven years on, this remains a big source of interest in Women In Mining.

Elena Bezdenezhnikh

Elena received a degree in law from Krasnoyarsk State University. She started working in the Polar Division of OJSC MMC Norilsk Nickel as legal counsel and moved up the ranks to become the head of the Corporate and Legal Issues Department. She was appointed the Director of the Legal Department (Moscow) of OJSC MMC Norilsk Nickel in 2008.

In 2012, she was appointed as Deputy General Director – Head of Corporate, Legal and Property Issues Block. Elena received the Russian 2010 Entrepreneur of the Year award and was elected a member of Issuers Committee of CJSC MICEX Stock Exchange.

Her professional interests include: organization of the judicial protection of the interests of OJSC MMC Norilsk Nickel and its subsidiaries, corporate management of the enterprises included in the Group, implementation of the company's legal and property policies and legal support of the company's activities.



Who: Elena Bezdenezhnikhh

***Where:* Deputy General Director; Head of Corporate, Legal and Property Issues Block, OSJC Norilsk Nickel**

***At a glance:* Elena Bezdenezhnikh received the Russian 2010 Entrepreneur of the Year award and was elected a member of Issuers Committee of CJSC MICEX Stock Exchange.**

Her professional interests include: organization of the judicial protection of the interests of OJSC MMC Norilsk Nickel and its subsidiaries, corporate management of the enterprises included in the Group, implementation of the company's legal and property policies and legal support of the company's activities.



Who: Vicky Binns

***Where:* Vice President (Coal Marketing), BHP Billiton (Singapore)**

***At a glance:* Vicky Binns was the first female on the BHP Billiton Marketing Executive Committee, and is an industry leading resources analyst. She has consistently demonstrated herself to be trendsetter in her respective teams- be that as one of the first women to work offshore for Esso, or leading her team at Merrill Lynch to achieve a Top 3 rating. Vicky was a founding member of the Women in Mining and Resources (WIMAR) network in Singapore.**

Vicky Binns

Vicky was the first female on the BHP Billiton Marketing Executive Committee. Before joining BHP Billiton, Vicky was the Australian Head of Research and Global Head of Mining, Metals and Steel Research for Merrill Lynch. Vicky's drive, passion and commitment saw her and her team consistently achieve a Top 3 rating by Global, Asian and Australian Institutional Investors for more than 10 years.

Vicky has been committed to gender equality in mining for many years. She represented the Asian Region on the Global Women's Advisory Council for Merrill Lynch, advising the Board on how to promote a more gender balanced workplace. Vicky's continued passion and energy more recently saw her work tirelessly as a founding member of the Women in Mining and Resources (WIMAR) network in Singapore, in addition to her heavy VP commitments. Vicky is the network sponsor for BHP Billiton and has been active in its development, including hosting the recent successful inaugural networking event in September with over 150 women of different backgrounds in attendance.

Catherine Boggs

Catherine has been an attorney actively advising on mining law for over 30 years, and joined RCF as VP and General Counsel in 2011.

Previously, she was SVP-Corporate Development for Barrick Gold Corporation in Toronto, where she also served as President and CEO of a joint venture company mining copper and gold in Pakistan (Tethyan Copper); as the interim Regional President of Barrick's African Business Unit, responsible for all of Barrick's activities in Africa; and as the interim General Counsel and Company Secretary of African Barrick Gold plc, a subsidiary of Barrick listed on the London Stock Exchange.

Prior to Barrick, Catherine was an international partner and Head of the Global Mining Practice Group for Baker & McKenzie, working in the US, Kazakhstan and Indonesia, and a partner in Denver law firm of Sherman & Howard, where she started her mining law career.

She has a BA in Economics and a JD from the University of Denver, and a MS in Resource Development from Michigan State University.

She was President of the Rocky Mountain Mineral Law Foundation 2012-2013, has previously served as member of the Mining Committee of the International Bar Association, and is a frequent lecturer at the University of Denver, College of Law.



Who: Catherine Boggs

***Where:* Vice President and General Counsel, Resource Capital Funds (USA).**

***At a glance:* Catherine Boggs joined RCF as VP and General Counsel in 2011. Previously she was SVP-Corporate Development for Barrick Gold Corporation, for whom she also headed up joint ventures in Pakistan and Africa. Catherine has worked as an attorney advising on mining law, in the US and overseas, for over 30 years. She was President of the Rocky Mountain Mineral Law Foundation 2012-2013, has previously served as member of the Mining Committee of the International Bar Association, and is a frequent lecturer at the University of Denver, College of Law.**



Who: Sue Border

***Where:* Director/Principal Geologist, Geos Mining (Australia)**

***At a glance:* Sue Border has over 35 years' experience in the minerals industry. Sue specialises in exploration management and resources/reserve estimation. Sue is the Director/Principal Geologist at Geos Mining, a geologist consultancy firm based in Sydney in which she is the founder.**

Sue Border

Sue has a diverse working background, having studied mining geology (honours) at the Royal School of Mines at the University of London in the mid-1970s before working in Zambia for four years. She was the first woman to undertake the Mining geology course at RSM and the first woman to gain permission to work underground in Zambia. She has experience in a wide range of industrial minerals, with specialist knowledge of bauxite and kaolin, as well as other commodities. Sue is a Fellow of both AusIMM (Australasian Institute of Mining & Metallurgy), and AIG (Australian Institute of Geoscientists), and a member of MICA (Mineral Industry Consultants Association).

The former chairwoman of the AusIMM's WIMnet group (Women in Mining network), she has also chaired the NSW branch of WIMnet, and is currently a member of AusIMM's membership committee and Sydney branch Committee. Sue also discovered and developed Staurolite Ridge, a large garnet deposit which has since been mined.

Sue has built up an exploration portfolio for a $15 million public float on a very limited budget and successfully negotiated joint ventures. While a single mother in 1998 she started Geos Mining, a diversified geological consultancy, which has grown into a respected consultancy house employing and training young geologists and experienced professionals, with a peak employment of over 50 staff. Her two boys are now 28 and 25.

Fran Burgess

Fran is an experienced mining executive whose 35-year career has seen her work in mines across the globe, overseeing safety, health, community and more. Currently she is General Manager, Projects and Group Metallurgy Perilya Ltd, where she focuses on development projects in Australia, group metallurgy and due diligence.

In addition to managing Australia Projects and Group Metallurgy, Fran also plays a key role in the company's world wide due diligence, as well as in metallurgical aspects on world wide projects. Highly regarded for her leadership abilities, Fran is frequently recognized for transforming her safety, environment and productivity initiatives into positive business outcomes.

She is an active member of the mining community and has been involved with several associations including a Fellowship with Australasian Institute of Mining and Metallurgy, Cp(Met); and membership with Graduate Technologist Institute of Engineers of Australia and the Graduate Management Association of Australia Inc. She was director of the Tasmanian Minerals Council 2003-2008, AMIRA in 2010 and has worked with Firefly Consulting Services since 2011.



Who: Fran Burgess

***Where:* General Manager, Projects and Group Metallurgy Perilya Ltd (Australia)**

***At a glance:* Fran Burgess is an experienced mining executive whose 35-year career has seen her work in mines across the globe, overseeing safety, health, community and more. Currently she is General Manager, Projects and Group Metallurgy Perilya Ltd, where she focuses on development projects in Australia, group metallurgy and due diligence.**



Who: Marion Bush

***Where:* CEO Cassidy Gold Corp (UK)**

***At a glance:* Marion Bush joined Cassidy Gold Corp., a junior gold exploration company with assets in West Africa, as COO in 2011, becoming CEO in 2012. Prior to this she has worked as a consultant for her own company (Digby Advisors), as a Mining Analyst for Zamin Advisors, and as an Exploration and Mine Geologist in Western Australia and New Zealand. She has also spent time working in the Telecoms sector (including at O2). Marion is a member of WIM (UK).**

Marion Bush

Marion joined Cassidy Gold Corp., a junior gold exploration company with assets in West Africa, as COO in 2011, becoming CEO in 2012.

Prior to this, she was a consultant with her own company, Digby Advisors (2011) and a Mining Analyst with Zamin Advisors, a privately owned company in London (2008-2011).

Marion began her career by working for four years as an Exploration and Mine Geologist in Western Australia and New Zealand.

Seeking new opportunities, she then decided to study for an MSc in Mining Finance in London, at Imperial College. She also holds a DIC (Diploma of Imperial College), a post-graduate diploma in Economic Geology and a BSc in Applied Geology, both from Curtin University of Technology in Western Australia.
From 1999 through 2008 Marion also worked in Telecoms, in analyst and marketing roles, including six years at O2.

Marion is a WIM (UK) member, and she credits her 'continual focus on training, willingness to try new roles that lay outside my experience and comfort zone, and my ability to approach these roles with flexibility and good humour' for her successes to date.

Jean Bustard

Jean is Chief Operating Officer of ADA-ES, Inc. ADA is a pioneer in developing solutions for advancing cleaner energy at coal-fired power plants, industrial boilers and Portland cement kilns.

Jean is responsible for the operations of ADA and its sister company, BCSI, LLC (BCSI). She is one of ADA's founders and has been influential in its growth, its commitment to reducing emissions from coal-fired generation, and the establishment of company values that have led to a strong brand and reputation.

Jean also helped found ADA Carbon Solutions, LLC, a joint venture with private equity, to build a greenfield activated carbon production plant – the largest, emissions focused activated carbon plant in North America – and open a lignite mine to supply feedstock to the plant. Jean was acting President of this company from 2008 until fall of 2010.

In total, Jean has been working in air pollution control research, development and product commercialization for over 30 years with primary experience in mercury control technologies and particulate control systems.



Who: Jean Bustard

***Where:* Chief Operating Officer, ADA Environmental Solutions, Inc. (USA).**

***At a glance:* Jean Bustard is Founder and COO of ADA-ES, Inc., responsible for the operations of ADA and its sister company, BCSI, LLC (BCSI). ADA is a pioneer in developing solutions for advancing cleaner energy at coal-fired power plants, industrial boilers and Portland cement kilns, and Jean has been influential in its growth, its commitment to reducing emissions from coal-fired power generation and the establishment of company values that have led to a strong brand and reputation.**

She also helped found ADA Carbon Solutions, ADA's joint venture initiative to build the largest, emissions focused activated carbon plant in North America.

WOMEN IN MINING UK

100 Global Inspirational Women in Mining



Meredith Campion

Meredith is a partner at Allen and Overy in Perth, Australia. She specializes in corporate work within the mining & energy sectors and is one of the few senior women in this area. Meredith has advised on a wide range of commercial transactions in the energy and resources sector, including takeovers, mergers, acquisitions, disposals, capital raisings and joint ventures.

Meredith has been voted by peers as one of Australia's Best Lawyers each year from 2010 to 2012 for her corporate work. Chambers Asia Pacific 2012 ranks Meredith in the Equity Capital Markets area: "Meredith is recognised for providing 'an exceptional service and complete value-adding support'."

Clients have referred to Meredith as their 'legal, moral compass' and she has the confidence of directors "all over the world and in all legal arguments she will be the final arbiter".

As a partner of a global law firm, Meredith has risen to the top of her field. She has led mining transactions around the world, and has worked tirelessly for the benefit of her global mining clients.

Meredith is not afraid to be a strong, but feminine woman in the man's world of mining. She has a quiet confidence and the ability to win the trust of her clients, partnering with board members across the world to help them structure and implement mining transactions and manage risk in their decision making.



Who: Meredith Campion

***Where:* Partner, Allen & Overy (Australia)**

***At a glance:* Meredith Campion is a partner at Allen and Overy in Perth, Australia. She specializes in corporate work within the mining & energy sectors and is one of the few senior women in this area. Meredith has advised on a wide range of commercial transactions in the energy and resources sector, including takeovers, mergers, acquisitions, disposals, capital raisings and joint ventures. As a partner of a global law firm, Meredith has risen to the top of her field. She has led mining transactions around the world, and has worked tirelessly for the benefit of her global mining clients.**



Who: Eileen Carr

***Where:* Non Executive Director, Talvivaara (UK)**

***At a glance:* Eileen Carr has over 30 years of experience in finance sector of resource companies including 20 years of experience as a director on UK, Australian and Toronto listed boards. She has helped explore and develop assets in China, Russia, Australia, Africa and Latin America. She has firmly established herself in the London mining world, having survived a number of mining cycles.**

Eileen Carr

Throughout her career, Eileen has held several board and senior management positions including Chairman of Board of Directors at Cluff Gold, Finance Director and Company Secretary at Cluff Resources, CFO and Company Secretary at Monterrico Metals and CFO at European Goldfields. She is currently Non-Executive Director and Chair of Audit Committee for Talvivaara Mining and Nobel Oil Holdings Ltd.

Eileen was one of the first women to be elected to the board of a mining company and one of the youngest finance directors to be appointed to the board of a company listed on the London Stock Exchange in 1993. She has had a long and distinguished career showing that women can rise to the top of the industry and have long and successful portfolio careers.

She holds a M.Sc. (Management) from the University of London, Sloan Fellow, FCCA.

Liv Carroll

Liv is Associate Director of Geology and Business Development at Wardell Armstrong International. Her job is split equally between technical work and business development, and, as a Chartered Geologist with an MSc in Mineral Project Appraisal, she regularly undertakes investment due diligence and fatal flaw studies for exploration and mining companies, banks, investment funds and high net worth individuals.

Liv has carried out a number of studies of the mineral opportunities in various African nations and commonly assists with the development and management of exploration programmes. She has also presented at the House of Commons on the mineral opportunities of Tanzania and at the House of Lords on the development of the mining industry in Sierra Leone.

Liv has been a committee member for 10 years and Past President (2008/2009) of MinSouth (the London and Southern Counties branch of the Institute of Materials, Minerals and Mining – IOM3), a committee member of PERC, the Pan-European Reserves and Resources Reporting Committee, and served as Chair, Applied Earth Science Division at the Institute of Materials, Minerals & Mining between 2012-2013. She also organises the Mining Sundowner, "a monthly get together in a pub for anyone who is anything to do with mining".



Who: Liv Carroll

***Where:* Associate Director of Geology & Business Development, Wardell Armstrong (UK).**

***At a glance:* Liv Carroll is Associate Director of Geology and Business Development at Wardell Armstrong International, with responsibility for both technical work and business development, as well as regularly undertaking investment due diligence and fatal flaw studies for exploration and mining companies, banks, investment funds and high net worth individuals.**

Liv has presented at the House of Commons and the House of Lords on the mineral opportunities of Tanzania and the development of the mining industry in Sierra Leone. She has also served as Chair, Applied Earth Science Division of the Institute of Materials, Minerals & Mining; President, MinSouth; and Committee member, PERC



Who: Cynthia Carroll

***Where:* Non Executive Director – BP (UK)**

***At a glance:* Cynthia Carroll was Chief Executive of Anglo American PLC from 2007-2013. Previously, she worked for Alcan Inc for 18 years, and Amoco for eight, heading various departments in Europe and the US. She is a geologist by training, and has acted as Chair for a number of high profile organisations, including De Beers, Anglo American Platinum Limited and the NSPCC. She has been a non-exec director at BP and director of Sara Lee Corp.**

Cynthia has been ranked by Forbes Magazine as the fourth most powerful woman in the world.

Cynthia Carroll

Cynthia was Chief Executive of Anglo American PLC from 2007-2013. Anglo are a leader in the global mining industry, employing 150,000 people and ranked in the top 20 companies on the FTSE 100 Index.

Cynthia began her career working for Amoco for eight years as a petroleum geologist in oil exploration based in Denver, Colorado, before joining Alcan Inc, where she spent 18 years.

At Alcan Inc, Cynthia led the Alcan Laminated Products business in Kentucky; was the Managing Director of the Aughinish Alumina business in Ireland; was President of the Bauxite, Alumina and Speciality Chemicals business in Montreal – responsible for 54 wholly- or partly-owned operations in over 20 countries; and was President and CEO of the Primary Metals Group – which, at the time of her departure, had become the company's biggest and most profitable division.

Cynthia is a non-executive director of BP PLC, a member of BP's Safety, Ethics and Environmental Assurance Committee of the Board, and formerly a Director of Sara Lee Corporation and Chair of Anglo American Platinum Limited.

Cynthia has also been Chair of the NSPCC, on the Board of Stop Organised Abuse and a Fellow of The Institute of Materials, Minerals and Mining. She is currently on the Board of Trustees of the Institute for Advanced Study in Princeton, and Forbes Magazine recently ranked her the fourth most powerful woman in the world.

Deborah Caudle

Deborah has been Director, Mining and Metals Products, for Barclays Capital in London since 2010, where she is responsible for deal origination and execution for EMEA and the Americas. She first joined the company in 2008, in Sydney, providing financial advisory, capital raising, financing and risk management services to the mining sector.

Prior to Barclays Capital, Deborah worked for BHP Billiton, who she joined as a Process Engineer in Iron Ore Operations after graduating from the University of NSW with a Bachelor of Metallurgical Engineering (Hons). She then became a Project Process Engineer at the Queensland Nickel Refinery where she oversaw the design, construction and commissioning of a brownfields optimisation project, and was promoted to Commissioning Superintendent for a $400 million brownfields expansion. Whilst working as an engineer she was actively involved in the processing and commissioning network within BHP Billiton and undertook a part-time MBA.

Deborah's MBA, combined with her engineering and projects experience, earned her a role in BHP Billiton's investment evaluation team in Melbourne, where she was involved in evaluating and reviewing major investments in South America, South Africa and Australia, and she was also responsible for closure evaluation globally.

Deborah is active in the WIM International Committee; WIN mentoring programs working with graduates; and Barclays sponsorship of a bursary programme with Engineers Without Borders (UK).



Who: Deborah Caudle

***Where:* Director, Mining and Metals Products, Barclays Capital (UK).**

***At a glance:* Deborah Caudle is Director, Mining and Metals Products, for Barclays Capital in London, where she is responsible for deal origination and execution for EMEA and the Americas. She began her career with BHP Billiton as a Process Engineer, working up to Commissioning Superintendent before studying for an MBA. This helped propel her into a role in BHP Billiton's investment evaluation team in Melbourne. In 2008 she joined Barclays Capital in Sydney, providing financial advisory, capital raising, financing and risk management services to the mining sector.**

Deborah is active in WIN, WIM and Barclays' sponsorship of Engineering Without Borders



Who: Dr Megan Clark

***Where:* Chief Executive, CSIRO (Australia)**

***At a glance:* Dr Megan Clark is Chief Executive of CSIRO – Australia's national science agency and one of the top 10 applied research organisations in the world. Previously VP at BHP Billiton Australia, Megan is also Chair of the Mining for Development Advisory Board for AusAid and sits on the Prime Minister's Science, Industry and Engineering Council.**

Dr Megan Clark

Megan has been Chief Executive of CSIRO since January 2009 – Australia's national science agency and one of the top 10 applied research organisations in the world. Previously to this she was VP at BHP Billiton Australia.

In addition to being the Chief Executive for CSIRO, Megan is currently Chair of the Mining for Development Advisory Board for AusAid. She is on the Prime Minister's Science, Industry and Engineering Council, and shows her commitment to sustainability and the environment as a member of the World Economic Forum's Global Agenda Council on Measuring Sustainability.

She was recently awarded an Honorary Doctorate of Applied Science Royal Melbourne Institute of Technology (RMIT) University, adding to her previous Honorary Doctorate of Science from University of 2006 and her appointment as Elected Fellow of the Australian Academy of Technology Science and Engineering.

Sandra Collins

Sandra was the first woman to study mining engineering in Queensland and only the second in Australia. In 1985 Collins appealed against, and gained an exemption from, legislation that prevented women from working underground in order to work and study for her underground mine management certification.

On gaining an MBA, Sandra re-joined the resource sector, becoming the first woman managing aluminium smelting and cement manufacturing operations in Australia and New Zealand. During the last decade she has managed three mining operations in Queensland, one of only a few women to have managed Queensland mines.

Throughout her career she has continuously promoted women in mining with numerous presentations to professionals at conferences, mining students at universities, school children and community groups. Her leadership of organisational diversity councils also helped to secure paid maternity leave, flexible hours, part-time work and equitable pay and policies for many women in the industry.

Sandra has been at the forefront of women working in resources in every role she has filled. As such, she has been the recipient of a number of awards including 2009's Australian Mining Prospect Award for Most Outstanding Contribution to Mining; 2009's Australian Mining Prospect Award for Mine Manager of Year (Shared); and 2009's Queensland Resources Awards for Women.



