Advancing Gender Diversity and Inclusion in the Mining Sector in Brazil

Brazil-Canada Mining Brunch
March 1st, 2020 – Toronto
BCCC
Brazil & Canada – Mining Giants

**Brazil**
- More than 70 types of minerals
- 1st in niobium, 3rd in iron-ore production
- More than 9,400 mining companies
- More than 3,400 mining suppliers
- Mining GDP 2017 - US $ 32 billions
- Close to 21% of Brazilian exports in 2017
- 4,2% of Brazilian GDP in 2017 (including Oil & Gas)

**Canada**
- More than 60 types of minerals
- 1st in Potassium, 2nd in uranium
- More than 1,200 mining companies
- More than 3,700 mining suppliers
- Mining GDP 2016 - CDN $ 40,8 billions
- About 18,9% of Canadian exports in 2016
- 3,4% of Canadian GDP in 2016
Canadian Presence in Brazil

- About 50 mining companies established in Brazil
  - Exploration (20) – mainly gold and vanadium
  - Equipment (20) – mainly parts, software, aerial inspection, drilling
  - Services (9) – mainly drilling and engineering
- More than US $ 4 billions invested in mining projects in Brazil in the last 5 years
- 70% of gold production and 100% of vanadium production
- Canadians are well recognized as important actors in the Responsible Business Conduct area in the mining sector in Brazil.
Diversity is a fact & Canada’s strength

Source: Statistics Canada
Inclusion is a choice

• We are all responsible for inclusion.

• Inclusion is the conscious decision to respect and leverage diversity, empowering individuals and groups, respecting rights, providing equitable access to services and promoting active participation in decision-making.

• It’s the right and smart thing to do.

“Diversity is being invited to the party; Inclusion is being asked to dance”. Vernā Myers is a famous inclusion strategist & VP Inclusion Strategy at Netflix
Diversity & Inclusion
Real Benefits for companies

- A company benefits when it includes employees with different training, abilities, and mentalities:
  - Increased financial performance
  - Improved talent attraction and retention
  - Greater capacity for innovation & creativity

FP500 companies with greater female representation have demonstrated stronger corporate management in times of economic uncertainty.
Benefits of Gender Inclusion in Mining

- Example of BHP: commitment made in 2016 to achieve gender balance by 2025
- The Gender Equation (Oct 2019): The data presented in the report clearly showed that their most inclusive and diverse teams outperformed other teams. They:
  - deliver **safety benefits**, with a **67% lower** Total Recordable Injury Frequency;
  - have a **better culture**, with a **21% greater** sense of pride in working for BHP; and
  - are **more productive**, with up to **11% better** adherence to work schedules.

People in diverse teams are also more likely to **speak up** (up to 68% more likely), **share ideas**, work together to **solve problems** and make **better decisions**.
First conversations, alignment of objectives

Kick-Off Session at PDAC 2019
Leading the Way: Design to Unleash Diversity’s Power

Workshop in Brazil
Adaptation of the Plan to the Brazilian context

EXPOSIBRAM
Session to engage companies

Pre-launch of the Action Plan at the Brazilian Mining Day - PDAC 2020

Launch of the Action Plan in Brazil
24 – BH
25- Brasília
## Women in Mining Canada National Action Plan – 5 Strategies

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<th>Respectful Workplaces</th>
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**Source:** Women In Mining Canada – National Action Plan
Strategies 6, 7 and 8 represent a more holistic view of the impact of including more women in the mining sector, and the need for organizations to invest beyond the walls of the company.

- **Supplier Diversity**: Investing in companies led by women
- **Investment in women present in the communities**: Investment in women present in the communities
- **Talent development for the future**: Investing in STEM (Science, Technology, Engineering and Math)
Relevant Upcoming Events in the Energy and Mining sectors

Focus: Digital Transformation, Clean Tech, Corporate Training

- April 1-3: UTC Latin America Summit in Rio, 7-9 Canadian technology companies
- May: NEST mission of universities to Rio, Sao Paulo & Campinas, joint research for commercialization in energy storage
- May 17-20: SIMEXMIN, Ouro Preto (MG): Canadian tech companies in green mining, smart mining, corporate training
- June 23-26: SENDI 2020, Vitoria (ES): mission of Canadian companies in technology, conventional products & services
- June 22-25: Collision in Toronto: Brazilian companies looking for innovative IT solutions in various sectors (incl. mining)
- Sept. 21-24 Rio Oil & Gas: IT solutions, clean tech, corporate training
- Oct/Nov: PDA smart mining, green mining
- Nov. 9-12: Electricity Transformation Canada in Toronto: Brazilian utilities del.
Thank You!

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