

INDUSTRY OF CHOICE FRAMEWORK

INCLUSION & DIVERSITY

INCLUSION *noun*

An environment where a diversity of people are respected, connected and progressing and contributing to the organisation's [industry's] success.



DIVERSITY *noun*

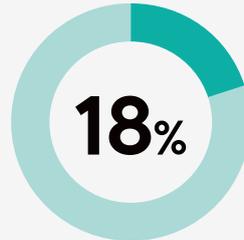
The mix of people in an organisation [industry], including all the differences between people in how they identify socially and professionally.

Source: Diversity Council of Australia

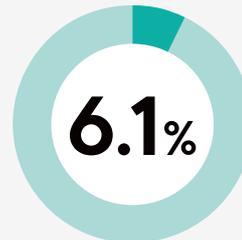
MINING WORKFORCE



Source: Australia Bureau of Statistics

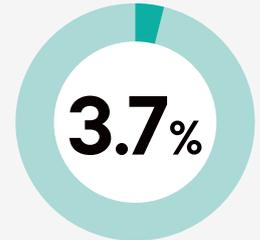


WOMEN



YOUNG PEOPLE

(24 and under)



INDIGENOUS

FRAMEWORK OBJECTIVES



PROMOTE INDUSTRY

Position and promote the mining industry for investors, employers, talent, partners and others as an industry of choice



INCLUSIVE WORKFORCE

Attract and retain the broadest pool of talent by creating an industry culture that encourages people to bring their whole self to work



TOOLS & RESOURCES

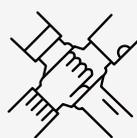
Improve accessibility of information and resources, including workplace tools, techniques, systems and processes, and training

FRAMEWORK OUTCOMES



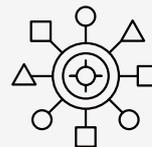
MORE DIVERSITY

More diverse workforce which represents the communities in which mining operate



NEW TALENT POOL

New talent pools, including the return of previous mining industry employees



BOARD DIVERSITY

More diverse Boards providing a broader range of insights and perspectives



LEADERSHIP

Inclusive leadership, policies and practices embedded across industry

#INCLUSIVEMINING



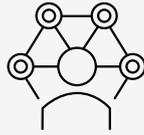
minerals.org.au



The **Industry of Choice Framework** is built around the *Global Diversity and Inclusion Benchmarks: Standards for Organizations Around the World*, © 2017 Julie O'Mara and Alan Richter. Used with permission. All Rights Reserved.



VISION



LEADERSHIP



STRUCTURE

THE 5 PILLARS



1 INCLUSION



RESPECT@WORK Eliminate sexual harassment in workplaces across Australia
#INCLUSIVEMINING Showcase inclusion and diversity

MENTAL HEALTH BLUEPRINT Minewell phone app to support mine workers' mental health

FIRST NATIONS PARTNERSHIPS Minerals Industry Statement on First Nations Partnerships

2 DIVERSITY



WOMEN IN RESOURCES NATIONAL AWARDS National award to showcase women in mining

STARS FOUNDATION AND CLONTARF FOUNDATIONS Indigenous partnerships to increase economic participation

ONLINE STORY-TELLING Story-telling webpage to celebrate diversity and improve inclusion

BUILDING A DIVERSE WORKFORCE Leadership series exploring best practice

3 SUSTAINABILITY



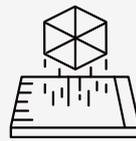
CLIMATE ACTION Industry ambition to reach net zero by 2050 supported by a Climate Action Plan

ENDURING VALUE Committed to a framework for sustainable development

NUCLEAR ENERGY Advocacy on zero emission nuclear power

RESPECTING HUMAN RIGHTS Promotion of UN Guiding Principles on Business and Human Rights

4 SKILLS



MINERALS TERTIARY EDUCATION COUNCIL Support for universities to educate mining professionals

ENGINEERING AID AUSTRALIA Support for the Indigenous Australian Engineering School for over 20 years

FOUNDATIONS OF MODERN MINING Micro-credential courses to increase career pathways

GAMIFICATION STEM programs in schools to develop the future workforce

5 ENVIRONMENT



TOWARDS SUSTAINABLE MINING Implementing an award-winning accountability framework

WATER ACCOUNTING FRAMEWORK Framework to continuously improve environmental performance

UN SUSTAINABILITY GOALS Committed to the UN Sustainability Goals

TAILINGS MANAGEMENT Mapped the Global Industry Standards on Tailings Management

There's more to
Australian Mining



#INCLUSIVEMINING

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