Who: Sandra Collins

***Where:* Operations Manager, MMG, Century Mine (Australia)**

***At a glance:* Sandra Collins is a pioneering mining professional. She was the first woman to study mining engineering in Queensland and only the second in Australia. In 1985 Collins appealed against, and gained an exemption from, legislation that prevented women from working underground in order to work and study for her underground mine management certification. Her leadership of organisational diversity councils also helped to secure paid maternity leave, flexible hours, part-time work and equitable pay and policies for many women in the industry.**



Who: Jacynthe Côté

Where: Chief Executive, Rio Tinto Alcan (Canada)

At a glance: ***Jacynthe Côté is chief executive of Rio Tinto Alcan, and executive committee member of Rio Tinto. In her role, Jacynthe is responsible for Rio Tinto Alcan's global bauxite mining, alumina refining, aluminium production and power generation. Jacynthe has been the recipient of a number of awards including Entrepreneurs Club prize by the Quebec Employers Council and the Germaine Gibara award for outstanding career achievement, influence and leadership.***

Jacynthe Côté

Jacynthe is chief executive of Rio Tinto Alcan, and executive committee member of Rio Tinto. In her role, Jaycynth is responsible for Rio Tinto Alcan's global bauxite mining, alumina refining, aluminium production and power generation.

Jacynthe was awarded the Entrepreneurs Club prize by the Quebec Employers Council which recognises outstanding contributions to the economic development of Quebec. At the Mercuriades, the most prestigious business competition in Quebec, Jacynthe received a Germaine Gibara award for her outstanding career achievements, influence and leadership. She has also received awards from the Quebec division of the Multiple Sclerosis Society of Canada for her philanthropic commitment to the community. She was chosen as "Personality of the Year" in the Business, Administration and Institutions category at the Gala Excellence La Presse / Radio-Canada. Jacynthe was awarded the Medal of Gloire de l'Escolle by Laval University in recognition of her remarkable career, and in 2006, she was named a "Woman of Distinction" by the Women's Y Foundation of Montreal.

Jacynthe is a member of the International Aluminium Institute and the Quebec Council of Manufacturers. In June 2009, she was elected to the Board of Montreal's École des Hautes Études Commerciales (HEC). She has become a champion of education in Canada. Through her leadership, the Rio Tinto Alcan Canada fund launched a $15 million education programme that focuses on stay-in-school initiatives. In 2012 the Government of Canada requested that Jacynthe participate on an advisory panel of prominent Canadians to develop that country's International Education strategy.

Vivienne Cox

Currently Vivienne is a non-executive Director of Rio Tinto plc, BG Group plc and Pearson plc, and Chairman of the French company Vallourec SA. She is the Lead Independent Director on the Board of DFID. She is also on the board of INSEAD and an adjunct Professor at Imperial College.

In 2009 she retired from BP after spending 28 years in the company. Her last full time role was as the Executive Vice President of the Gas, Power and Renewables business. She was a member of the Executive Committee. Her other roles at BP were always commercial and covered trading, refining, and the chemicals business. From 2009 until 2012 she was the Chairman of Climate Change Capital in addition to holding non-executive Director roles.

Dr. Cox earned an Honorary Doctorate from the University of Hull and holds Bachelor's and Master's degrees in Chemistry from Oxford University along with an M.B.A. from INSEAD, Fontainebleau, France. In 2006 she was awarded the prestigious Veuve Clicquot Business Woman of the Year Award. She is married with two young daughters.



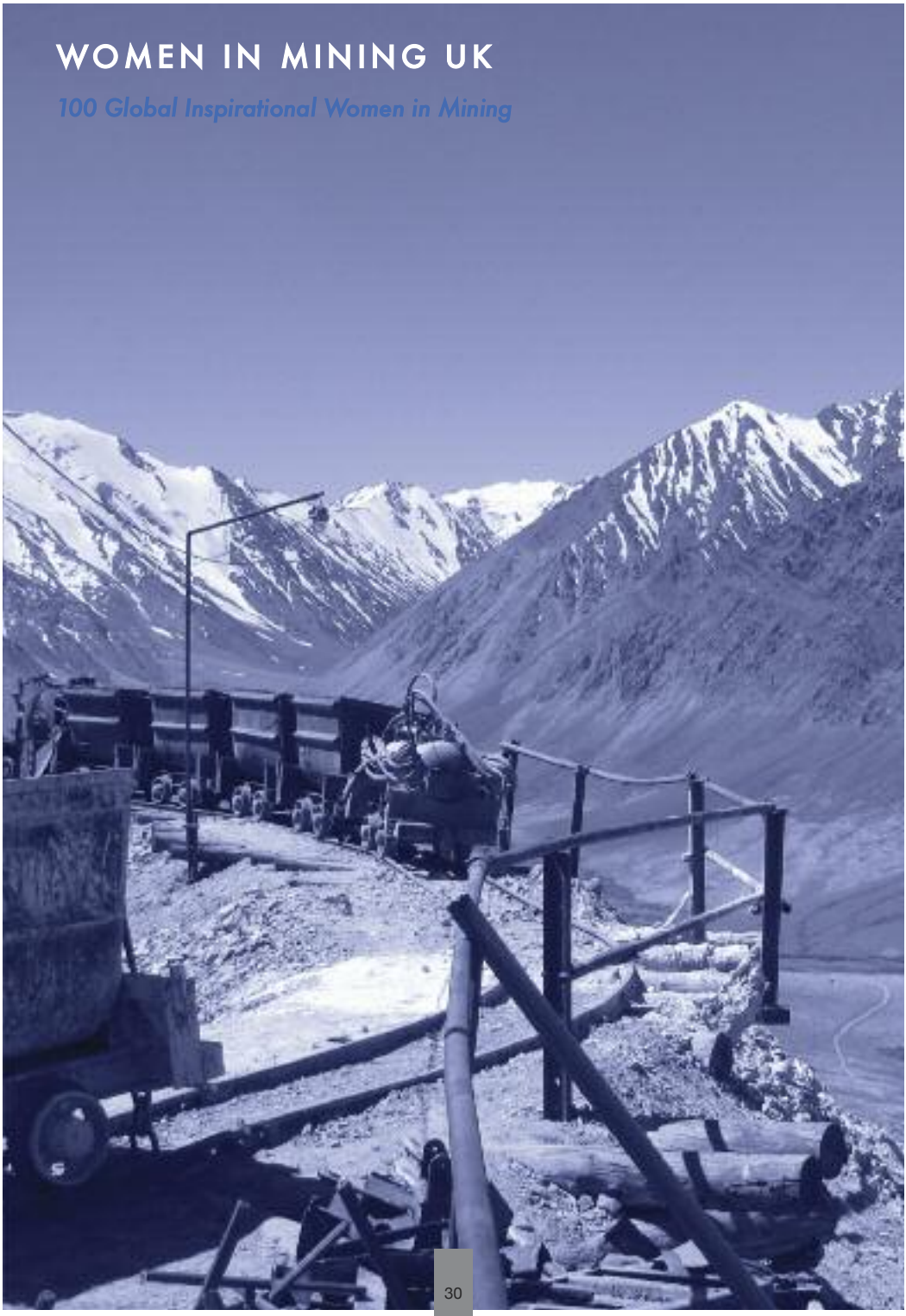
Who: Vivienne Cox

***Where:* Non Executive Director, Rio Tinto (UK)**

***At a glance:* With a career that extends over 28 years in the energy and natural resources space, Vivienne Cox has held a variety of executive and board positions and has firmly established herself as one of the most high profile and successful women in the industry winning in 2006 the prestigious Veuve Clicquot Business Woman of the Year Award.**

WOMEN IN MINING UK

100 Global Inspirational Women in Mining



Patricia Dillon

Patricia's career in the mining industry spans over 30 years, largely spent working with Teck Resources. Patricia retired from her position as Director, Employee Communications and Engagement in Vancouver in 2011 but has continued to be very active in mineral association initiatives.

She chaired the Minerals and Metals Industry Sector Study Steering Committee, was President of the Minerals and Economics Management Society, President of the PDAC (2006-2008) and was the first female President of the CIM (2000-2001). She was involved with the Mining Association of Canada's Towards Sustainable Mining initiative and was chair of the Ontario Mining Association First Nations Video Task Force that developed Mining New Opportunities, a resource for aboriginal communities. In addition, she was a Director of the Ontario Mining Association and chaired the International Council of Mining and Metals (ICMM) Communications Task Force from 2009 to 2011.

Currently, Patricia is Chair of the Board of the Mining Industry Human Resources Council and a member of the board of the Canadian Mining Hall of Fame and the Canadian Mining and Metallurgical Foundation (CIM). Patricia is an Executive-in–Residence in the Global Mining Management MBA Program at the Schulich School of Business (SSB) at York University in Toronto and represents the SSB on the Mining Association of Canada Board of Directors.



Who: Patricia Dillon

***Where:* President and CEO, Prospectors and Developers Association of Canada Mining Matters (Canada)**

***At a glance:* Patricia Dillon has been the volunteer President of the charitable organization, Prospectors and Developers Association of Canada Mining Matters since its inception in 1994. In this role she has worked tirelessly to raise awareness around the mining industry's vital contribution to society, and has been recognized for her achievements several times by the Canadian Institute of Mining, Metallurgy and Petroleum (CIM) and by the Prospectors and Developers Association of Canada (PDAC). Patricia was the first female president of CIM and received the Athena Award in 2000 for her work in assisting women achieve their full leadership potential.**



Who: Karen Dingley

***Where:* UK Mining Sector Leader, UK Surface Water Team Manager, Surface Water Technical Team Lead, and Senior Water Engineer, Golder Associates (UK)**

***At a glance:* Karen Dingley leads the mining group at Golder Associates, responsible for £20m worth of business across Europe and Africa. She also oversees a team of 160 people providing services to mining clients globally, and is a Principal Civil (Water) Engineer, providing senior technical leadership and Project Direction for mine water related projects.**

Karen has worked for CMPS&F (now Fluor), Kinhill (now KBR), Parsons Brinckerhoff and Jacobs, and worked with the Queensland Government (Australia) on water resource management.

At Golder she has developed programmes to support staff and high school engineering students.

Karen Dingley

Karen's primary role is leading the mining group at Golder Associates, with responsibility for mining sector business across Europe and Africa. Under Karen's leadership, the team is exceeding its revenue targets year-on-year, currently generating c£20m per annum.

Karen oversees a team of 160 people providing services to mining clients globally, and in a technical capacity, she is a Principal Civil (Water) Engineer, providing senior technical leadership and acting as Project Director for mine water related projects.

Karen started her career as a graduate engineer with a small consultancy in Queensland, Australia.

After two years she transferred to CMPS&F, a major multi-disciplinary consultancy (now Fluor), providing water supply and flood risk management design services, before joining Kinhill (now KBR), where she took on a project management role supporting the Queensland Government in water resource management.

She has also had roles providing project management and technical support for the mining (water risk management) and government (flood risk mapping) sectors; leading the Water team in Parsons Brinckerhoff; and supervised the National Engineering and Environmental Consultancy (NEECA) framework on behalf of Jacobs.

Dominique Dionne

Dominique has relentlessly pursued her goal to develop the next generation of female leaders in the mining sector by championing Xstrata's support programs to expand opportunities for women. She has been overseeing the Women's Executive Network mentorship program since its launch in 2006. This programme puts young women in contact with strong female role models helping younger women to take on increasingly important roles.

An active contributor in mining activities and initiatives for tomorrow's leaders, she is currently serving as Chair of the Board of Directors of the Québec Mining Association (AMQ) at what is a challenging time for it. She is the first female and the first non-engineer to lead the AMQ in its 76 year history. In 2012, Dominique and her team partnered with Ottawa's Carleton University's Centre for Women in Politics and Public Leadership to create a groundbreaking report highlighting the challenges and opportunities of creating a gender inclusive workforce in Canadian mining. Dominique has also been a leader in Meet the Miners events at Queen's Park and she helped the Ontario Mining Association high school video competition So You Think You Know Mining get off the ground five years ago. Dominique is also a founding member of Minalliance.



Who: Dominique Dionne

***Where:* Vice-President, Strategic Affairs and Communications, Caisse de depot et placement du Quebec (Canada)**

***At a glance:* Dominique Dionne is recognized as one of Canada's leading businesswomen. In 2012, she received the RBC Champions Award in the Top 100 Canada's Most Powerful Women program. Since she started with Xstrata Nickel in 2006, Dominique Dionne has relentlessly pursued her goal to develop the next generation of female leaders in the mining sector by championing Xstrata's support of programs to expand opportunities for women. She has been overseeing the Women's Executive Network mentorship program since its launch in 2006. She has recently left Glencore Xstrata and started a new role with Caisse de depot et placemet du Quebec.**



Who: Caroline Donally

***Where:* Director, Metals & Minerals Deal Team, Denham Capital (USA).**

***At a glance:* Caroline Donally joined Denham Capital in 2011 as a Director of the Metals & Minerals Deal Team, responsible for origination, analysis, structuring and execution of investments. She has over 13 years' experience in the mining industry, having previously worked for Rand Merchant Bank, Investec Bank Limited and BDO Spencer Steward.**

Caroline is currently on the Board and Audit Committee of Tremont Master Holdings and the Boards of Stellar Mining and Santiago Metals.

Caroline Donally

Caroline joined Denham Capital in 2011 as a Director of the Metals & Minerals Deal Team, responsible for origination, analysis, structuring and execution of investments.

Prior to joining Denham, Caroline worked in the project finance areas at Rand Merchant Bank and Investec Bank Limited, focusing on metals and mining transactions. Previously, she spent time at BDO Spencer Steward.

She is currently on the Board and Audit Committee of Tremont Master Holdings and the Boards of Stellar Mining and Santiago Metals.

Caroline received a Bachelor of Commerce from the University of the Witwatersrand and a Bachelor of Accounting Science (Honours) from the University of South Africa. She also holds a Chartered Accountant designation.

Elaine Dorward-King

Elaine has 25 years leadership and management experience in strategy development and implementation of sustainable development, safety, health and environment in the mining, chemical and engineering consulting industries. In her current role at Newmont, she sits on the executive committee looking after sustainabiltiy and external affairs. Her portfolio includes leading the development and implementation of strategy, policy and standards across the company in the areas of environment, social responsibility, community relations, external affairs and government relations.

At Rio Tinto she has held a variety of top roles including two years as Managing Director of Richards Bay Materials, one the world's largest producers of mineral sands products including titanium dioxide feedstock, zircon, rutile and high grade iron.

Key skills include leading culturally and disciplinarily diverse teams in solving difficult problems or driving change initiatives. Personal passions are identifying and developing leaders who are empowered and capable of inspiring and developing others and demonstrating in different operational and cultural contexts how sustainable development can be delivered in practical terms on the ground.

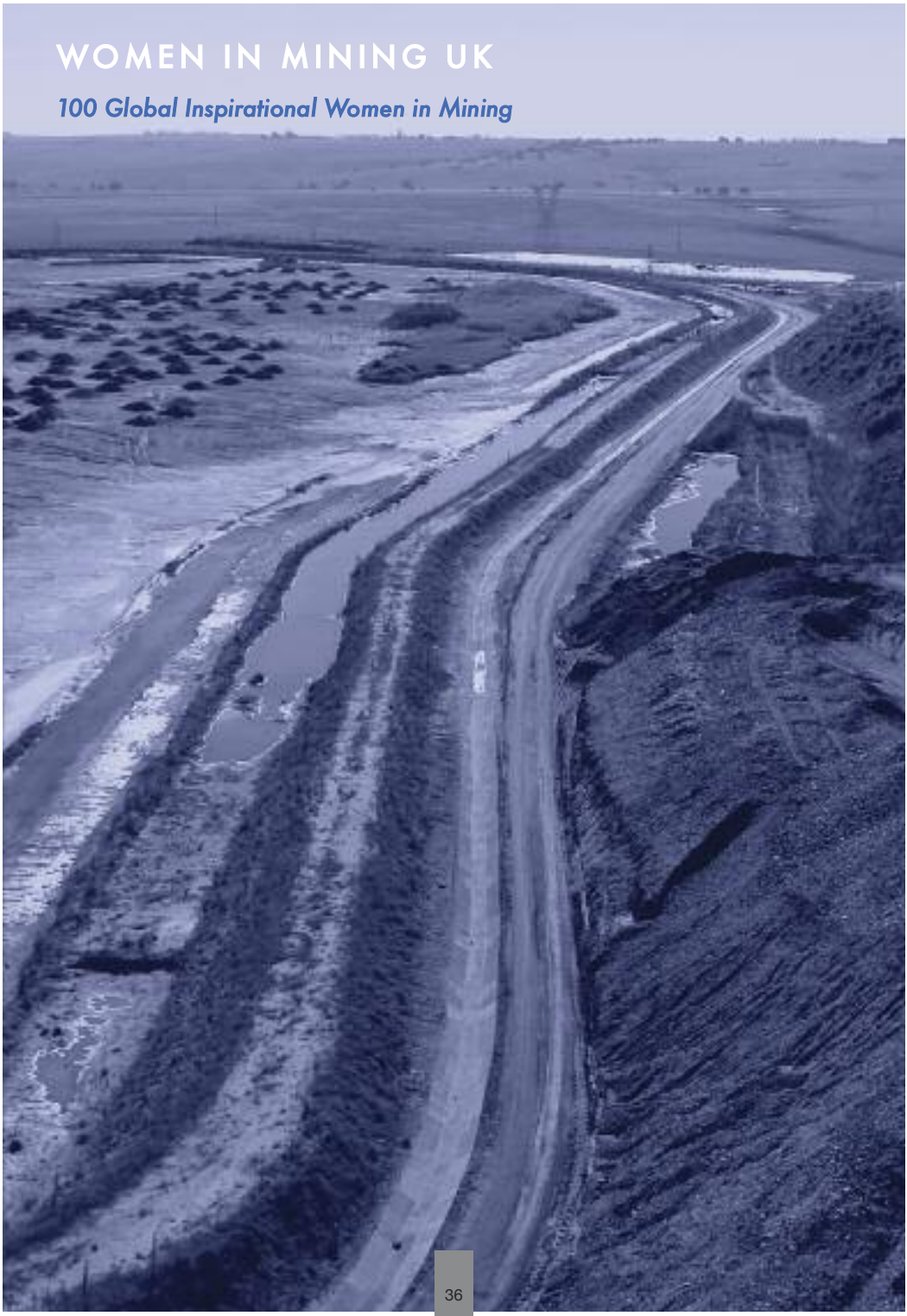
Elaine is a member of Society of Environmental Toxicology and Chemistry and was the North American president in 1999.



Who: Dr. Elaine J. Dorward-King

***Where:* Executive Vice President, Sustainability and External Relations, Newmont (USA)**

***At a glance:* Elaine J. Dorward-King has 25 years leadership and management experience in strategy development and implementation of sustainable development, safety, health and environment in the mining, chemical and engineering consulting industries. Immediately prior to her current role she was operational leader of a large mineral sands business with profit and loss accountability.**



Heather Ednie

For over 15 years, Heather has been supporting and promoting the mining industry in a variety of ways. As an expert in communications and journalism, Heather successfully reinvented the CIM communications and editorial department as the relevant source of information for the industry. While in that role, Heather facilitated volunteer collaboration in the creation of relevant technical programs for CIM's annual conferences, as well as developing and launching the CIM Magazine. Heather left CIM in 2009 to spearhead a young communications consulting firm, Modica Communications, focused on serving the Canadian mining sector with the aim of advancement of a safe, responsible and respected industry.

Heather's leadership was furthermore critical in establishing the Women in Mining Montreal Branch in 2010. Her extensive network contributes to successful meetings by bringing high profile speakers to the events. She actively searches out women in mining and helps connect them through her work with WIM Montreal and as a Director for WIM Canada. Heather was responsible for launching the WIM Forum in 2007 at the CIM National Conference that has become an annual event. In 2013 Heather was awarded with the CIM Distinguished Lecturer Award.



