
CALL TO ACTION

It is time for a change in the mining industry, time for innovation, a review of sustainability concepts, improvements in safety processes, preservation and development of mineral resources, and valorization of people. It is time to build a new culture in the mining industry capable of absorbing more women, who correspond to half of Brazil's workforce.

To succeed in a complex and dynamic business environment, Brazil's mining sector needs to attract women, retain them, capitalize on their strengths and recognize their value, take a closer look at women in communities impacted by its operations, and value women-led entrepreneurship in the supply chain. The Action Plan sets out this challenge for mining – in order to drive a widespread shift to a future that begins now, and is part of the “Commitment Letter to Society” presented by IBRAM during EXPOSIBRAM 2019.

There is a need for a new push to solve gender inclusion issues in Brazil. Throughout the construction of this plan, the country was experiencing a difficult time with safety-related issues that propagated and defined a negative perception of this industry. In addition, the Covid-19 pandemic also continues to have an impact on women's rights. According to the World Economic Forum (WEF) Global Gender Gap Report 2021, the global average to eliminate economic inequality between genders has increased in one generation, from 99.5 years to 135.6 years, and Brazil is on the 93rd, in a ranking of 156 countries.

Several countries and global organizations have already understood the benefits that a culture of inclusion has in their economies and that this is not just a decision about inclusion and diversity, but a financial one. In many countries, regulations have been introduced to require publicly traded companies to explain their progress toward gender equity at senior executive and board levels. Universities, colleges, associations, and non-profit organizations have undertaken renewed efforts to support girls and women to pursue educational programs and careers in the fields of Science, Technology, Engineering, and Mathematics (STEM); many have committed to achieving challenging goals, and in the mining area there are companies that have formalized their commitment through bold goals to increase the number of women in their workforce.

The Action Plan was based on the National Action Plan, published by Women in Mining Canada in 2016, as a key reference during its construction and it is in harmony with this new scenario. This material is not a simple sensitization to the topic. It aims to be a strategic tool for mining companies to be truly transformative, implementing actions that increase women's participation, and creating an inclusive and diverse environment where everyone can participate in building an industry full of innovation and positive impacts on our society and shareholders.

The **Action Plan for the Advancement of Women in the Brazilian Mining Industry** was pre-launched in March 2020 in Canada and officially launched in Brazil in April 2020. It also has an English version, launched in September 2020. In 2021, we published the **WIM Brasil Indicators**, the 1st Progress Report of our Action Plan which, in addition to presenting performance and maturity indicators of the diversity, equity, and inclusion (DE&I) strategies implemented by the companies, brings the disclosure of the results of the research carried out with the signatories of the Action Plan and good practices that demonstrate that we can indeed create a more inclusive sector.

The Women in Mining Brasil (WIM Brasil) will continue to seek the commitment of organizations operating in the Brazilian industry to report the data informing the current state of their organizations, the challenges which are still present, and success stories for the preparation of annual reports, and carry out the actions described in the Action Plan. The actions presented are aligned to **eight (8) strategies**, described in the chart below, that when implemented in conjunction, **progressively renew the culture of organizations, improving its performance and creating a better culture for all people.**



We ask you to sign this request for commitment and active participation and to make your organization an example of women's inclusion in the industry - executing the actions present in this plan and advancing women's participation in the Brazilian mining industry. We will seek **systemic changes** in our organizations – in the way **we work together** as an industry in search of a sustainable future for all.

I, _____, _____
commit to analyze, validate and execute the strategies presented in the Action Plan for the Advancement of Women in the Brazilian Mining Industry in the organization that I represent, including the collection and publication of data starting from the present date, as per alignment with our strategic goals.

Signature

Date