Who: Heather Ednie

***Where:* Managing Director, Global Mining Standards and Guidelines Group (Canada)**

***At a glance:* Heather Ednie is an influential mining professional who has consistently developed and spearheaded vital business solutions through communication and information channels. She is currently the Managing Director of a network and collaboration centre, Global Mining Standards and Guidelines Group having joined following an impressive career as Director, Media and Communications for the Canadian Institute of Mining, Metallurgy and Petroleum (CIM)**



Who: Samantha Espley

***Where:* General Manager (Mines & Mills Technical Services), Vale – Sudbury Operations (Canada)**

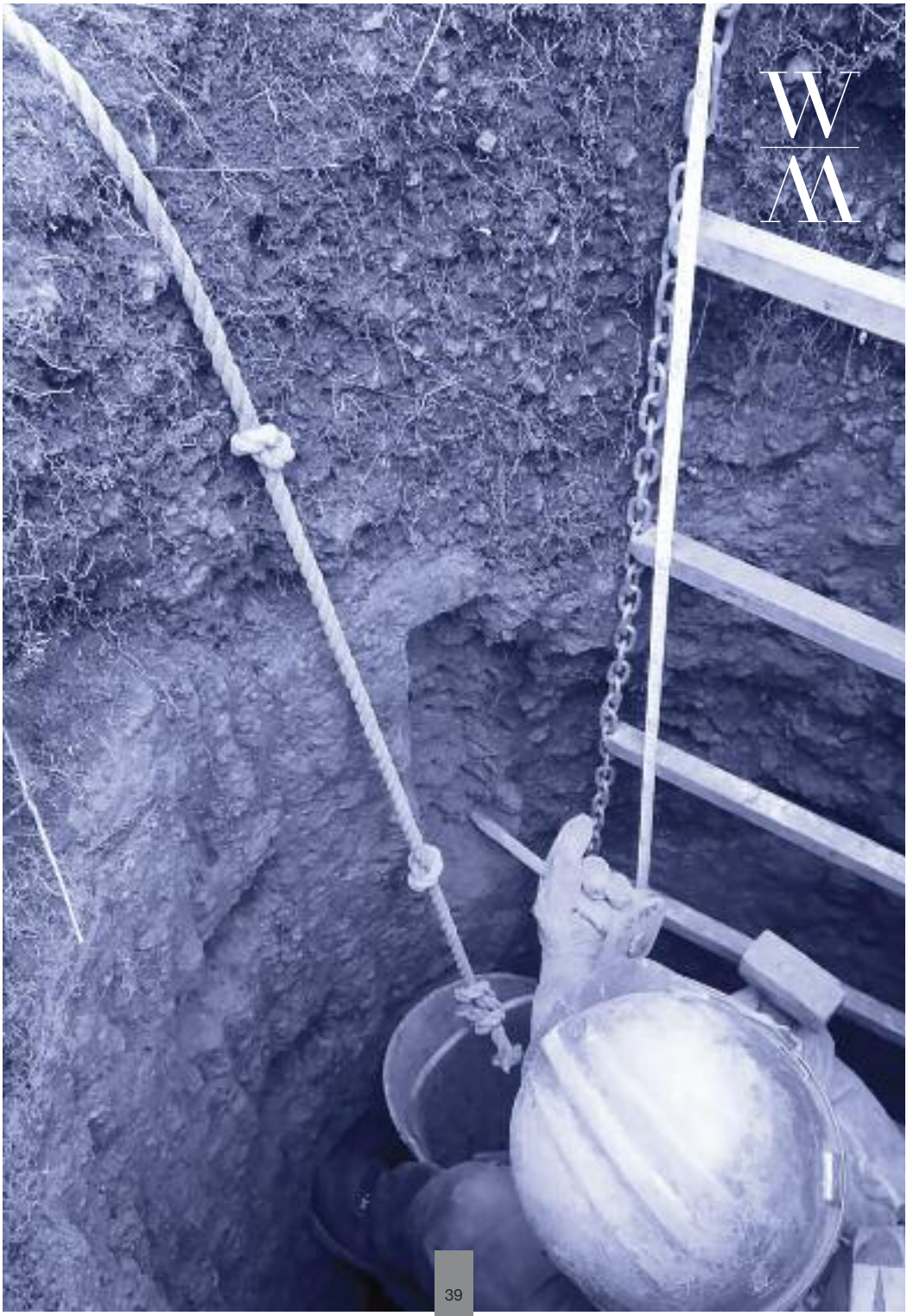
***At a glance:* Samantha Espley is a mining trailblazer dedicated to opening doors to women in the mining industry, and getting females into positions largely occupied by males. Since 1990, she has worked for Inco Ltd. (now Vale) where roles included Head of Mines Research, Superintendent of Mining Methods and Mine Design, Superintendent of Business, General Foreman at Creighton Mine, and Manager in Capital Projects. She is the first/only female that has held many of these roles for Vale and is an inspiration for many young women that are now moving into higher roles.**

Samantha also assisted in founding WISE Sudbury (Women in Science and Engineering Sudbury), which is now 15 years strong.

Samantha Espley

Samantha is a highly-skilled mining professional breaking boundaries in areas unconventionally occupied by women. She achieved a MASc. in mining engineering (obtaining a Governor General's Gold Medal) and is currently General Manager of Mines Technical Services and leads a multi-disciplinary group of Engineers, Geologists, Surveyors, Ground Control Engineers and other technical roles supporting Vale's mine operations in Sudbury. She is a Past-President and a founding director of WISE Sudbury, a past member of the Board of Trustees for Science North, a long-standing member of CIM, and has been an executive member of the CIM Sudbury Branch. Her ongoing commitment to education and research in the mineral industry is highlighted outside her technical roles within Vale, through her acting as Technical Committee Chair of MEMO 2010 (Maintenance Engineering/Mine Operators' Conference).

Samantha strives to clear a path for women to work in mining. Over the years, she has actively mentored new engineers and graduate students. She co-authored a paper entitled Gaining Insights on Career Satisfaction for Women in Mining in 2010. A key component of this paper was collecting survey data from women working in all positions in mining, across Canada, in order to hear first-hand their experiences.





Who: Joanne Farrell

***Where:* Global Head Health, Safety, Environment and Communities, Rio Tinto Group of Companies (Australia)**

***At a glance:* Joanne Farrell has worked in the mining industry for over thirty years. In this time her work has concerned resources sectors all over the world including South America, Canada and Africa. Within Health, Safety, Environment and Communities, Joanne has been a vital asset for Rio Tinto and her work on safety practices and encouraging indigenous peoples' participation in the industry has been lauded.**

Joanne Farrell

Joanne has worked in the mining industry since 1981. She has lived and worked in numerous locations in Australia as well as in the USA and UK with oversight for activities in many other resource sector locations throughout the world including South America, Canada and Africa.

Joanne's current role of Global Head of Health, Safety, Environment and Communities covers these functions for the entire Rio Tinto Group of Companies. In this role she reports regularly to the Sustainability Committee of the Rio Tinto Board and she and her team provide advice and direction on the strategy, policies, standards, reporting, guidance and expertise for Rio Tinto businesses worldwide. In addition, her team manage the final remediation, decommissioning and regulatory approval for closure of the legacy sites of Rio Tinto.

Joanne is also a member of the Western Australian State Training Board, of Perth's Central Institute of Technology's Advisory Council as well as a Director of the Perth Institute of Contemporary Arts.
In 2012, Joanne was recognised for her contributions towards enhancing recognition and participation of women in the mining industry with an Award by the Chamber of Minerals and Energy of Western Australia as their 2012 Women in Resources Champion. In addition to her passion for supporting women to join and remain in the industry, Joanne is a very strong advocate on safety practices as well as encouraging indigenous peoples' participation in the industry.

Marnie Finlayson

Marnie is a strong advocate for unlocking the potential within people, particularly females and indigenous personnel, and is committed to making a meaningful contribution to these areas at a strategic level. She holds safety as a value and this is demonstrated through her care for her team. She leads significant operational shut down teams that complete complex maintenance tasks and she continues to be seen in the field listening to the front line about how to improve safety.

She has held a range of technical and operational roles over the years - where she has continuously applied a strong focus on safety, improvement, engagement and collaboration in the leadership of her teams. She is currently the General Manager for Port Maintenance at Rio Tinto's Dampier port operations in Western Australia

She is active in forwarding women in the industry and has been the chair of the Pilbara Women in Mining Networking Committee. Marnie holds a Bachelor of Engineering (Honours) in Minerals Engineering and Extractive Metallurgy from the Western Australia School of Mines. She is married with two children and lives in Dampier.



Who: Marnie Finlayson

***Where:* General Manager, Port Maintenance Rio Tinto Iron Ore (Australia)**

***At a glance:* Marnie Finlayson has significant experience in mining, across a range of commodities including coal, diamonds and iron ore. She has held a range of technical and operational roles over the years - where she has continuously applied a strong focus on safety, improvement, engagement and collaboration in the leadership of her teams. She is currently the General Manager for Port Maintenance at Rio Tinto's Dampier port operations in Western Australia.**



Who: Donna Frater

***Where:* Principal Geologist, BHP Billiton (Australia)**

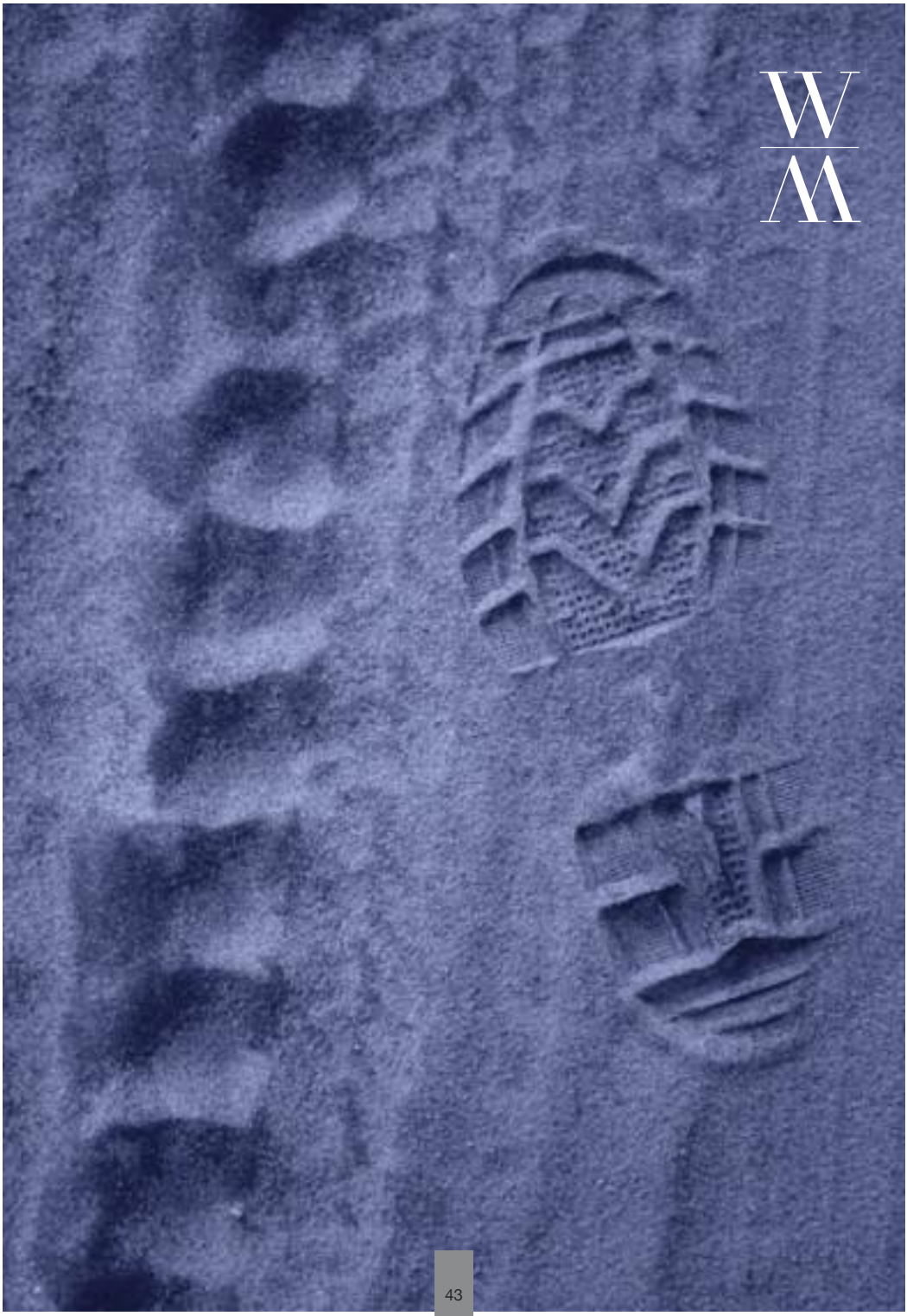
***At a glance:* Donna Frater is a professional geologist with over twenty years' experience working in mine production and exploration across coal and iron. Donna Frater is a prominent voice within the AusIMM's Women in Mining Network in which she formerly held Chair. She is committed to advancing networking opportunities for women across the resources industry and as a member of the Women in Resources Qld group (WIMARQ) has instigated networking events in Brisbane, Moranbah and Emerald. Donna received a Service award for her work in Diversity from the Australasian Institute of Mining and Metallurgy in 2012.**

Donna Frater

Donna is currently Principal Geologist at BMACoal, working across operational support, Brownfield project development and system improvement roles. In this role she has been instrumental in the development of a Graduate mentoring program to support new geologists in the company.

Donna has been an active member of the AusIMM's Women in Mining Network for 12 years and formerly held Chair. She is committed to advancing networking opportunities for women across the resources industry and as a member of the Women in Resources Qld group (WIMARQ) has instigated networking events in Brisbane, Moranbah and Emerald. This led to participation in the QRC Resources Award for Women 2010, appearing before the House of Representatives Employment and Workplace Relations Standing Committee 2009, participation in the MCA Workforce Committee and contribution to National Resource Sector Employment Taskforce.

Donna has participated in the Women in Mining linkage Project (industry partner 2010 - 2013 University of QLD) and on the MCA Scholarship selection panel 2012 alongside the MCA MINAD Industry Subcommittee 2012 /13. She continues to champion diversity in the mining industry as Chair of the Mineral Council of Australia White paper reference group on Diversity through 2013. Donna received a Service award for her work in Diversity from the Australasian Institute of Mining and Metallurgy in 2012.





Who: Janet Gellici

***Where:* Executive Vice President & Chief Operating Officer, National Coal Council (USA)**

***At a glance:* Janet Gellici is Executive Vice President & Chief Operating Officer of the National Coal Council (NCC). The NCC is an Advisory Committee to the U.S. Secretary of Energy and provides advice and recommendations to the Secretary on general policy matters relating to coal and the coal industry.**

Janet Gellici

Janet is Executive Vice President and Chief Operating Officer of the National Coal Council (NCC). The NCC is an Advisory Committee to the U.S. Secretary of Energy and provides advice and recommendations to the Secretary on general policy matters relating to coal and the coal industry.

Prior to joining the NCC in May 2013, Jane served as Chief Executive Officer of the American Coal Council (ACC). Janet served in various capacities at the ACC for 30 years, including having served as ACC's CEO since 1990.

Janet was appointed by the U.S. Secretary of Energy to serve on the National Coal Council (NCC) in 1998. She served on the NCC Executive Committee and Coal Policy Committee until her appointment as NCC EVP & COO. She is the immediate past-president and a Board member of the Washington Coal Club and also served on the Board of Directors for the Women's Mining Coalition.

Janet conceived, planned and implemented a notable mentoring program while she was at the American Coal Council ~ the Tomorrow's Leadership Council (TLC). The TLC program provides an opportunity for companies to advance and invest in executive talent in the coal industry. It offers a meaningful opportunity for up-and-coming executives to enhance their industry knowledge and networks through projects and activities that benefit the industry as well as provide professional development training for the "students" in the program. At the end of this year, TLC will have "graduated" nearly 60 executives.

Jodie Gray

Jodie started in mining when she was 17 years old and since that time has worked in roles covering grass roots exploration in the middle of the desert, through to large scale world class mining operations. She has also covered nearly every commodity including gold, diamond, iron ore, base metals and mineral sands. Jodie is also an established artist and a lot of her work is influenced by her time spent in the Australian Outback and her experiences in mining.

This year Jodie was nominated for and won the Outstanding Technician / Tradesperson Award in the Chamber of Minerals and Energy of Western Australia Women in Resources Awards. She was also selected as a panelist at the recent Women in Mining Western Australia Seminar.

Jodie is also a founding member of the Newmont Boddington Gold Women's Professional Network and is working with the committee to help with the attraction, retention and development of women in the workplace. Jodie is a mentor and a mentee and believes very passionately in the value of mentoring to women. Another project that Jodie is currently working on is the development of an automated blasthole sampling system which has been driven from a safety aspect of reducing the physical demands of the role.



Who: Jodie Gray

***Where:* Pit Technician Supervisor, Newmont Boddington Gold (Australia)**

***At a glance:* Jodie Gray started in mining when she was 17 years old and since that time has worked in roles covering grass roots exploration in the middle of the desert, through to large scale world class mining operations. This year Jodie was nominated for and won the Outstanding Technician / Tradesperson Award in the Chamber of Minerals and Energy of Western Australia Women in Resources Awards.**

Jodie is also an established artist and a lot of her work is influenced by her time spent in the Australian Outback and her experiences in mining.



Who: Louise Grondin

***Where:* Senior Vice-President, Environment and Sustainable Development, Agnico Eagle Mines (Canada)**

***At a glance:* Louise Grondin is a respected engineer and scientist who has been instrumental in the creation of Agnico Eagle's new mines as positive models for sustainable and rewarding mine development. She is an active member of the mining community sitting on a variety of expert panels and boards, in addition to consistently delivering in her demanding and high-level role, Louise Grondin provides strategic direction to over 100 employees who handle the environmental and social responsibility issues at seven mine sites, one development project and numerous exploration projects in Quebec, Nunavut, Mexico, Finland and the United States.**

Louise Grondin

Louise is currently Senior Vice-President, Environment and Sustainable Development at Agnico Eagle Mines. Since joining the company in 2001, she has successively been Environmental Manager for the LaRonde Division, Regional Environmental Manager for Abitibi, and in 2007 joined the Corporate team as Vice-President Environment and Sustainable Development. Prior to that, Louise was environmental superintendent for the Selbaie mine where she worked from 1993 to 2001.

Louise is a dedicated mining professional and is regularly engaged with the larger mining community. She has held position at a number of committees and associations including membership of Association of Professional Engineers of Ontario (PEO) since 1984 and five years as Vice President of the Quebec Mining Association's Environmental Committee.

As a scientist by training, Louise has pushed boundaries in research and development. She was the coordinator and lead author for the impact study The permanent storage of nuclear fuel waste in Canada: Evaluation of pre-closure of a conceptual system supporting document to the environmental impact study for the management Canada's nuclear fuel waste. She also co-authored a book entitled Environmental Systems and Resource Management in Canada alongside a variety of articles on the management of nuclear fuel waste and studies and reports supporting environmental assessments of projects.

Vanessa Guthrie

Vanessa is Managing Director of Toro Energy Limited, an emerging Australian uranium producer with a focus on the development of the $269M Wiluna Uranium Project. It is the first approved uranium mine in WA.

Vanessa is one of Western Australia's foremost resources sector executives, with over 25 years' experience in mining. She has held leadership roles in mining operations, company strategy, sustainability, indigenous affairs and environment, including as a former mine manager for WA's Huntly bauxite mine at Dwellingup, the first female mine manager in Western Australia. She had also led the sustainability function at Alcoa in Australia and Woodside Energy.

Vanessa's executive experience in sustainability led to her selection as a group leader in the 2003 Commonwealth Study Conference in Australia/New Zealand, and a youth leader for the World Business Council for Sustainable Development Young Leaders Program at the 2002 World Summit in Johannesburg.

She was a Telstra Businesswoman of the Year finalist for WA, and was the winner of the 2013 Outstanding Professional Woman award from the WA Chamber of Minerals and Energy - recognition for her efforts towards building a world-class industry which provides attractive career opportunities and enhances the recognition and participation of women in the sector.

Vanessa has won several scholarship awards for her PhD and her impressive list of academic achievements illustrates her passion to sustainably develop resources to meet the growing demands of the global society.



Who: Vanessa Guthrie

***Where:* Managing Director, Toro Energy Ltd (Australia)**

***At a glance:* Vanessa Guthrie is one of Western Australia's foremost resources sector executives, with over 25 years' experience in mining. She is currently Managing Director of Toro Energy Limited, an emerging Australian uranium producer with a focus on the development of the $269M Wiluna Uranium Project. It is the first approved uranium mine in WA.**

WOMEN IN MINING UK

100 Global Inspirational Women in Mining



Reinet Harbidge

Reinet has worked as Principal Generative Geologist and New Business Manager at Randgold Resources Ltd since 2007.

Reinet has 15 years' experience in exploration target generation, and has worked in more than 12 different countries on three different continents. Her primary focus has been in gold exploration – she has played a role in the discovery of 3 multimillion ounce gold deposits – but also has experience as a consultant on diamond and base metal projects.

Reinet was commissioned by NASA in 2000 to work with a group of scientists on an atmosphere and mesophere monitoring project called Safari 2000, with responsibility for processing and publishing data generated from multispectral sensors on the ER2 spacecraft.

Reinet has also worked as Principal Generative Geologist for Central African Gold, Principal Generative Geologist for Metallon Gold, and Consulting Geologist for RSG Global. She is fluent in 3 languages and has a BSc Hons in Geology from University of Johannesburg. She also undertook a MSc course module in Remote Sensing and GIS as part of a MSc project with Witwatersrand University on exploration target generation in Tanzania.



Who: Reinet Harbidge

***Where:* Principal Generative Geologist, Randgold Resources (Africa)**

***At a glance:* Reinet Harbidge has worked as Principal Generative Geologist and New Business Manager at Randgold Resources Ltd since 2007. She has 15 years' experience in exploration target generation, and has worked in more than 12 different countries on three different continents, including as Principal Generative Geologist for Central African Gold, Principal Generative Geologist for Metallon Gold, and Consulting Geologist for RSG Global.**

In 2000 Reinet was commissioned by NASA to work with a group of scientists on an atmosphere and mesophere monitoring project called Safari 2000.



Who: Cornelia Holtzhausen

***Where:* General Manager, Kumba Iron Ore, Thabazimbi Mine, Anglo American (South Africa)**

***At a glance:* Cornelia Holtzhausen was appointed as the first female General Manager at the Thabazimbi Iron Ore Mine at Kumba Iron Ore. She is a member of Envision Board of Trustees, and the Champion of Women-in-Mining within Kumba Iron Ore.**

Cornelia Holtzhausen

Cornelia was appointed as the first female General Manager at the Thabazimbi Iron Ore Mine at Kumba Iron Ore from December 2010. She is responsible for overall management of the activities of Thabazimbi Iron ore Mine, that includes safety, health, environment, sustainable development, cost and operations, the development of the strategic focus areas for the mine and stakeholder engagement . She is a member of Envision Board of Trustees, and the Champion of Women-in-Mining within Kumba Iron Ore. Through the Women in Mining committee, different initiatives were implemented to make Kumba shown in the percentage representation of women in the company attractive for other women.

Cornelia has developed a career path in which she gained extensive experience in iron ore extractive metallurgy, open cast mining processes, continuous improvement and asset optimisation in the mining industry. She is a mentor to many young women working in her mine.

Her leadership approach inspired people to keep their focus on the company vision. In the past year, with a possible threat of mine closure, she did not only inspire the mine employees but also the community to believe in the vision. Cornelia is a role model for many women. Maintaining a work-life balance allows her to be a wonderful mother, leading manager and business women, who is involved in the community as well.

Jennifer Hooper

Jennifer leads the global health and safety function for Vale, focusing on fatality, injury and illness prevention and employee and community health. Prior to this Jennifer has held senior leadership positions in safety, health, environment and sustainability at Vale, as VP Sustainability Global Base Metals; VP Sustainability and Human Resources; VP Sustainability, Nickel Business; and as Director, Regulatory Affairs.

Previous roles include E.I DuPont, and director positions in the Ontario Government, in the Ministry of Labour and Ministry of Environment.

Jennifer is actively engaged in non-governmental organizations focused on environment and sustainability. Jennifer's style of open and egalitarian leadership is one that is and is seen to be very welcoming of all diversity - diversity of thought, approaches, cultures and ideas.

She is an engineer by training, holding an MSc in Engineering, Civil (Environmental), from Queen's University, and a BA Sc. in Chemical Engineering from the University of Waterloo.



Who: Jennifer Hooper

Where: Global Director Health and Safety – Vale (Canada)

***At a glance:** Jennifer Hooper leads the global health and safety function for Vale, focusing on fatality, injury and illness prevention and employee and community health. Prior to this she has held a range of senior leadership positions in safety, health, environment and sustainability at the company. She has also held director positions in the Ontario Government, in the Ministry of Labour and Ministry of Environment, and is an engineer by trade, holding an MSc in Engineering, Civil (Environmental), from Queen's University, Canada.*



Who: Harriett Hunnable

***Where:* Managing Director Metals Products, CME Group/CBOE (UK)**

***At a glance:* A 20-year veteran of the commodities market, Harriet Hunnable oversees the CME Group's metals business, which includes international benchmark products in gold, copper and platinum. In the past 18 months, she has successfully expanded the exchange's metals franchise. Harriet Hunnable was one of the first women traders in London and the first to run her own Options book in the metals market. She has since built successful businesses in Africa and Central and Eastern Europe. In 2012 Harriet was named one of 100 Most Influential Women in Finance in Financial News**

Harriett Hunnable

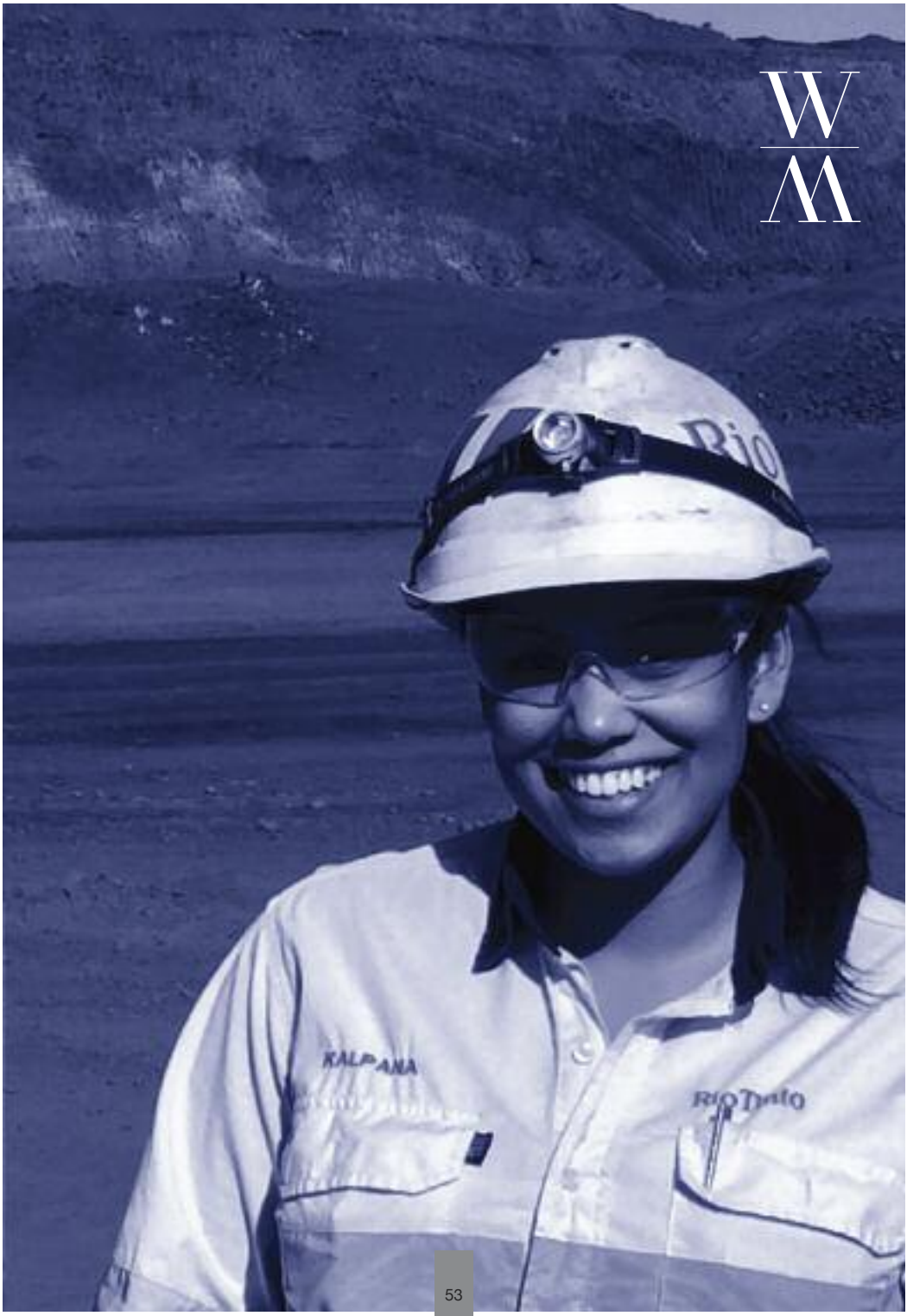
A 20-year veteran of the commodities market, Harriet oversees the CME Group's metals business, including international benchmark products in gold, copper and platinum. She was appointed as MD in January 2011 and has since successfully expanded the exchange's metals franchise to include a comprehensive global offering of ferrous metal contracts.

Prior to CME Group, Harriet most recently served as Senior Manager at Macquarie Bank in London, responsible for deal generation in the bank's commodities sector. Prior to Macquarie, she worked as a Business Development Manager for Standard Bank; as Director, Precious Metals Sales, for UBS Warburg; and as a Vice President for Merrill Lynch. She began her commodities career with NM Rothschild, and holds a bachelor's degree from Trinity College, Dublin.

Harriet was one of the first women traders in London and the first to run her own Options book in the metals market. She has built successful, ground-breaking businesses in Africa and Central and Eastern Europe.

In 2012 Harriet was named one of 100 Most Influential Women in Finance in Financial News.

Harriet built the Women's network at Macquarie, is an original member of WIM (UK) and has supported the WIM (UK) initiatives and spoken at events.


KALPANA
Rio Tinto



Who: Michelle Iles

***Where:* Principal Advisor Environmental Studies, Energy Resources of Australia (Australia)**

***At a glance:* Michelle Iles' love of the environment brought her into the world of mining and resources where she has excelled. She is a proud ambassador for how the mining industry can work in harmony with the environment and was the Australian Mining Prospect Award's Mining Female of Year in 2011.**

Michelle Iles

Despite working as a qualified nurse for over a decade, Michelle's passion for the environment led her to Charles Darwin University, where she graduated in Chemistry and Earth Science. Having participated in the grass roots anti-nuclear and anti-mining movements, she was struck by how much conflicting information there was in circulation and decided to train as an environmental chemist.

Michelle spent several years heading up a group of scientists and engineers managing the environmental impact of the Ranger uranium mine. She now liaises with Government and stakeholder groups collecting key scientific information and knowledge required for planning the successful rehabilitation of the mine to a standard that will ensure ongoing protection of the World Heritage values of the surrounding national park and the local communities.

The work is complex and meticulous, and demonstrates Michelle's capabilities as an environmental scientist. Michelle was the Australian Mining Prospect Award's Mining Female of Year in 2011.

Edda Ivan-Smith

Edda joined Elemental Minerals in 2012 as Social Manager and Head of Community Affairs, based in The Republic of Congo.

Prior to this, she worked as Resettlement Project Manager at Arcelor MIttal in Liberia; Social Impact Adviser for Devoll Hydropower Partnership in Albania – where she carried out social impact work and reports during the pre-feasibility stage of one of the largest hydro-power projects in Europe; and a Principal Consultant for Environmental Resources Management and Scott Wilson (now URS).

Edda began her career as a policy analyst of human rights for international development charities ACTIONAID and Save the Children. Her initial interest was analysing the barriers to equal development particularly in relation to gender and age, sparked by a post graduate research grant from the Threshold Foundation that took her to Zimbabwe and Tanzania to research the position of women in nationalist organisations and post-independence governments. Edda has also run her own consultancy, IvanSmith Associates, where she worked for a number of projects and clients including The Government of Haiti.
She was also a Key Speaker at Energie Norge Energy conference.



Who: Edda Ivan-Smith

***Where:* Head of Community Affairs, Elemental Minerals (Congo).**

***At a glance:* Edda Ivan-Smith joined Elemental Minerals in 2012 as Social Manager and Head of Community Affairs, based in The Republic of Congo. Previous positions include Social Impact Adviser at Devoll Hydropower in Albania, IFC Standards Trainer for Statkraft, Land and Compensation Manager for Arcelor Mittal and founder of her own consultancy, IvanSmith Associates.**

Edda began her career as a policy analyst of human rights for international development charities ACTIONAID and Save the Children.

WOMEN IN MINING UK

100 Global Inspirational Women in Mining



Jenny Kalidheen

Jenny is currently Manager, SHE Projects FEL at Anglo American Platinum where she has also achieved the Mine Managers Certification. She has achieved exceptional success at the different levels within mining hierarchy. After achieving operational success she was put into a corporate position. In this position she oversaw the safety of four of the largest underground platinum mines. Two of these mines have recently achieved 3 million fatality free shifts each. Currently she is in a corporate management position, looking at project reviews for the Platinum pipeline.

Besides achieving career success in a male dominated environment, Jenny mentors and supports a number of women in the environment. She calls it a "Sisterhood", whereby each person mentored by her is required to mentor two other females thus creating a strong network of women, who support each other. Jenny feels very strongly that women can achieve huge success in the mining environment if they are persistent, supported by each other and know that there are women who have walked the road and have the answers.



Who: Jenny Kalidheen

***Where:* Manager, SHE Projects FEL – Anglo American Platinum (South Africa)**

***At a glance:* Jenny Kalidheen is a qualified mine manager who has worked across both operational and corporate sides of the company. She boasts an exceptional success rate (currently two of her mines have achieved 3 million fatality free shifts each) and was the driving force behind a mine 'Sisterhood', a mentoring system between women.**



Who: Ilknur Karabey

***Where:* Chief Executive, Ilka Consulting (Turkey)**

***At a glance:* Ilknur Karabey is chief executive of Ilka Consulting Company. She has seventeen years of experience working with subsidiaries of Canadian, Australian, and American mining companies operating in Turkey. Notably, Ilknur was instrumental in Turkey's first gold pour, handling large stakeholder groups, local and national public, government and legal authorities (including the European Human Rights Court), media, mining institutions, universities, and NGOs in order to gain the necessary licences to run an environmentally friendly gold mining operation in Turkey.**

Ilknur Karabey

Ilknur has seventeen years' experience working with subsidiaries of Canadian, Australian, and American mining companies operating in Turkey. Currently, she is chief executive of Ilka Consulting Company where she is responsible for consulting, engineering, environmental permitting, environmental project management and contracting services to the local and the international companies operating in the Mining, Energy, Manufacturing, Iron and Steel Industries in Turkey.

Prior to this, Ilknur worked for ten years at Cominco Mining Turkey as Land Department Manager, and seven years at the head office of the Ovacik Gold Mine, owned successively by the Eurogold Joint Venture, Normandy Mining Company and Newmont Gold Company. In 1988 she was the only female working for a foreign subsidiary mining company in Turkey, paving the way for females interested in the industry.

Notably, Ilknur was instrumental in Turkey's first gold pour, handling large stakeholder groups, local and national public, government and legal authorities (including the European Human Rights Court), media, mining institutions, universities, and NGOs in order to gain the necessary licences to run an environmentally friendly gold mining operation in Turkey.

She is a member of AOTS (Association for Overseas Technical Scholarship Organization), Turkish Women Association, Turkish Education Society, METU Alumni Society, and Chamber of Geological Engineers of Turkey.

Sinead Kaufman

Sinead currently oversees Rio Tinto's Tom Price and Marandoo Iron Ore operations in the remote Pilbara region of Western Australia, with responsibility for the operation of both sites, a team of around 1,400 people and the mining of 30 million tonnes of iron ore per annum.

Prior to this, Sinead led the Rio Tinto mining operations and maintenance team for Greater Paraburdoo, achieving a 38-year production record coupled with a significant improvement in safety performance. She also championed improvements to the Paraburdoo township for the 740 employees and associated contractors who live there and was integral in the development of a new childcare centre to further benefit the community.

Sinead first joined Rio Tinto as a rock mechanic engineer in South Africa 13 years ago, and has since gained mining experience across a range of commodities including copper, diamonds, aluminium, bauxite and iron ore, in both underground and open pit environments.

Sinead holds a MSc (Mineral Exploration) from the University of Leicester and a BSc (Hons) in Applied and Environmental Geology from Birmingham University. Sinead also leads the Rio Tinto Iron Ore mental health working group which has provided a framework to recognise and support employees and their families to identify and resolve mental issues that affect their wellbeing.



Who: Sinead Kaufman

Where: General Manager – Rio Tinto (Australia)

***At a glance:** Dublin born Sinead Kaufman is GM of Rio Tinto's Tom Price and Marandoo Iron Ore operations in Western Australia, responsible for the operation of both sites, a team of around 1,400 people and the mining of 30 million tonnes of iron ore per annum. Sinead has mining experience across a range of commodities including copper, diamonds, aluminium, bauxite and iron ore, gained since she first joined Rio Tinto as a rock mechanic engineer in South Africa 13 years ago.*

Sinead also leads the Rio Tinto Iron Ore mental health working group, which provides support to employees and their families on mental health issues.



Who: Alison Keogh

***Where:* Principal Consultant, AMC Consultants (Australia)**

***At a glance:* Employed in the resources sector since 1991, Alison Keogh has worked across all stages of the mining project life cycle, including exploration, evaluation, resource definition, feasibility, mine commissioning, and mine production. Alison spent a decade with Rio Tinto Group in exploration, production, resource evaluation, resource modelling, and exploration roles. Alison joined AMC in 2011 serving as Group Manager for two years, and as a Principal Consultant.**

Alison Keogh

Alison is a leading expert in her field, and has been pivotal in establishing the two leading women in mining networking groups in Australia, which have changed the face of the industry.

Alison helped found the WIMWA (Women in Mining Western Australia) group in 2003 with a shared vision of creating a positive network to attract, retain, support and connect women in the industry. She later formed the WIMARQ (Women in Mining and Resources Queensland) group in Queensland in 2004, and as founding Chair over four years established sound connections and its reach across companies, and organisations such as the Queensland Resources Council and Women on Boards. The result has been a highly successful, collaborative effort which has materially changed the percentage of women employed in the sector, and raised the profile of many successful women as role models.

Annual awards in Australia were first begun with the QRC working with WIMARQ under Alison's stewardship, and have been a resounding success now duplicated by similar award schemes across Australia. Alison was elected to The AusIMM (The Australasian Institute of Mining and Metallurgy) as a Board member in 2009, and served a three year term, after more than a decade of volunteering on numerous committees to assist fellow professionals in the sector.

Alison continues to actively mentor women in AMC Consultants as well as throughout the wider resources sector, and has a passion for encouraging women into and within the resources sector. Alison holds a Bachelor of Science in Geology Honours University of Melbourne.

Tracey Kerr

Tracey has worked in the industry for most of her professional life, often in technical and field roles that require extensive travel. Tracey has also worked across a number of the major mining companies successfully from BHP and Vale to Anglo American, and has successfully adapted to each of the companies' different approaches to exploration. It is her adaptability and professionalism that have allowed her to reach the top position in Anglo American Exploration, managing a portfolio of exploration assets that spans five continents, and managing dozens of exploration projects and teams at various stages.

Tracey is an inspiration to female exploration geologists for a number of reasons. The nature of exploration work means long periods of travel and work away from home in remote areas, which when you are bringing up a young family can be a challenge, both logistically and emotionally. Tracey has managed to find a balance that allows her to follow her passion for geology and geophysics, and also balances giving her family the support and attention they need. It is managing that balance and at the same time striving for excellence in all facets of her life that makes Tracey inspirational.



Who: Tracey Kerr

***Where:* Group Head of Exploration, Anglo American (UK)**

***At a glance:* Tracey Kerr has worked in the industry for most of her professional life, usually in technical or field roles that require extensive travel. She has held various leadership positions and has worked in different cultures.**



Who: Khanyisile Kweyama

***Where:* Executive Director, Anglo American (South Africa)**

***At a glance:* Khanyisile Kweyama is the first woman to hold the position of executive director at Anglo American South Africa, and she is a member of the Anglo American group executive committee. Recently, she was honoured as one of the Most Influential Women in South Africa by CEO Communications. Awarded to women in business she was recognized for her leading role in the Resources and Integration category.**

Khanyisile Kweyama

Khanyisile is the first woman to hold the position of executive director at Anglo American South Africa, and is the most senior woman at Anglo American reporting directly to the CEO.

Prior to this, Khanyisile was executive head of human resources at Anglo American's Platinum business where she was successful in building a cohesive management team, driving performance and improving relationships with unions, having brought wage negotiations to a successful conclusion. She has also been elected as the vice president of the South African Chamber of Mines.

Her HR experience, especially around transformation, helped as she served as a member of the Commission for Employment Equity (CEE), a Section 9 body established to advise the Minister of Labour. Khanyisile also serves on the New Partnership for Africa's Development (NEPAD) board.

Recently, she was honoured as one of the Most Influential Women in South Africa by CEO Communications. Khanyisile is also a trustee of the Sentebale Trust – founded by Prince Harry of the UK and Prince Seeiso of Lesotho which works with vulnerable children. She has recently joined the NEPAD Business Foundation as a board member.

Khanyisile regularly spends time focusing on women's issues, presenting at seminars and conferences to reinforce the message that mining is an industry in which women can be successful.

Kirsty Liddicoat

Kirsty has a Bachelor of Science in Geology with Honors at Adelaide University and a Masters in Mining Engineering with the University of New South Wales as well as a Masters in Business Administration. In 2012 she received the Women in Leadership Australia Scholarship designed to develop high potential female leaders.

Kirsty is the Site Senior Executive and Mining Manager of CopperChem's Australian operations. With over 10 years' experience in the mining industry her career has covered mine and project management, mine planning, engineering, mine geology and exploration in gold, iron ore, bauxite and copper-gold. Various roles in remote and regional areas have provided Kirsty with specialist skills in working with people from a wide variety of backgrounds in demanding conditions.

She has a proven track record in team leadership, mine development, mine planning and systems set-up as well as real commitment to increase participation of women in the mining and resources industry. Kirsty has been instrumental in changing the culture of two sites in order to improve safety and increase productivity.

Kirsty is the chair of the Australian Institute of Mining and Metallurgy (AusIMM) Women in Mining group (WIMnet) which aims to promote attraction and retention of women in the mining industry.



Who: Kirsty Liddicoat

***Where:* Site Senior Executive and Mining Manager, CopperChem Ltd; WIMnet Chair (Australia)**

***At a glance:* Kirsty Liddicoat's career has spanned over 10 years and has covered mine and project management, mine planning, engineering, mine geology and exploration in gold, iron ore, bauxite and copper-gold. Kirsty is the chair of the Australian Institute of Mining and Metallurgy (AusIMM) Women in Mining group (WIMnet) and has a proven track record in team leadership.**



Who: Deirdré Lingenfelder

***Where:* Head of Safety and Sustainable Development, DeBeers (South Africa)**

***At a glance:* Deirdré Lingenfelder has 15 years' experience in sustainable development and project management within the multi-commodity mining and industrial sectors. Deirdré has a keen interest in articulating the financial value of sustainability and she recently led a project for Anglo American which is aimed at incorporating sustainability considerations in investment decision making (shortlisted for a 2012 EDIE award).**

Deirdré Lingenfelder

Since getting a Masters Degree in Commerce and Business Management from the University of Johannesburge, Deirdré has spent 15 years in sustainable development and project management within the multi-commodity mining and industrial sectors (iron ore, coal, platinum, nickel, copper, niobium and phosphates, gold, diamonds). She has been employed by the Anglo American Group for the past 10 years in various roles that span the operational, business unit and corporate centre and she has worked across 18 countries and four continents.

Deirdré joined the De Beers Group as the Head of Safety and Sustainable Development at the beginning of 2013. Deirdré has a keen interest in articulating the financial value of sustainability and she recently led a project for Anglo American which is aimed at incorporating sustainability considerations in investment decision making (shortlisted for a 2012 EDIE award). Deirdré is a guest lecturer on this topic at the Rhodes University MBA programme and Gordon Institute of Business Science doctoral programme. She is a member of the Network for Business Sustainability: South Africa Leadership Council.

Deirdré is a Director and Board Member of National Business Initiative and was named as an Anglo Young Leader in Beijing 2008. She is the youngest ExCo member in its history and has published extensive academic work on sustainability.

Catherine Mcleod-Seltzer

Catherine is currently the Chairman of Pacific Rim Mining and Bear Creek Mining, and is focused on exploring and developing precious metals projects in emerging mineral districts of Peru.

She is a recognized leader in the minerals industry. Over the past 25 years she has raised close to $600 million for mining exploration, been directly involved in more than $4 billion in corporate transactions and furthermore in creating more than $5 billion in shareholder value.

After spending the early years of her career working in mining corporate finance in North America and internationally, Catherine co-founded Arequipa Resources in 1993 with renowned mine finder J. David Lowell. Three years later, having discovered the Pierina gold deposit in Peru, Arequipa was taken over by Barrick for $1.1 billion, one of the most lucrative mining industry buyouts in the last decade.

Catherine has also been co-founder of Stornoway Diamond Corporation, one of Canada's most successful diamond exploration companies; founder of Peru Copper Inc, later acquired by Chinalco for $840 million; a founding Director of Francisco Gold, later acquired by Glamis Gold for $390 million; a Director of Kinross Gold during a time of unprecedented revenue and reserved growth, and a Director of Miramar.



Who: Catherine Mcleod-Seltzer

Where: Chairman, Pacific Rim Mining (Canada)

***At a glance:** Catherine Mcleod-Seltzer is currently the Chairman of Pacific Rim Mining and Bear Creek Mining. She is a recognized leader in the minerals industry. Over the past 25 years she has raised close to $600 million for mining exploration, been directly involved in more than $4 billion in corporate transactions and furthermore in creating more than $5 billion in shareholder value.*

Catherine has worked as co-founder of Stornoway Diamond Corporation, founder of Peru Copper Inc., founding Director of Francisco Gold, Director of Kinross Gold and Director of Miramar.



Who: Amanda Magro

***Where:* Glencore Alloys**

***At a glance:* Amanda Magro is the General Works Manager for the Wonderkop and Boshoek Alloys Plants in South Africa, the single largest ferrochrome facility in the world.**

Amanda Magro

For the last seven years Amanda has been the General Works Manager for the Wonderkop and Boshoek Alloys Plants in South Africa. She is responsible for the overall performance, strategic direction and competitiveness of the alloys division. She worked her way up to her position having started as a Laboratory Analyst after receiving a Bachelor of Science honours degree from the University of the Northwest. Amanda has also completed a Masters in Business Leadership from the University of South Africa School of Business Leadership.

Amanda's career has spanned over 20 years, where her focus on continual improvement and competitiveness in every section she has worked in merited her regular advancement and further responsibilities, eventually getting her to one of the top positions in her field.

Kalpana Maharage

Kalpana secured a Superintendent position within just one year of finishing her graduate programme and is the youngest operational Superintendent on-site at 26 years of age. From the start of her career, she hasn't been afraid to try new things and learn as much as she can along the way.

Kalpana has established a good reputation with the operators across the teams, surprising them with her desire as an engineer to constantly learn more about the day to day activities of the pit. On completion of her graduate program, Kalpana secured a position as Shift Co-ordinator of a production crew of 30 operators. Kalpana held this position for a year, and was not only the first female to hold this role on-site, but also the youngest at 25 years of age. Upholding the business' values of respect, integrity, accountability and teamwork are clearly evident in Kalpana's work ethic.

Further to her significant role as a leader on-site, Kalpana has established herself as an active and key community member in the remote residential Pilbara town of Paraburdoo where Kalpana resides on a permanent basis. Kalpana has been instrumental in coordinating and leading a number of key social and fundraising community activities and events for a range of benefactors including the Royal Flying Doctor Service. Additionally, Kalpana was a member of the Rio Tinto committee that organised the 'Steel Caps and Stilettos' Women in Mining (WA) event for women working in the Pilbara in 2011.



Who: Kalpana Maharage

***Where:* Mine Development Superintendent, Rio Tinto (Australia)**

***At a glance:* Kalpana Maharage secured a Superintendent position within just one year of finishing her graduate programme and is the youngest operational Superintendent on-site at 26 years of age.**



Who: Tina Markovic

***Where:* Yarrie, BHP Billiton, (Australia)**

***At a glance:* Tina Markovic was appointed the first female General Manager at BHP Billiton in its Iron Ore operations. She was also the first female Mine Manager appointed in BHP Billiton's coal operations.**

Tina Markovic

Tina's achievements include being the first female Mine Manager appointed in BHP Billiton's coal operations for the Poitrel Mine in Central Queensland. She received the Queensland Resource Council inaugural "Resources Award for Women" in 2006 and Australian Mining Prospects Award "Highly Commended Mine Manager" in 2006. Tina co-created the Markovic Minerals Mission for Moranbah female high school students to attend Queensland Resource Council International Women's Day Breakfast event for several years to inspire young women to join the resources industry.

In September 2013 she was another first for BHP Billiton, in being appointed the first female General Manager in its Iron Ore operations. Tina has a BSc Mining and Mineral Process Engineering from the University of British Columbia, and started her career with BHP Billiton at the Ekati Diamond Mine, being a member of the original team who successfully developed BHP Billiton's entry into the diamond business.

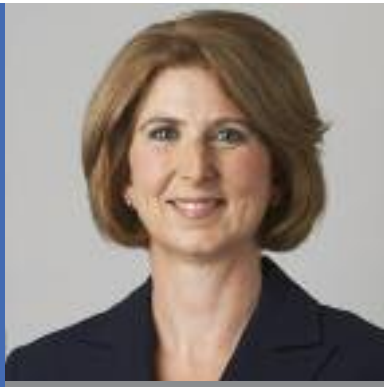
Tina actively mentors females within the industry, and she is passionate about engaging and teaching young girls and women around the opportunities and possibilities that are within the resource sector. Tina actively demonstrates, as a female within the resources industry, the possibilities of rewarding roles to be conquered with a bit of effort and drive. She is regularly identified as a person who lives and breathes BHP Billiton Charter values and is able to put them into action.

Jane McAloon

Jane is a lynchpin in boardroom activity and meeting the governance and assurance requirements of publicly-listed entities. Jane drives the entity management performance requirements within BHP Billiton, to ensure compliance with corporate regulations in all the jurisdictions in which the Group lists its securities, and has disclosure and regulatory compliance obligations. These currently include the primary jurisdictions of the United Kingdom, Australia, the United States and South Africa.

Jane is known for her innovative approach to developing practice and process in relation to the affairs of the Board. Some of the materials published on the website include the Compliance Checklist; Comparison of BHP Billiton's Corporate Governance Practices with the NYSE Corporate Governance Requirements; Terms of Appointment for Non-executive Directors; Non-executive Director Induction Program, and core policies including Securities Dealing Code and Market Disclosure and Communications. She is known for excellence in her forward thinking approach to the many issues that impact a public company.

Recently she led a CEO-endorsed project to standardise and codify minimum mandatory standards and oversaw subsequent continuous improvement processes. This has significantly streamlined and simplified the internal decision making of the company. She is a three time winner of the Private Sector Governance Reporting Award from Australasian Reporting Awards and was International Chartered Secretaries Association (ICSA) Secretary of the Year in 2012.



Who: Jane McAloon

***Where:* Director, Governance and Group Company Secretary, BHP Billiton (Australia)**

***At a glance:* Jane McAloon is an award-winning group secretary. She is a lynchpin in boardroom activity and in meeting the governance and assurance requirements of publicly-listed entities. Jane is known for her innovative approach to developing practice and process in relation to the affairs of the board**



Who: Deborah McCombe

***Where:* President & CEO**
Roscoe Postle Associates Inc.

***At a glance:* Deborah McCombe is President, CEO, and Principal Geologist at RPA Inc. In Toronto, and currently serves as Chair of CRIRSCO – The Committee for Mineral Reserves International Reporting Standards. She has over 30 years' career experience in exploration, project management, resource estimation, feasibility studies, due diligence and valuation studies on base metals, precious metals, and industrial minerals projects.**

Deborah McCombe

A graduate of the University of Western Ontario, Deborah began her career as a geologist in the field, and progressed to President of Watts, Griffith, MacOuatt. She was also Chief Mining Consultant for the Ontario Securities Commission, where she was instrumental in the formation and structuring of the current National Instrument 43-101 reporting standards for Resource / Reserve reporting of which Canada is currently a world leader. She is the author of numerous articles and presentations focused on providing corporations and professionals alike with a better understanding of disclosure rules for mineral projects. Deborah spent 13 years (1998-2011) as an elected director at the Prospectors and Developers Association of Canada, and in 2012 received the PDAC Distinguished Service Award. Deborah was also the recipient of the 2013 Canadian Professional Geoscientist Award.

Deborah is an accomplished and respected geoscientist who has contributed enormously to professionalism in geosciences both in Canada and around the world. Her efforts have contributed greatly to the protection of the public and to enhancing the international reputation of Canada's mining and exploration industry. Her service as a volunteer, a leader in the mining industry, and to her professional community make her a true inspiration.

Lisa Mirtsopoulos

In 2005, Lisa left behind a travel manager's role to chase a new dream. She progressed from a six week traineeship program to her current position as a Dump Truck Operator and Trainer, a role which extends over four different West Australian mine sites and driving nine different models of dump trucks (mechanical and electric drives). Her progress has been notable and, in June this year, she was asked to lead a Six Sigma Greenbelt Project to improve the efficiency of the haul truck operators in the specific area of spotting (reversing under load units and at tip-heads). The project has already seen an average improvement of 18% between all the crews.

In response to the regular questions she received on how to get into the industry, Lisa set up 'Dump Truck Discovery'. Through her ebook (How to Get a Job Driving Dump Trucks), blog (www.dumptruckdiscovery.com) and Facebook page (www.facebook.com/DumpTruckDiscovery) she offers a practical guide and daily support to others who wish to secure a job driving dump trucks. She is also a blogger for FIFO Families (www.fifofamilies.com), a support group for Australian families with one parent working in mining.

Lisa was a finalist in the CMEWA (Chambers of Mineral & Energy in West Australia) Women in Resources Awards 2013 and was named in the Top 10 Influential Women in Mining by Australian Mining.



Who: Lisa Mirtsopoulos

***Where:* Dump Truck Operator and Trainer, Newmont Mining (Australia)**

***At a glance:* Lisa Mirtsopoulos's career change from travel manager to dump truck driver has seen her become a voice of the mining industry. Her enthusiasm and passion for the industry led her to create Dump Truck Discovery, a well visited website informing and encouraging people to take up the profession. She is a regular voice in media surrounding the mining industry and families affected by it, and in her career as a technician, has successfully led projects to improve haulage.**



Who: Elia Morales Zarate

***Where:* President of the Association of Mining Engineers Metallurgists and Geologists of Mexico**

***At a glance:* President of The Association of Mining Engineers, Metallurgists and Geologists of Mexico. Elia Morales Zarate is also responsible for the Museum of Mineralogy "Eduardo Villaseñor Söhle" since 2004 at the University of Guanajuato, one of the most important in the world for its heritage. She is also Professor in Mineralogy, Optical Mineralogy and Petrology of the Dept of Mining Engineering, Metallurgy & Geology of the University of Guanajato.**

Elia Morales Zarate

Elia began her career in what was considered to be an exclusive field for men. She was the first woman to speak to then President of Mexico Lic. Carlos Salinas de Gortari on behalf of female students in order to call the attention to inequalities in opportunities for work, and the tradition of mining being a male only profession in Mexico. She has become an inspirational role model in academia for colleagues and students of Earth Sciences.

She has characterised silver minerals and has kept the history of the Earth Sciences of the University alive as well as setting up a museum, with special emphasis on 19th century mineralogy. Guanajuato is home to some of the first modern silver production in Colonial and Modern Mexico and in the world, and the museum houses one of the largest collections of silver ore types. Elia was also the first woman representative of the AIMMGM (Mining, Metallurgy and Geology Engineers Association of Mexico) in the Guanajuato District.

Alison Morley

Alison is an experienced CEO and mine geologist who has experience in managing an ASX-listed junior explorer, hands-on mine geology, resource geology, valuation of exploration properties and Independent Geologists' Reports used in public documents for listings, due diligence studies and public reporting. Ms Morley is a member and CP (Geology) of The Australasian Institute of Mining and Metallurgy, a Senior Fellow with the Financial Services Institute of Australia and chaired WIMNet, the National Women in Mining Committee between 2010-2012.

She has a Masters in Geology and Grad Dip in Applied Finance. Morley, 37, has been a pioneer in her chosen profession - geology - and a strong advocate for women who have made, or are considering making, mining their career. Morley has been tireless in building WIMnet's circle of influence, becoming involved in gender pay gap issues and efforts to raise the participation rate of women in non-traditional industry roles.



Who: Alison Morley

Where: CEO Brumby Resources

At a glance: ***Alison Morley is the CEO of Brumby Resources an ASX-listed exploration company. She comes from SRK where she valued exploration properties and produced Independent Geologists' Reports for public reporting. Alison is a member and CP (Geology) of The Australasian Institute of Mining and Metallurgy, a Senior Fellow with the Financial Services Institute of Australia and chaired WIMNet, the National Women in Mining Committee between 2010-2012.***



Who: Melinda Moore

***Where:* Commodity Analyst, Standard Bank (UK)**

***At a glance:* Melinda Moore is a bulk-commodity analyst at Standard Bank with over 20 years' investment banking experience across strategy, research and analytics. Originally from Australia, she has worked in China, Singapore and London, for companies including Credit Suisse Equities, BHP Billiton Marketing Asia, and Securities Institute of Australia.**

She is one of the few global female opinion leaders on bulk market dynamics, and one of the few women trading IO swaps. She also played a key role in improving the industry's pricing dynamics and transparency.

Melinda Moore

Melinda is a bulk-commodity executive at Standard Bank, with a global reach across the bulk mining and consumption spectrum, including inside China. She advises on the sale and purchase of physical commodities and financial trading tools, on industry trends and market pricing evolution, and agency marketing arrangements for emerging iron ore producers in Africa, Latin America, Australia and Europe.

She is one of the few global female opinion leaders on bulk market dynamics/industry outlook, and one of the few women trading IO swaps. She also played a key role in improving the industry's pricing dynamics/transparency away from annual contract negotiations.

Prior to GWP, Melinda worked as a Global Commodities Coordinator at Credit Suisse Equities (2009–2011), in Carbon Steel Materials at BHP Billiton Marketing Asia (2007-2009), as Chief China Representative for Steel Business Briefing Asia (2004–2006), on China Commodities editorial at Interfax (2002-2004), and as a lecturer and marker at Securities Institute of Australia (2000-2001).

Melinda is originally from Australia, where she gained her B.Ec (Hons) from Monash University, and her Grad Dip. Applied Finance & Investment from the Securities Institute of Australia

Laura Mottola

Laura is an accomplished professional and business leader. She is currently President and CEO of mining consultancy firm Flow Partners Inc. She has more than 20 years of experience, and is noted for her current work in “Operational Excellence with Zero Harm” and the execution of a mine-to-market integrated Technology Strategy for Sierra Gorda, a new open-pit operation in the Atacama desert.

Recognized as a thought leader in lean mining, mining automation and innovation/technology in the natural resource sector, she is well published on these subjects and is actively engaged in professional societies and industry organizations. Laura served on the Board of Directors of The Canadian Institute of Mining, Metallurgy and Petroleum for five years (2003-2008), as a Director of the CIM Montreal Branch (2005-2007) and the CIM Toronto Branch (1999-2002).

Laura also served as a member of the Board of Directors of PRECARN Inc. (2006-2012), an independent Innovation not-for-profit corporation that supports the pre-commercial development of Canadian leading-edge technologies.

Always at the forefront, developing and advocating new approaches, seeking to integrate concepts from other industries and multidisciplinary approaches, Laura is passionate about raising the bar. She provides vision and leadership to create new possibilities. She is particularly interested in working with front-line workers and supervisors to transmit her passion about the principles of lean, waste elimination, and the relentless pursuit of excellence.



Who: Laura Mottola

***Where:* President and CEO, Flow Partners Inc. (Canada)**

***At a glance:* Laura Mottola is President and CEO of mining consultancy firm Flow Partners Inc. She has more than 20 years of experience, and is noted for her current work in “Operational Excellence with Zero Harm” and the execution of a mine-to-market integrated Technology Strategy for Sierra Gorda, a new open-pit operation in the Atacama desert.**

WOMEN IN MINING UK

100 Global Inspirational Women in Mining



Covadonga Muruzabal

Covadonga has a bachelor degree in Chemistry from Oviedo University (1988), and post graduate training in Chemical Engineering at Bradford University, UK (1989). She began her career as a laboratory manager at the Asturiana de Zinc Smelter, progressing to Process Development Manager over her 13 year career. Becoming Global Head of Zinc smelting for Glencore is a professional coup and a testament to her skills and work ethic.

Glencore Xstrata is one of the world's leading integrated producers and marketers of commodities. It is the largest company in Switzerland and the world's largest commodities trading company; with a 2010 global market share of 60 percent in the internationally tradeable zinc market, it is the largest producer, manufacturer and marketer of zinc in the world. Glencore Xstrata foresees the global zinc market moving into structural deficit as new mine supply fails to keep pace with a 5% annualised increase in demand, and it is a commodity of key importance to Glencore Xstrata's strategic plans.



Who: Covadonga Muruzabal

***Where:* Global Head of Smelting for Zinc, GlencoreXstrata**

***At a glance:* Covadonga Muruzabal began her career as a laboratory manager at the Asturiana de Zinc Smelter in Spain, progressing to Process Development Manager over her 13 year career. Becoming Global Head of Zinc smelting for Glencore is a professional coup and a testament to her skills and work ethic, as Glencore Xstrata is the largest Zinc producer, and marketer of zinc in the world.**



Who: Simone Naciff Frazao

***Where:* Occupational Health and Safety manager (Nickel operations in Goiás), AngloAmerican (Brazil)**

***At a glance:* Simone Naciff Frazao was the first female manager of the Nickel operation in Goiás. As a young mother she is a constant inspiration and reminder to other female staff about what can be achieved with determination.**

Simone Naciff Frazao

Simone joined Anglo American in 2007 as a Safety Engineer, working her way up to management in under a year following her transfer to Barro Alto in 2011. In a position dominated largely by men, Simone has worked hard to juggle a young family and the responsibilities her work entails, and is an inspiration to many young women looking to progress their career in mining.

Simone is noted for her outstanding performance in her role. Responsible for two manufacturing plants and one open pit mine, Simone has consistently maintained low levels of labour injury and is highly respected by colleagues and staff.

Pamela Naidoo

Pamela studied at the University of KwaZulu-Natal, obtaining a BSc in Geology and Applied Geology, followed by an Honours degree in Geology. She completed her MSc in Exploration Geology at Rhodes University. Over the past 20 years she has worked in a variety of commodities and roles including mine technical leadership, exploration, resources consulting and strategy. As a firm advocate of empowering new entrants to the industry, Pamela's role at Rio Tinto includes providing technical training to new entrants and insight into what is required of a mineral deposit to develop it into a viable mine, working with communities and government stakeholders and managing teams towards successful programme delivery.

Pamela was one of the first women "allowed" to work underground in South Africa in 1994. She won the the Andrew Mellon Scholarship for postgraduate study at Rhodes University. Pamela has received recognition for her activities in developing skills and promoting best practice in the industry. She is highly active in promoting the role of women in mining and was involved in forming an association of mining professionals, Women in Mining South Africa (WiMSA), in 2010 and was President, Geological Society of South Africa 2007 – 2013.



Who: Pamela Naidoo

***Where:* Manager, Technical Services, Northparkes Mine, Rio Tinto (Australia)**

***At a glance:* Pamela Naidoo was one of the first women "allowed" to work underground in South Africa in 1994. A trained geologist, Pamela has received recognition for her activities in developing skills and promoting best practice in the industry. She is highly active in promoting the role of women in mining and was involved in forming an association of mining professionals, Women in Mining South Africa (WiMSA), in 2010 and was President of the Geological Society of South Africa 2007 – 2013.**



Who: Ana Maria Nazareth Costa

***Where:* Geologist, Conceicao do Mato Dentro, AngloAmerican (Brazil)**

***At a glance:* Ana Maria Nazareth Costa is a geologist and develops exploration activities, mapping, drill core analysis, and geological modelling to support resource and reserves evaluations. She is an ardent supporter of local communities in which Anglo American operates.**

Ana Maria Nazareth Costa

Ana Maria originally joined Anglo American as a junior geologist to develop exploration activities in Minas Rio Project with enface in geological mapping, description of geology and geotechnical drill cores, prepare core sample plan, interpretation of cross geological section, density determination and geological modeling to support the resource and reserves evaluations.

She is well known for Involving colleagues and delivering projects on time and on budget. She participates in the local communities to try convene other members to support projects, promoting sustainable development in partnership with local communities. She is dedicated, patient and persistent, and works as the lone female within a team constituted by men. She was born in the region and is an example and inspiration for the community to attract more women to work mining. Ana Maria is responsible, dedicated, open minded to learning new skills,good at working in a team and consistently works in accordance with the Anglo American values.

JoAnne Nelson

JoAnne began her career as a high school science teacher in Masset. She quickly moved on, working for eight years as a geologist for various exploration companies based in Vancouver. In the summers she conducted field research and in the winters she analyzed rock samples in the lab although throughout she continued teaching at UBC and Vancouver Community Colleges. In 1986, JoAnne joined the British Columbia Geological Survey as a bedrock and metallic minerals mapping specialist. Since then she has actively pursued exploration and mapping of the Cassiar Mountains, Nation Lakes, the northern Rocky Mountains, the Iskut area, Terrace and the West coast. JoAnne's beginnings as a teacher, to her present success as a senior geologist, demonstrate a unique tenacity. Over the years she has contributed to a number of exploration projects and has published several articles, contributing heavily to the understanding of British Columbia's geology.

She is currently senior geologist on Edges – a multi-agency project jointly run by the Geological Survey of Canada, the Yukon Geological Survey, the United States Survey of Alaska and the BC Geological Survey. She has shown a lifetime commitment to the science of geology, and is a well respected representative of the geological community.



Who: JoAnne Nelson

***Where:* Northern British Columbia Manager and Senior Mineral Geologist, Edges (Canada)**

***At a glance:* JoAnne Nelson's unique career has seen her grow from high school teacher to becoming the driving force and the lead geologist in a major multi-agency project called Edges. Edges is jointly run by the Geological Survey of Canada, the Yukon Geological Survey, the United States Survey of Alaska and the BC Geological Survey.**



Who: Grace Pule

***Where:* Human Resources Coordinator: Transformation, Anglo American Platinum. (South Africa)**

***At a glance:* Grace Pule is a human resources manager that is tasked with creating the systems necessary to comply with the South African Mining Charter objectives of sustainable transformation and development of the mining industry.**

Grace Pule

Grace has a BA (Honours) degree in Industrial Psychology as well as a Bachelors degree in Human Resources Management.

Coming from a human resources background, Grace is experienced in functions such as recruitment and selection, labour management, performance management and talent management. It is, however, the transformational aspect which drives her. She is involved with both women working in the mining industry, and those living in the rural communities surrounding the mines.

Grace helps fulfil a mission that is unique to the South African socio economic landscape, namely the development, implementation and monitoring of effective systems in line with the South African Mining Charter, as well as ensuring employment equity compliance. This gives her a role, at Amplats, in facilitating the charter objective of sustainable transformation and development of the mining industry with emphasis on a target of 26% black ownership of the country's mining assets by 2014.

Grace has launched several initiatives across the company's operations, such as mining road shows to communicate the different career paths in mining, to enable women to identify role models and choose the right career path for them and to assist them in balancing work and family.

Carolina Ramos

Carolina entered the Division Grabriela Mistral (DGM), when she was 22 years old. When she trained at DGM, there were no other female machine operators working there at the time.

Since 2013 she has been part of the select group of shovel operators, and operates the most teams in Gabriela Mistral.

Moreover she is one of only three women in the world who can operate this kind of equipment.

“In reality as a girl, I very much enjoyed the machines, but it was still hard to see myself in a large mining company, and on top of that stand up for my work, however it is all down to my family and their perseverance in pushing me to succeed that I am where I am today.”



Who: Carolina Ramos

***Where:* Operadora Gerencia Mina – División Gabriela Mistral – Codelco (Chile)**

***At a glance:* Carolina Ramos is Heavy Machines operator at Codelco’s copper operations in Chile, and is one of three women in the world who operates the kind of machinery she does. She has paved the way for women in Chile to work in a heavily male dominated environment where women were, up until very recently, traditionally not allowed to work in the mining industry.**



Who: Rachel Rhodes

Where: Chief Financial Officer, London Mining plc (UK)

***At a glance:** Rachel Rhodes was until recently the CFO and a member of the executive board for London Mining. She has successfully listed the company on AIM and been integral in raising Group and project finance of around USD 400 million. Rachel has over 15 years' experience in the mining sector, including five years in key financial roles with Anglo American PLC where she successfully led major corporate transactions.*

Rachel Rhodes

Rachel was appointed to the Board during her time as CFO of London Mining and during her time at London Mining successfully listed the Company on AIM and was integral in raising Group and project finance of around USD 400 million. She is a member of the Institute of Chartered Accountants in England and Wales, having qualified with Coopers and Lybrand in London in 1996. She has over 15 years' experience in the mining sector, including five years in key financial roles with Anglo American PLC where she successfully led major corporate transactions. Rachel holds a Master of Arts degree in Economics from Cambridge University.

Charlene Ripley

Charlene's career spans over 25 years and has seen her handle the legal, information technology, corporate governance, compliance, government affairs, insurance and risk management departments - as well as supporting several multi-million and billion dollar growth transactions.

In addition, Charlene's passion for developing female leadership has led to volunteer projects with several non-profit associations such as the American Heart Association (Houston), Girls Inc. of Greater Houston and the Youth Development Centre. Charlene's hard work, determination, and responsibility over the years leading legal, information technology, corporate governance, compliance, government affairs, insurance and risk management departments proves her to be an admired female leader within the mining industry. In April of 2013, Charlene was appointed Goldcorp Inc.'s first female Executive Vice President and General Counsel. "Charlene's track record of dynamic leadership and deep experience across several critical corporate functions will be invaluable in helping Goldcorp deliver on its proven strategy and commitment to operating excellence," said Chuck Jeannes , Goldcorp President and Chief Executive Officer. "Her background of effecting change within growth companies is of particular importance as we advance the next phase of our quality growth strategy."



Who: Charlene Ripley

***Where:* Executive Vice President, General Counsel, Goldcorp Inc (USA)**

***At a glance:* Charlene Ripley is Goldcorp's first female Executive & General Counsel. The corporate lawyer is a regular recipient of awards for her work in widening opportunities for women in the industry and is a dedicated philanthropist.**



Who: Oyun Sanjaasuren

***Where:* Minister, Ministry of Environment and Green Development; Member of Parliament, Mongolia; President, Mongolian Geological Association (Mongolia)**

***At a glance:* Oyun Sanjaasuren is one of Mongolia's Members of Parliament and a leading female politician. Her background in mining following her PhD in Geology at Cambridge has uniquely positioned her to focus on the economic development of Mongolia's geology.**

Oyun Sanjaasuren

Oyun is a Mongolian Member of Parliament and a leading female politician. Her background in mining following her PhD in Geology at Cambridge has uniquely positioned her to focus on the development of Mongolia's extremely rich soil.

Oyun graduated in geochemistry at the Charles University of Prague. In 1996 she earned a PhD in Geology from the University of Cambridge. She began her career at multinational mining company Rio Tinto but after the murder of her brother, a prominent Mongolian politician, she entered into politics. Oyun founded the Civil Will Party and has chaired a number of key standing committees, focusing in particular on legislation to improve anti-corruption, election financing and the Millennium Development Goals. In 2006, Oyun was selected as a Young Global Leader (YGL) by Davos World Economic Forum (WEF). She has been an active member of the YGL community since.

Oyun has demonstrated leadership in both the political and business realms. Having started her new post as a Minister of Environment and Green Development, she is committed to implementing new regulations to protect the mining environment. Mining environment is one of the crucial issues in the recent Mongolian mining boom and Oyun stands out as a leader in this area.

Francesca Santinelli

Francesca has a Masters Degree in Political Science and International Relations from the University Sapienza (Italy), and is involved in research at the London School of Economics in the International Development Department with special focus on civilian protection in conflict zones

She started her career at Glencore Xstrata in 2007 to 2009 as health officer (research, fund raising and project implementation of all the interventions focusing on community health) before becoming a microfinance officer (microfinance projects for women living in villages near Lubumbashi).

Her job is to shape and implement company CSR strategy, with special focus on policies and initiatives. She reports to Glencore Xstrata and DRC authorities, regarding community grievances, the social impact of the operations and company investments and activities for community development and poverty reduction. It is her job to ensure all operations, especially those related to security, are compliant with national and international standards regarding business, security and human rights. This involves the coordination and the training and awareness activities for security employees to raise their attention towards human rights.

Francesca is paving the way for a new paradigm of sustainable development in a virgin territory with integrity and compassion.



Who: Francesca Santinelli

***Where:* Regional CSR and Human Rights Advisor, Katanga Mining, Glencore Xstrata (Democratic Republic of Congo)**

***At a glance:* Francesca Santinelli is a CSR and Human Rights Advisor, paving the way for a new paradigm of sustainable development for mining in the Democratic Republic of Congo.**



Who: Prishani Satyapal

***Where:* Vice President, Environment and Community Affairs, AngloGold Ashanti; Chairperson, AIESEC; CEO & Founder, Sustainability Truthing (South Africa)**

***At a glance:* Prishani Satyapal is a leading figure in mining's global environment, social and community affairs. She is dedicated to improving the legacy of the mining industry on future generations and has worked on a number of notable projects including work on the Preferred Operator Model with Kofi Annan. She is currently Vice President, Environment and Community Affairs at AngloGold Ashanti.**

Prishani Satyapal

Prishani is a leading figure in mining's global environment, social and community affairs. She is dedicated to improving the legacy of the mining industry on future generations and is currently Vice President, Environment and Community Affairs at AngloGold Ashanti, and a Chair at AIESIC (South Africa), an international charity that offers young people leadership training.

Prishani's notable achievements include managing the programme for CEOs in the Mining Industry to engage with the Vatican's Pontifical Council for Justice and Peace earlier this year. She has also managed AngloGold Ashanti's engagement with a sovereign wealth ethical fund for four years - resulting in the first mining company to be held as an investment following such a review. She co-authored the Development Partner Model with the Kellogg Innovation Network - Mining Partnership, and engaged with Kofi Annan on a model for mining developed by Prishani in Ghana called the Preferred Operator Model.

She is also CEO & Founder of Sustainability Truthing, an organisation supporting mining companies to think about sustainability and act on making the industry more responsible.

Sally Schofield

Sally's career has seen her work in commercial, technical and operational capacities in geographically and politically diverse regions including Kazakhstan, Albania, Central America, Brazil and Chile. She gained early exposure to the technical, corporate and investor relations functions of the mining business before crossing sectors to work with RMC, now part of CEMEX, the global building materials giant.

Sally returned to mining in 2003 and became a Director of an AIM-listed resource company with copper and gold assets in Chile. As COO of that company she relocated to Santiago, Chile, transforming a portfolio of exploration projects into a saleable asset. Sally then worked for a privately owned natural resource fund identifying potential investments before joining European Goldfields in 2009 as VP Investor Relations. Sally created, developed and managed the IR function. Repositioning of the company in the market resulted in a significant rerating and eventual acquisition for $2.5 billion by Eldorado Gold in 2011.

Her business skills have been recognised by several external parties, including Management Today, Courvoisier Future 500 and HM The Queen. Sally graduated from the Camborne School of Mines with a First Class B. Eng (Hons) Industrial Geology in 1995, is a Fellow of the Geological Society (FGS), a Member of the Institute of Materials, Minerals and Mining (MIMMM) and an Associate of the Camborne School of Metalliferous Mining (ACSM)



Who: Sally Schofield

***Where:* Chairman, Edenville Energy (UK)**

***At a glance:* Sally Schofield became Chairman of AIM-listed, coal-focused African energy exploration and development company Edenville Energy earlier this year.**



Who: Sabina Shugg

***Where:* Head of Mining, Momentum Partners; Founder, Women in Mining and Resources WA (Australia)**

***At a glance:* Sabina Shugg was the first female to obtain and use a First Class Mine Managers ticket in WA, and has continued to shine in all her roles since. She is currently Head of Mining at Momentum Partners where she specialises in the development of future leaders and managers. She is an active member of the mining community and is committed to diversity. Sabina founded WIMWA (Women in Mining and Resources WA) in 2003.**

Sabina Shugg

Sabina was the first female to obtain and use a First Class Mine Managers ticket in Western Australia, demonstrating that women can perform equally with men in these tasks.
Her initiative and tenacity led her to gain an MBA and become an active voice in the mining community. She is a member of the WA School of Mines Graduate Association and is on the board of Animal Management in Rural and Remote Indigenous Communities (AMRRIC) amongst others.

She is currently Head of Mining at Momentum Partners where she specialises in the development of future leaders and managers. She has helped grow Momentum from a handful of staff to a leading independent consultancy.

In 2003 she founded WIMWA (Women in Mining and Resources WA). Since then she has been instrumental in organising more than 80 networking events for up to 200 mining industry attendees at a time. In 2010 Sabina was named the Women in Resources Champion in the Chamber of Minerals and Energy (CME) of WA inaugural Women in Resources awards for being an outstanding role model to people in the resources industry. Sabina was also included in the first 100 women inducted to the WA Women's Hall of Fame in 2011 for her outstanding work for Women in Resources. In 2013 Sabina was recognised in the Australian Financial Review and Westpac Group Women of Influence Awards as one of the 100 Women of Influence in Australia.

Julie Shuttleworth

A qualified metallurgist and chemist, Julie has 20 years' experience in the mining industry in Australia, China and Tanzania, including 13 years with Barrick Gold Corporation. Julie's career has progressed from Plant Metallurgist, Senior Metallurgist, Process Superintendent, Process Manager to a variety of General Manager positions. She is currently General Manager at Fortescue Metals Cloudbreak Iron Ore Mine in Western Australia, responsible for approximately 2900 people.

Julie is a Member and Chartered Professional of the Australian Institute of Mining and Metallurgy (AusIMM) and is on the AusIMM Professional Development Committee. She is a Member of the Society for Mining, Metallurgy and Exploration (SME) and is on the SME International Committee.

She is committed to developing individuals for careers in the mining industry and participates in formal and informal mentoring programs for over 20 people, often arranging positive media profiling of her members and consequently the industry at large. She regularly speaks at universities, schools, career-days, and workshops/seminars, and sponsors the Julie Shuttleworth Prize in Mineral Processing at Murdoch University.

Julie has a Diploma in Financial Services (Financial Markets) and an Advanced Diploma in Management. She was recently awarded a scholarship for completion of the Australian Institute of Company Directors Course in 2014 and has been the recipient of a number of top accolades. This year alone she picked up three prizes at Chamber of Minerals & Energy (CME) Women in Resources Awards; was WA Business News', 40 Under 40 Awards Winner; and was a finalist in two rounds at the National Australia Bank, Women's Agenda Leadership Awards.



Who: Julie Shuttleworth

***Where:* General Manager, Cloudbreak Mine, Fortescue Metals Group (Australia)**

***At a glance:* Julie Shuttleworth is an inspirational leader and hands-on role model. A qualified metallurgist and chemist, she has 20 years' experience in the industry and is currently responsible for 2900 people at the Cloudbreak Iron Ore Mine. She is committed to developing individuals for careers in the mining industry and has been the recipient of a number of top accolades.**



Who: Marina Shvetsova

***Where:* Head of Legal and Corporate Affairs, Uralkali (Russia)**

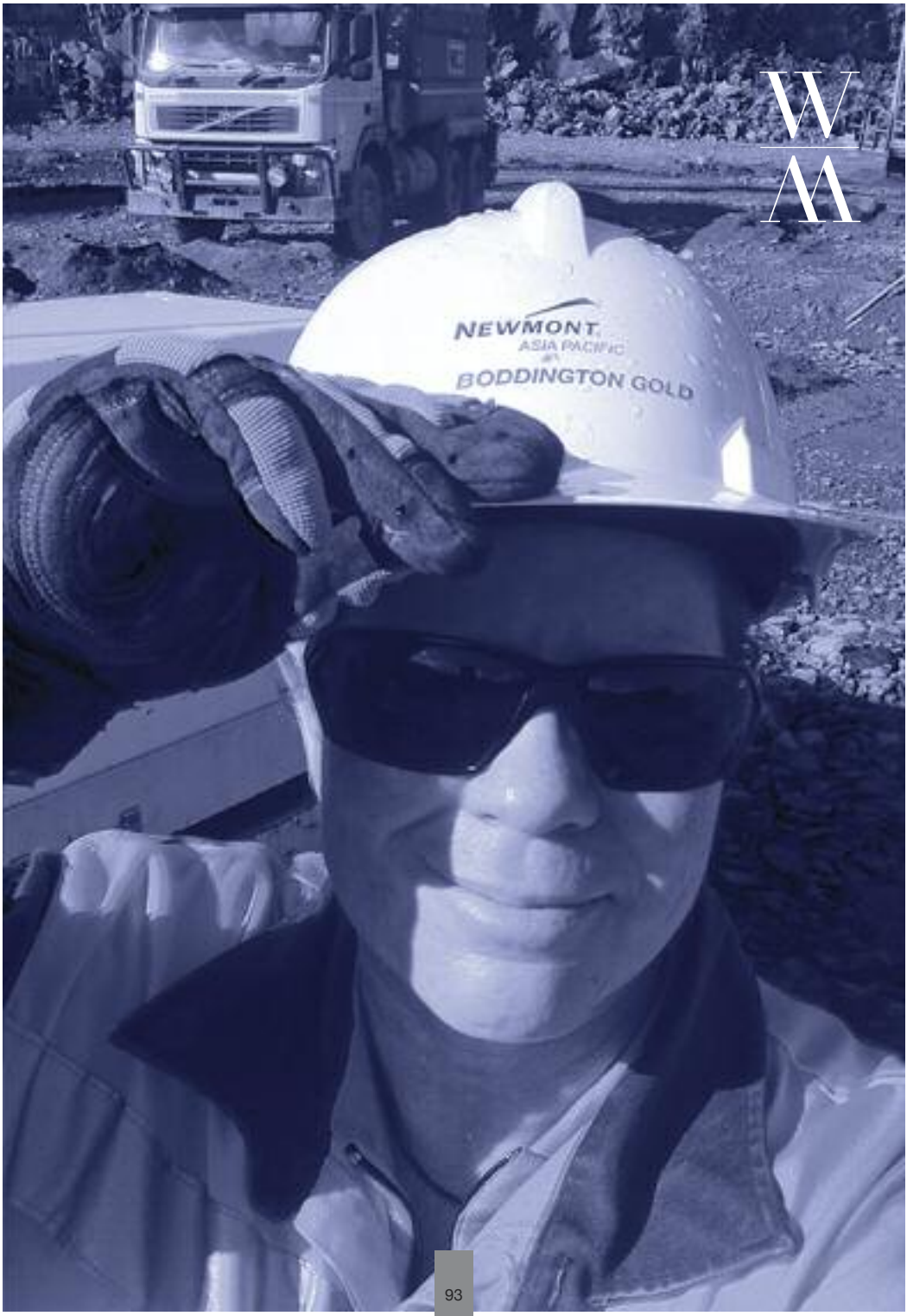
***At a glance:* Marina Shvetsova has been the Head of the Legal and Corporate Affairs of one of Russia's largest public companies in the mining sector for over eight years. During this time, apart from building a strong legal team, she has demonstrated a strong commitment to Uralkali's development as a public company and actively participated in a number of initiatives aimed at further improvement of the Company's transparency levels and information disclosure practices. Marina is one of Kommersant's Top 1000 Russian managers 2013.**

Marina Shvetsova

Marina is a member of the Management Board of the world's largest potash producer and one of the Russian leading mining companies. She joined Uralkali in 2005 as Head of the Legal Department and Member of the Management Board. In 2006, she was appointed as the Legal and Corporate Director of the Company.
Following Uralkali's merger with Silvinit, Marina became the Director of Legal and Corporate Affairs of the combined company.
Since her appointment, apart from building a strong legal team, she has demonstrated a strong commitment to Uralkali's development as a public company and actively participated in a number of initiatives aimed at further improvement of the company's transparency levels and information disclosure practices

Marina was a member of the team that led Uralkali to it's most successful listing by a Russian company on the London Stock Exchange. Marina also controlled all corporate and legal issues during the merger between Uralkali and Silvinit, which created the world's number one potash producer.
Uralkali's team, led by Marina in 2012, was awarded as the best legal team among Russian chemical companies by Ernst&Young, Odgers Berndtson and Legal Insight.

Marina is one of Kommersant's Top 1000 Russian managers 2013.


NEWMONT
ASIA PACIFIC
BODDINGTON GOLD



Who: Laura Skaer

***Where:* Executive Director, American Exploration and Mining Association (USA)**

***At a glance:* Laura Skaer is the Executive Director of the American Exploration & Mining Association which, under her leadership, has grown to be the largest membership-based mining industry trade association in the US.**

Laura Skaer

Laura has been the Executive Director of the American Exploration & Mining Association (previously known as the Northwest Mining Association), since December 1996. Under her leadership, AEMA has grown to be the largest membership-based mining industry trade association in the US.

Laura is the face and champion of hardrock mining in Congress, with significant experience of influencing political dialogue and developing and coordinating the industry's response to legislative and regulatory issues. She has 33 years of management, operations, legal and government affairs experience in the natural resource industries on private and public lands throughout the west of the USA.

Laura has previously worked as VP and general counsel of Skaer Enterprises, Inc., an independent oil and gas production company, and as associate and partner in the Missouri law firm of Blackwell, Sanders, Matheny, Weary & Lombardi.

She has received the Colorado Oil & Gas Association's Distinguished Service Award, a University of Missouri Faculty-Alumni Award, the U.S. Bureau of Land Management's Sustainable Development Award, and a Special Recognition Award from the U.S. Forest Service, Division of Minerals & Geology Management. Laura sits on the advisory board of the Women's Mining Coalition.

Dr. Erica Smyth

Erica has over 35 years' experience in the mineral and petroleum industries. Beginning as a geologist, Erica held a number of roles including Principal Geologist for BHP Minerals Limited and BHP-Utah Minerals International's Beenup Project Manager; Manager Gas Market Development WA for BHP Petroleum, and General Manager (Corporate Affairs) for Woodside Petroleum Limited. In 2005 she changed her direction to become a professional company director. She is a Fellow of the Australian Institute of Company Directors

She is currently the Chair of Toro Energy Limited, a uranium developer in Western Australia, the WA interactive science centre Scitech and the Diabetes Research Foundation of WA. She is also a Director of Emeco Holdings Ltd; the Australian Nuclear Science and Technology Organisation (ANSTO) and the Royal Flying Doctor Service (Western Operations). She is the Chair of the University of Western Australia's Centenary Trust for Women.

In 2008 she was awarded an Honorary Doctor of Letters from the University of Western Australia. The Chamber of Mines and Energy (WA) awarded Erica the inaugural Lifetime Achievement Award for her contribution to the industry as part of the Women in Resources Award 2010. In 2012 she was elected as a Fellow of the Australian Academy of Technological Sciences and Engineering.

Erica has a long track record of experience and success achieved through hard work and commitment. Despite holding demanding positions in mining and energy companies, she is dedicated to raising funds for research into diabetes and is an active public speaker.



Who: Dr. Erica Smyth

***Where:* Chair, Toro Energy Ltd. (Australia)**

***At a glance:* Dr Erica Smyth is an award-winning mining professional who has spearheaded the role of women in the industry. A trained geologist, she is currently the Chair of Toro Energy Limited, as well as the Chair of the University of Western Australia's Centenary Trust for Women.**



Who: Vania Somavilla

***Where:* Executive Director of Human Resources, Health and Safety, Sustainability and Energy, Vale (Brazil)**

***At a glance:* Vania Somavilla's 30 year career has seen her work with some of Brazil's biggest energy giants – a rare feat for a woman, particularly in earlier years. Vania is also currently the CEO of a number of organizations that are carrying out activities in the environmental area, including Vale Florestar S.A., the Vale Environment Institute and the Vale Sustainable Development Association.**

Vania Somavilla

Vania was appointed Vale's Executive Director of Human Resources, Health and Safety, Sustainability and Energy in November 2011. She is responsible for the company's Corporate Affairs, Institutional Relations, Business Security, and Communications areas, as well as the Vale Foundation.

Previously she worked at CEMIG (Companhia Energética de Minas Gerais) as the coordinator for new hydroelectric plants and other power generation projects. She has been a member of the advisory boards of various consortia in the energy sector, such as Consórcio Energético Foz do Chapecó, Consórcio Estreito Energia (CESTE), Consórcio Geração Santa Isabel (GESAI), Consórcio Capim Branco Energia and Consórcio da Usina Hidrelétrica de Aimorés. She has also served as a member of the Board of Directors of Vale Soluções em Energia S.A. (VSE) and an alternate member of Ultrafértil S.A.'s Board of Directors. She is currently the CEO of a number of organizations that are carrying out activities in the environmental area, including Vale Florestar S.A., the Vale Environment Institute and the Vale Sustainable Development Association.

Vania holds an undergraduate degree in Civil Engineering, a postgraduate diploma in Dam Engineering and an MBA in Corporate Finance from IBMEC Business School. She has also taken the Transformational Leadership Program at MIT, the Mastering Leadership Program at IMD, Switzerland, and an extension course in Management of Hydro Power Utilities at SIDA, Sweden.

Rachel Speight

Rachel joined international law firm Mayer Brown International LLP in 1999, and has risen from associate to become a partner in the mining practice group in 2008. She is responsible for representing banks and sponsors in international structured and project financings. Rachel also has experience in infrastructure finance in areas including the road, rail and healthcare sectors, has worked on PPP projects and spent time on secondment to both the Royal Bank of Scotland and WestLB.

Rachel is consistently ranked as a key individual by the legal directories including entry in the International Who's Who of Mining Lawyers 2013.

Rachel is "very approachable and experienced," and clients are particularly impressed by the way in which she remains "very calm and considered, and isn't easily flustered even when there's an impending disaster." (Chambers UK 2013).

She is complimented for her level headedness and dedicated work ethic in Africa by Chambers Global 2013; is "concise, reasoned in her analysis, and commercial" (Legal 500 2011), and is praised for being "clear in communication, easy to deal with and quick to respond" (Chambers UK 2011).

Rachel has also been a WIM (UK) member since its founding. Rachel gained her History degree from Durham University, and completed a Legal Practice Course at Guildford School of Law.



Who: Rachel Speight

***Where:* Partner, Mayer Brown International LLP (UK)**

***At a glance:* Rachel Speight joined international law firm Mayer Brown International LLP in 1999 and has risen to become a partner, where she represents banks and sponsors in international structured and project financings. Rachel is consistently ranked as a key individual by the legal directories, including entry in the International Who's Who of Mining Lawyers 2013, and recommendations in Chambers UK 2013, Legal 500 2013 and Chambers Global for her expertise in Africa.**



Who: Andrea Sutton

***Where:* CEO & Managing Director – Energy Resources of Australia Limited (Australia)**

***At a glance:* Andrea Sutton recently became CEO & Managing Director, Energy Resources of Australia Limited. ERA is a Rio Tinto subsidiary, one of the nation's largest uranium producers and Australia's longest continually operating uranium mine. Andrea has spent over 19 years working with Rio Tinto, working in roles such as GM, Operations at the Bengalla Mine, and GM, Infrastructure with Rio Tinto Iron Ore.**

At age 38, Andrea became the first female General Manager, Operations in the history of Rio Tinto Coal Australia.

Andrea Sutton

Andrea recently became CEO & Managing Director of Energy Resources of Australia Limited, the Rio Tinto subsidiary. It is one of the nation's largest uranium producers and Australia's longest continually operating uranium mine.

She has spent over 19 years with Rio Tinto, working across coal and iron ore in a range of operational roles and projects based in both mine sites and corporate office environments.

Her career highlights at Rio Tinto include becoming, at the age of 38, the first female General Manager of Operations in the history of Rio Tinto Coal Australia. As GM of Operations at the Bengalla Mine, NSW, she managed a 300 employee single pit operation, a $180 million expansion and a $50 million ROM Hopper relocation project, and as GM of Infrastructure with Rio Tinto Iron Ore, she managed the company's power generation and transmission systems, housing and accommodation in regional town sites, water and waste water infrastructure as well as fuel infrastructure across the vast number of operations that make up Pilbara Iron. Andrea also recently spent 12 months as MD of an organisation-wide review of the Human Resources, Finance and Services review across Rio Tinto.

Myfwangy Szepanowski

Hailing from Biloela, Myfwangy's family were heavily invested in the local mining industry; her mother was the matron at the local hospital and her father a driller at Anglo American Callide. Through sheer determination and an outstanding work ethic she has been able to progress from Operator to Mine Rescue Team Member, and is currently the only female Production Supervisor on the entire Callide site.

The role of Mine Rescue Team Member is truly diverse and dangerous, and has afforded Myfwangy the opportunity to participate in vertical, road accident and confined space rescues. She encourages all women on site to apply to be a member of the Mine Rescue Team not only to boost their skills, foster camaraderie and inclusion on site, but above all to step into and excel in a traditionally male-dominated role.

Myfwangy has had a genuine opportunity to lead by example and create a positive impression of the industry in the wider community. She is proud to work for a company that supports its local communities and regularly volunteers with the Queensland Fire and Rescue Service in times of crisis. She supported her local community during the 2010/11, and 2013 floods, for which she received a QLD Flood and Cyclone Citation.



Who: Myfwangy Szepanowski

***Where:* Production Supervisor, Callide Coal, Anglo American (Australia)**

***At a glance:* Coming from a mining family, Myfwangy Szepanowski has risen to the role of production supervisor at Callide coal mine in Queensland, Australia. She has seen women's roles increasing within the sector, and is herself active in supervising and supporting the women beneath her. She has volunteered her expertise during times of emergency in her home country and is proud to be seen as an example of a woman balancing a challenging career with a family and home life.**

WOMEN IN MINING UK

100 Global Inspirational Women in Mining



Dafna Tapiero

Dafna has taken a sabbatical from her role as Manager in Strategic Community Investment at the International Finance Corporation to work with the head of the World Food Programme to develop a new approach for the private sector and financial markets to help finance humanitarian food assistance.

At the IFC, Dafna was responsible for developing a groundbreaking practice that financially quantifies the return to companies of investing in communities, used in partnership with companies such as Rio Tinto, Deloitte and the MIGA.

Dafna also founded the IFC's Oil, Gas and Mining Sustainable Community Development Fund (CommDev); founded and managed the World Bank's Financial Sector Reform and Strengthening (FIRST) Initiative, a US$ 66 million global support fund for reforming and developing countries' financial systems; built FIRST Forum, a working group of developing and transition country officials, the private sector, bilateral agencies, and international organizations; and managed 250 experts in Russia implementing the historic, government-endorsed program for privatizing Russia's state and collective farms, developing new privatization services, and creating legislation and regulation governing industries from electric power to financial services to agriculture.

Dafna is a member of the Global Philanthropists Circle, a member of the Leadership Council of the Robert F. Kennedy Center for Justice and Human Rights, and a Trustee of the Lauer Philanthropic Foundation.



Who: Dafna Tapiero

Where: Head of Strategic Community Investment, IFC (USA)

***At a glance:** Dafna Tapiero is currently on sabbatical working with the World Food Programme in Rome to develop a new approach for the private sector and financial markets to help finance humanitarian food assistance. Her primary role is as Manager in Strategic Community Investment at the International Finance Corporation. Dafna founded the IFC's Oil, Gas and Mining Sustainable Community Development Fund; the World Bank's FIRST Initiative; and the IFC's FIRST Forum.*

She is a member of the Global Philanthropists Circle and the Leadership Council of the Robert F. Kennedy Center for Justice and Human Rights, and a Trustee of the Lauer Philanthropic Foundation



Who: Deborah Thomas

***Where:* Head, Africa Services Group; Senior Resources Advisory Partner, Deloitte (UK)**

***At a glance:* Deborah Thomas is Head of the Africa Services Group for Deloitte, and has been a partner in the business since 2006. Based in London, she also sits on the board of Deloitte's International Markets Group, is a member of the Global Metals & Mining leadership team, and co-ordinates Deloitte offices globally.**

Debbie serves on the boards of the Sub-Saharan African Taskforces of UKTI and TheCityUK, and the South African Chamber of Commerce. She is a long-time supporter of WIM, and also supports charity work both in mining and in Africa more widely.

Deborah Thomas

Debbie is a Senior Resources Advisory Partner at Deloitte, based in London. She is leader of the firm's Africa Services Group and sits on the board of its International Markets Group. She is also a member of Deloitte's Global Metals & Mining leadership team, and co-ordinates Deloitte's offices globally, (including Europe, the US, Russia and the CIS, Singapore, India, and across Africa).

Since July 2011 she has focused on the advisory business with specialisation in IPOs, IPO readiness and finance transformation. Previously she led the Deloitte UK Metals & Mining cross service line team, which comprises 100 professionals.

Debbie is currently lead client service partner for Xstrata and lead audit partner for De Beers Diamond Jewellers. She has worked with many large firms over the past 18 years, including Stemcor, Tata, Anglo American and BHP Billiton Aluminium Manufacturing in a delivery and advisory role. She serves on the boards of the Sub-Saharan African Taskforces of UKTI (United Kingdom Transparency Inititative) and TheCityUK, and the South African Chamber of Commerce.

Debbie has been a long-time supporter of WIM, sponsoring WIM (UK) through its initial start-up phases and hosting all of WIM events for the first two years of its existence. She also supports charity work both in mining and in Africa more widely.

Eira Thomas

Eira has worked for over 20 years as a geologist. Beginning at Aber Resources Ltd (now Harry Winston Diamond Corporation), a young Eira led the field geology team that discovered the diamond deposit which later became the Diavik mine.

Known as the "Queen of Diamonds" Eira is currently a director of a number of other public companies and organizations, including Suncor Energy Inc., Dundee Precious Metals Inc., Lucara Diamond Corp., the Prospectors and Developers Association of Canada (PDAC), the University of Toronto (U of T) Alumni Association, the Lassonde Advisory Board of the U of T, and a member of the U of T President's Internal Advisory Council. Previously Eira held the positions of President of Navigator Exploration Corporation, CEO and Director of Stornoway Ventures Limited, and President, CEO and Director of Stornoway Diamond Corporation.

Eira has been the recipient of a number of top accolades. In 2008 she was one of only four Canadians to be named as "Young Global Leaders", by the World Economic Forum and recently received the Minerva for British Columbia Women Natural Resources Award.



Who: Eira Thomas

***Where:* President, CEO & Director, Kaminak Gold Corp. (Canada)**

***At a glance:* Widely known as the "Queen of Diamonds", Eira Thomas has had numerous accomplishments in the mineral exploration and mining industry. As a young geologist, just a few years out of university, she became a major part of the team that discovered the diamond Diavik Mine. Eira has been the recipient of a number of top accolades. In 2008 she was one of only four Canadians to be named as "Young Global Leaders", by the World Economic Forum and recently received the Minerva for British Columbia Women Natural Resources Award.**



Who: Vanessa Torres

***Where:* Head of Group Investments and Value Management, BHP Billiton (Australia)**

***At a glance:* Vanessa Torres is an award-winning mining professional whose qualifications as an engineer have helped her become the trend-setting businesswoman she is known to be. Vanessa joins BHP Billiton from Vale where she had led Vale's first Nickel project from greenfield exploration to feasibility stage, as well as the strategic planning of the new business area.**

Vanessa Torres

Vanessa began her mining career in her native country of Brazil where she trained as an engineer. She was quickly spotted for her lateral thinking and talent and ascended the ranks. Her award-winning PhD thesis developed an expert system for the evaluation and assessment of gold projects, using artificial intelligence technologies to integrate technical and economic information. She was instrumental in the development, both technically and commercially, of the Bayovar and Salobo projects, both of which are now the largest of their kind in Brazil. At BHP Billiton Nickel West, Vanessa has led business development and projects with a wide span of activities including exploration, business development, engineering, construction and operational optimisation.

Vanessa is dedicated to the developing world and the legacy of mining. She has always taken an active interest in the philanthropy at every company she has worked for, and is now the chief financial sponsor of an NGO. The Beehive Project is a centre aimed at providing free development activities to a disadvantaged community and works with over 100 children.

Last year Vanessa was named as one of Australia's "100 Women of Influence" by the Australian Financial Review and has also been the recipient of 2009's Western Australian Telstra Business Women of the Year Awards – Corporate and Private category; CEO of the Future 2005; Young Leader Award - Society for Mining, Metallurgy and Exploration / USA.

Heike Truol

Prior to becoming Group Head of Strategy at Anglo American, Heike was a management consultant, most recently a partner at Marakon Associates. She holds an MBA from the Australian Graduate School of Management and an undergraduate degree in Business Management from Switzerland. Heike has additionally studied at INSEAD.

Heike set up the Strategy function at Anglo American introducing and embedding the strategic planning process across the business. She played a leading role in Anglo American's acquisition of the majority share in De Beers, as well as the De Beers integration.

Heike has come from a non-mining background, but has been able to quickly understand the industry in order to embed an approach to strategic planning that is now firmly established across the organisation.



Who: Heike Truol

Where: Group Head of Strategy, Anglo American

At a glance: ***Heike Truol is currently Group Head of Strategy at Anglo American where she played a leading role in Anglo American's acquisition of the majority share in De Beers, as well as the De Beers integration. Prior to this, Heike was a management consultant, most recently a partner at Marakon Associates. She holds an MBA from the Australian Graduate School of Management and an undergraduate degree in Business Management from Switzerland.***



Who: Florence Uazukuani

***Where:* Senior Sourcing Advisor, Rio Tinto**

***At a glance:* Florence Uazukuani is Senior Sourcing Advisor at Rio Tinto. She joined Rio Tinto after ten years at De Beers where she was among the first female graduates. She has paved the way for other women to follow her footsteps.**

Florence Uazukuani

After university Florence joined De Beers as a graduate trainee in Supply Chain and Procurement. She was the first woman to be accepted to the programme. She was the first female graduate at De Beers in Namibia within the Supply Chain and Procurement discipline, which was traditionally known as a 'male environment'. She spent ten years at De Beers rising to Procurement Manager before joining Rio Tinto in 2008. Florence has worked with charities to help the less privileged in Democratic Resettled Communities of Swakopmund, Namibia. She has also tutored adults.

Beatriz Uribe Restrepo

Beatriz started her career at Mineros S.A as a Market Director, working her way up to Finance Manager and to her current role as President. Mineros S.A is Colombia's largest gold producer and for many years was the only listed mining company in the country. Despite having, by her own words 'many years of work experience but few roles', Beatriz is a potent force, not only at Mineros S.A but to Colombia's economy as a whole.

Formerly, Beatriz also served as President of ANDI (National Business Assocation of Colombia), her appointment acting as testament to the importance of mining in Colombia and to the strength of women in the workforce. Beatriz was ANDI's first female president since its inception in 1944, and the second president-elect from the mining industry. In this role Beatriz was instrumental in a number of commercial treaties and the resolving of international crisis. Under her presidency, Mineros S.A has won several awards for its high standards in environmental practice and corporate social responsibility.



Who: Beatriz Uribe Restrepo

***Where:* President, Mineros S.A (Colombia)**

***At a glance:* Beatriz Uribe Restrepo is a mining professional whose work and reputation has been invaluable not only within her own industry, but the national economy of Colombia as a whole. She is the longest serving female CEO in Colombia, as well as having presided over National Business Association of Colombia – the country's largest trade association. A role model, a history-maker, and a proud mother, Beatriz's career is testament to the importance of the mining industry in Colombia, and women to the workforce.**



Who: Debra Valentine

***Where:* Group Executive Legal, External & Regulatory Affairs, Rio Tinto plc (UK)**

***At a glance:* Debra Valentine is a highly successful corporate lawyer currently working as Group Executive Legal, External & Regulatory Affairs at Rio Tinto plc. Her career spans over thirty years and has seen her occupy high profile positions such as Assistant Director for International Antitrust, FTC.**

Debra Valentine

Debra is a highly successful corporate lawyer currently working as Group Executive Legal, External & Regulatory Affairs at Rio Tinto plc. Her role at Rio Tinto plc sees her lead legal, external relations, security, company secretary, group risk and compliance functions globally. Prior to this she was Vice President, Secretary and Associate General Counsel at United Technologies Corp., after her time at O'Melveny & Myers where she was a partner and co-chair of the firm's Antitrust and Trade Regulation practice.

She is an active member of the resources law communities and currently sits on the board of Extractive Industries Transparency Initiative (EITI), North American Advisory Council, and Advisory Council, Princeton Institute for International and Regional Studies.

Anne Van Ysendyck

Anne is a notable expert within the Antitrust and Competition practice. Appointed at the European Commission in 1998, Anne gained vital experience in legal and economic analysis of state aid notification, drafting Commission decisions, negotiating with Member States and Commission services, and being involved in general policy on State aid control. In 2002 she joined law firm Latham and Watkins as a senior associate where she successfully worked with clients across motoring, banking and transport, often handling difficult proceedings and responding to crises. From preparing anti-dumping complaints on behalf of industry sectors before the European Commission, to advising clients on cartel investigations and raids, Anne was a key asset in the Latham and Watkins team. Since joining ArcelorMittal, Anne has proven herself invaluable. Her major accomplishments include the internal management of an EU antitrust investigation in which she led, achieving very material reduction of fines outside of court despite being just two years into her appointment.



Who: Anne Van Ysendeck

***Where:* VP & Head of Legal, Risk and Compliance (Mining), ArcelorMittal (UK)**

***At a glance:* Anne Van Ysendyck has been a vital asset to ArcelorMittal since joining their mining team as Head of Legal, Risk and Compliance in October 2011. In just two years she has led the internal management of an EU antitrust investigation as well as leading legal cover in a number of major M&A transactions.**



Who: Susan Visser

***Where:* Director Sustainable Development, Glencore Xstrata Alloys; Director, Glencore Xstrata South Africa (South Africa)**

***At a glance:* Susan Visser is one of South Africa's leading lights in sustainable development. Her career at Xstrata has seen her rapidly ascend the ranks from sustainable development superintendent to Director in just ten years. She is an active member of various committees in order to impart her knowledge to the industry.**

Susan Visser

Susan is perhaps best summed up by her motto 'it is my duty to be all God created me to be'. A determined and dedicated mining professional, in just ten years Susan has worked her way through the ranks at Xstrata to hold her current position – Director of Sustainable Development of Glencore Xstrata Alloys and Director at Glencore Xstrata South Africa. In this position she has donned hats as both strategist and scientist, including legal and compliance responsibilities. Working across a variety of projects including platinum mining and concentrator, vanadium mining and smelting, chrome mining and smelting, carbon and two manganese operations in France and Norway, Susan has proven herself to be a valuable voice in a number of leading committees. Most notably she was a chairperson on the HSE committee for the international Chrome Development Association (ICDA) and currently is a chair of the South African ICDA(the International Chromium Development Association). In her spare time Susan regularly participates in charitable work.

Fransie Vosloo

Fransie has 35 years' experience in Analytical Chemistry. She is a respected Anglo American employee and an expert in on-line analysis. She is highly involved in identifying new and existing technology that can be used for on-line process-control.

Fransie was nominated as a safety warrior at Technical Solutions Research, recognizing her proactive approach in identifying at risk conditions in areas outside of her responsibility. Fransie first started work as a shy, young Afrikaans girl who could hardly speak English. Today she is a strong, confident woman who overcame difficulties to achieve her Master's degree. At work her passion for safety is evident to all who come in to contact with her.

In her personal capacity Fransie is a very giving person. She has always been involved with charity work and for many years she played an important role at Remme Los, a self-help centre for quadriplegics in Germiston. Fransie is known as a strong committed woman who is not afraid to go-against-the-grain and is leading the way in proactively influencing company safety culture.



Who: Fransie Vosloo

***Where:* Senior Research Scientist, Anglo American**

***At a glance:* Fransie Vosloo has 35 years' experience in Analytical Chemistry. She is a respected Anglo American employee and an expert in on-line analysis. She is highly involved in identifying new and existing technology that can be used for on-line process-control.**



Who: Donna Weston

***Where:* Port Safety Officer, Rio Tinto Iron Ore (Australia)**

***At a glance:* In her role as Safety Officer for Rio Tinto Iron Ore's Port Operations, Donna Weston has developed and maintained an excellent rapport with other onsite personnel through her hands-on safety focused customer service - including being an Iron Ore Safety Standards Champion.**

Donna Weston

In her role as Safety Officer for Rio Tinto Iron Ore's Port Operations, Donna has developed and maintained an excellent rapport with other onsite personnel through her hands-on safety focused customer service - including being an Iron Ore Safety Standards Champion.

She has assisted with a number of safety awareness and marketing campaigns at the Ports, including the 'Critical Control Monitoring Plan (CCMP) Awareness' campaign, 'Capital Safety road show' and 'Working at Heights awareness' event.

She has taken an active role in a number of safety investigations and goes above and beyond her role to support the business wherever she can.

Donna is the only health and safety official onsite at Ports Dampier and has excelled under the pressure. She has successfully transitioned from on the ground operations to a highly successful support role in safety. Her positive attitude and drive to excel motivates all those who come into contact with her.

Ludivine Wouters

Ludivine is co-founder and managing partner of Latitude Five, an investment advisory firm, operating out of London (UK) and Abidjan (Côte d'Ivoire), to provide advisory and transaction support services to businesses and investors across West and Central Africa with a particular focus on infrastructure, mining and mining services, real estate and hospitality, agribusiness and private equity.

A corporate development consultant and business negotiator, Ludivine assists listed and private natural resources exploration and production ventures in the conduct of corporate development programmes (mergers and acquisitions, joint ventures, divestments, restructurings and equity or debt fundraisings) and other growth opportunities including title and commercial negotiations.

Previously, Ludivine worked in Mines & Metals Investment Banking at Renaissance Capital in London, as an associate in corporate law, mergers and acquisitions and capital markets with Debevoise & Plimpton LLP and Herbert Smith LLP in Paris, and in political risk insurance within a Lloyd's insurance syndicate.

Between 2009 and 2011, Ludivine worked closely with WIM (UK) founder Barbara Dischinger to devise and implement an ambitious three year growth plan, and incorporate WIM UK as a not for profit enterprise. She holds a Masters in Business Law from Université Pantheon Assas (Paris II) and a JD in Business Law from the Université Pantheon Sorbonne (Paris I).



Who: Ludivine Wouters

***Where:* Co-Founder and Managing Partner, Latitude Five (UK)**

***At a glance:* Ludivine Wouters is co-founder and managing partner of Latitude Five, an investment advisory firm, supporting businesses and investors across West and Central Africa with a particular focus on infrastructure, mining and mining services, real estate and hospitality, agribusiness and private equity.**



Who: Zoe Yujnovich

***Where:* President and CEO, Iron Ore Company of Canada (Canada)**

***At a glance:* The extent and diversity of Zoe Yujnovich's experience is exceptional for someone so youthful and is reflected in her impressive career trajectory. She is the first female Chair of the Mining Association of Canada. She is ranked in the Women's Executive Network (WXN) as amongst the 100 most powerful women in Canada and is one of the CEOs of the Diversity 50, an initiative of the Canadian Board Diversity Council. She is part of the International advisory board of McGill Desautels Faculty of Management.**

Zoe Yujnovich

The extent and diversity of Zoe's experience is exceptional for someone so youthful and is reflected in her impressive career trajectory.

Zoe has been an employee of Rio Tinto for 18 years. Prior to taking the helm at IOC (a Rio Tinto Company) she was president of Rio Tinto Brazil, and prior to this held the position of executive advisor to Rio Tinto's CEO and was based in London, England. Zoë has worked for Rio Tinto operations in the iron ore, aluminum and corporate functions. She has held a variety of roles from engineering and plant operations to business analysis, procurement and marketing. She is also a member of Rio Tinto's Iron Ore Executive Committee.

She is now President and CEO of Iron Ore Company of Canada which currently employees over 2500 workers and has the capacity to produce approximately 22 million tons of iron ore concentrate per year.

She is the first female Chair of the Mining Association of Canada. She is ranked in the Women's Executive Network (WXN) as amongst the 100 most powerful women in Canada and is one of the CEOs of the Diversity 50, an initiative of the Canadian Board Diversity Council. She is part of the International advisory board of McGill Desautels Faculty of Management.

Kehui Zhang

From 2004-2005, Ms. Zhang was fully involved in the restructuring of Shenhua Group and the IPO of China Shenhua in Hong Kong in 2007. In 2006, she led the work creating China Shenhua's risk-based system for internal control, which was highly regarded by State-owned Assets Supervision and Administration Commission (SASAC), and the Ministry of Finance (MOF).

Ms. Zhang received her B.A. in Chinese literature from Shanxi University in 1985. She holds a master's degree in engineering from China University of Mining and Technology. She is a Certified Public Accountant (China) and a senior Certified Practising Accountant (Australia).

Ms. Zhang spends much of her spare time in academic research, and has published over 20 papers, including "Chinese Coal Sector Entering into a Period of Strategic Adjustment", "Internal Control Innovation in China from a Philosophical Perspective" and "Interpretation of China Shenhua's Low-cost Strategy". The paper entitled "Consortium Development for Coalfields in Western China" won the Special Contribution Award for Market Economy in the Coal Industry in 2001.

Ms. Zhang won China Outstanding CFO Award 2007, China CFO of the Year 2008, CIMA 2011 Leadership Award of the Financial Sector, Female Figure for the Chinese Economy 2011 and a number of other honorary titles.



Who: Kehui Zhang

Where: CFO, China Shenhua Coal (China)

***At a glance:** Kehui Zhang has been the CFO of China Shenhua Energy Company Limited (China Shenhua) since January 2007, she joined the Shenhua Group in 1994. China Shenhua is the worlds largest coal based energy company in the world and one of the 10 largest mining companies in the world.*

WOMEN IN MINING UK

Advisory Board Members



Catherine Raw CFA, Managing Director and portfolio manager, is a member of BlackRock's Natural Resources Team. She covers the gold and mining sectors and is co-manager of several portfolios including the BGF World Mining Fund and the BlackRock World Mining Trust.



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.



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.



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



Sabine Anderson is a Principal Consultant with SRK Consulting (UK). She is a chartered mining engineer focused on independent technical assessment of exploration and mining projects, in support of acquisitions, debt and equity finance, including stock exchange listings, where she has project managed numerous commissions. She has experience in preparing scoping studies, pre-feasibility and feasibility studies. Commodity experience includes precious, base and rare-earth metals, industrial and bulk minerals, and diamonds and gemstones. She has worked throughout Africa, in Russia and the CIS, Europe and South America.



Les Shingler – Learning & Development Manager for Anglo American, with additional responsibility for Diversity & Inclusion at a Group level. Prior to working at Anglo American, Les worked in the Learning, Talent, Resourcing and Organisational Development function at HSBC, and was a management consultant in Accenture's Human Performance division.



Lyne Martel – appointed Vice President Human Resources Group Functions Rio Tinto in 2010 where she is responsible for Human Resources and Health & Safety and environment support to the Group Functions of Rio Tinto. Lyne has spent her career since 1984 with Alcan and Rio Tinto and has taken on various human resource and communications positions during this time.



Amanda Van Dyke is a Mining Equity Specialist at Palisade Capital Corp., a strategic consulting service that invests principle capital and takes a strategic role in developing projects. Amanda's speciality is raising capital and alternative financing for junior mining companies globally. Amanda worked in the diamond industry as a Gemologist before obtaining an MBA and MA International Economics from SDA Bocconi in Milan, and she has worked with Dundee Securities, Ocean Equities, and GMP Securities. As Chairman of Women in Mining UK, Amanda has played a key role in making WIM UK a significant participant in the ongoing development of the global mining industry.

WOMEN IN MINING UK

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.



Nuala Gallagher advises mining companies as part of Tavistock's natural resources financial PR/IR team. Previously, she worked for five years as a journalist reporting on natural resources. She covered EMEA-Russian-CIS mining M&A and deal analyses for Mergermarket at Financial Times Group. She also edited a London/Toronto-based resources trade magazine. Nuala has a degree in Journalism and is also reading Russian.



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.



Victoria Salem — A senior associate in the London office of Latham & Watkins and a member of the firm's Finance Department. Victoria's practice focuses on the representation of sponsors, developers and borrowers as well as commercial and investment banks, investment firms and other financial institutions in connection with the development, construction and financing of mining and metals and energy projects, and mergers and acquisitions involving mining and metals and energy assets. Victoria is a member of the American Bar Association, the New York State Bar Association, the Rocky Mountain Mineral Law Foundation and the Advisory Board of the Guinea Mining Club.



Kate Baldwin has 10 years plus experience within the mining industry gained from working with mining entrepreneur Kevin Foo primarily as General Manager of former AIM listed gold producer Celtic Resources Holdings PLC and subsequently with Highcountry Investments Limited and Victoria Oil & Gas Plc.



Nichole McCulloch is currently the Managing Partner at The Ashton Partnership and leads their global Energy & Natural Resources Practice. She has previously campaigned for two US presidential elections in addition to holding management positions with a number of US based firms. Before joining The Ashton Partnership, she established the global Energy and Natural Resources practice for an executive search firm based in the UK focusing on sustainability and risk management. Nichole has a BA in Political Science from the University of North Carolina and is currently doing her MBA at The Open University focusing on risk management.



Stephney Dallmann is a director in PwC's mining practice. A Chartered Accountant with 16years' experience working with large and small mining companies, providing audit services and transactional assistance. Fluent in Spanish, Stephney has had significant experience working in the mining industry in South America, including a secondment to PwC's office in Santiago, Chile. Stephney has been actively involved in PwC's women's networks for many years, being a member of the first steering committee of PwC's women's network and now a steering committee member of PwC's Female Partner and Director Network.



Emma Johnson has worked for WIM(UK) for the past two years as Network Administrator. Emma worked for major PR firms before working part time in recruitment and membership organisations to be able to combine raising a family with work.

WIM(UK) thanks its group sponsors....

Rio Tinto is one of WIM(UK)'s biggest sponsors. Rio Tinto, WIM(UK) and the University of Dundee's Centre for Energy, Petroleum and Mineral Law and Policy (CEPLMP) have worked together for the past 2 years to organise an annual reception at London's Natural History Museum. Rio Tinto has been a key supporter of WIM(UK)'s inaugural 100 Global Inspirational Women in Mining project and on-going research report project.

Anglo American was WIM(UK)'s first major corporate sponsor and continues to be one of WIM(UK)'s biggest sponsors. Anglo American has worked with WIM(UK) to develop a series of events focussing on Professional Development, Opinion Leaders and Industry Insight and more recently, has been a key supporter of WIM(UK)'s inaugural 100 Global Inspirational Women in Mining project and on-going research report.

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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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www.womeninmining.org.uk

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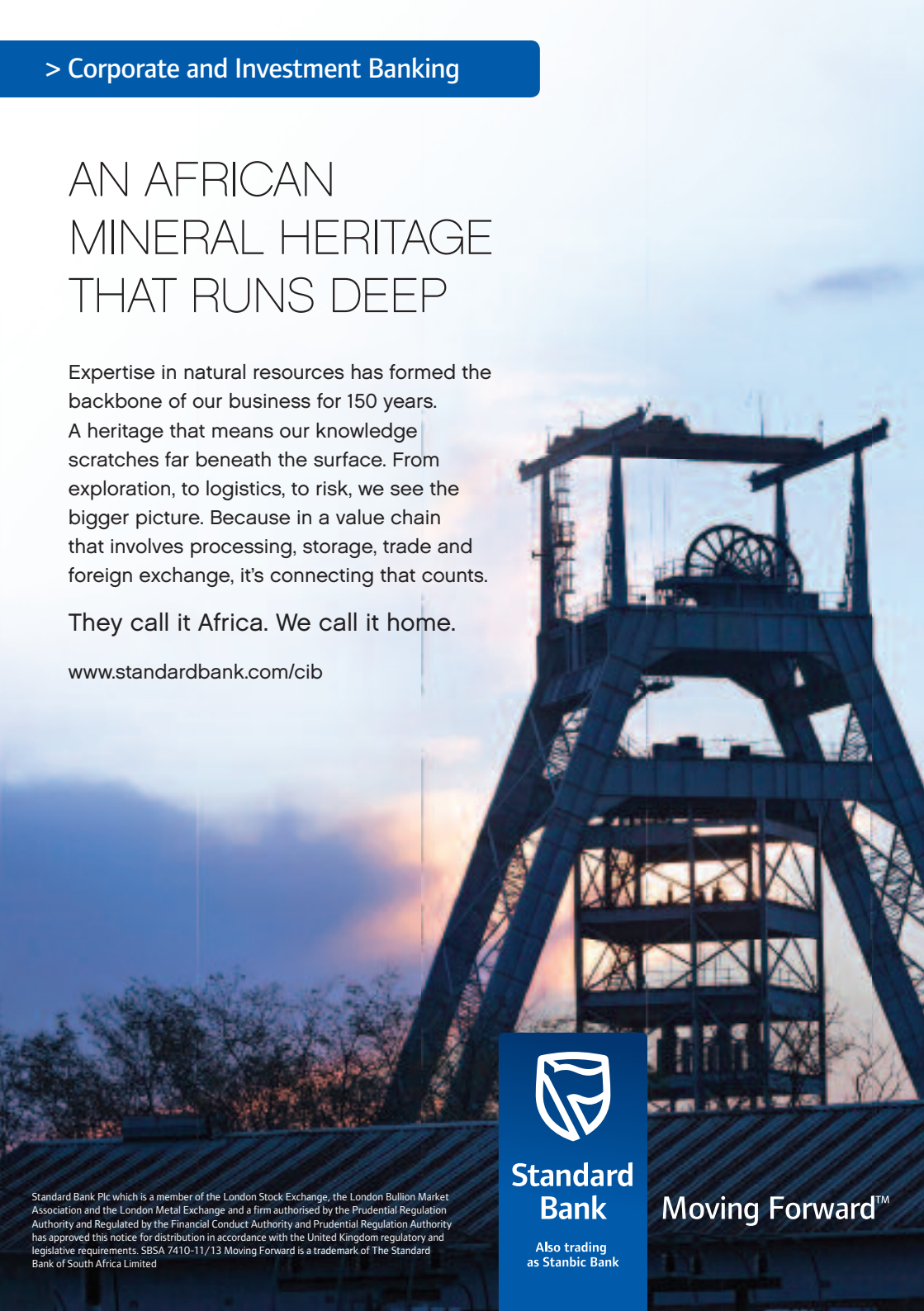
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