

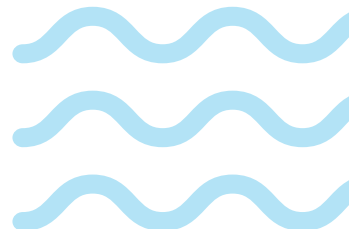


NSW WOMEN IN MINING AWARDS

Thursday 21 March 2024
Crown Sydney

Proudly sponsored by

BHP



ENCOURAGING INCLUSION AND CELEBRATING DIVERSITY



Welcome to the 2024 NSW Women in Mining Awards! These awards highlight the efforts to build more diverse and inclusive workplaces and celebrate the achievements of women and gender diversity champions in NSW mining.

Women in operational and leadership roles at NSW mine sites make an important contribution to a successful NSW mining industry.

There is an increasing number of women carving successful careers in our industry.

This event recognises the achievements of the outstanding women as well as diversity and inclusion champions working in our mining companies and supplier businesses.

Winners of the NSW Women in Mining Awards will go on to represent NSW at the Women in Resources National Awards, hosted by the Minerals Council of Australia.

A message from our Gold Sponsor, BHP

BHP Mt Arthur Coal is proud to support the NSW Women in Mining Awards in 2024. BHP is a long-time advocate of inclusive and diverse teams, and knows the value they can bring to safety, culture and productivity. In 2016 BHP announced an aspirational goal of gender balance by 2025. And thanks to initiatives such as this one as well as the dedicated leadership of our business, we are almost half-way to that goal and other operators are also following suit.

Our strategy is to focus on attracting and retaining a workforce that is truly representative of society.

MESSAGE FROM THE MINISTER

It is with great pleasure that I extend a warm welcome to all attendees of the Women in Mining Awards, hosted by the NSW Minerals Council. Thank you for joining us in celebrating the remarkable achievements and invaluable contributions of women in mining.

Tonight's event is also testament to the industry's commitment to diversity and inclusion. The increasing representation of women in mining, now at 22 per cent nationally, reflects progress towards a more inclusive and diverse workforce. Research demonstrates that inclusive work environments lead to greater productivity, improved performance, and enhanced talent retention.

However, there is still work to be done to achieve greater gender equity within the industry. For instance, closing the gender pay gap. This is not just a moral imperative but an economic necessity. The NSW Government's Women's Strategy outlines actionable steps to address gender imbalances and create pathways for women to excel in their chosen careers.

We are committed to supporting initiatives that promote women's participation in traditionally male-dominated fields. By promoting gender balance across all sectors, including male-dominated industries like mining, we can pave the way for a more equitable future.

To our finalists, your dedication and perseverance are truly commendable. You are leading the way and showing what can be achieved when you pursue your dreams. Congratulations and I wish you the best of luck.



The Hon. Jodie Harrison MP

Minister for Women

Minister for Seniors

Minister for the Prevention of Domestic Violence and Sexual Assault



MESSAGE FROM THE CEO

Welcome to the 2024 NSW Women in Mining Awards. Tonight, we recognise the achievements of the women in the NSW mining industry, and celebrate the enormous contribution they make.

Our NSW mining industry supports many diverse city-based jobs as well as thousands more in regional and remote locations across the state.

Across NSW, thousands of incredible women work in our mining industry and also live in regional communities. Their contribution helps strengthen their local communities, while helping our industry deliver economic strength to NSW.

Tonight's Awards celebrate the achievements of some of these outstanding women in mining across a range of fields.

From technology and innovation to engineering and trades, as well as in operational roles and running businesses, our award winners highlight the opportunities for women in mining and showcase the career paths available in our sector.

On behalf of the NSW Minerals Council I congratulate each of the finalists. Being nominated for these awards means you have been recognised by your peers for an exceptional contribution as a role model for your peers and for the next generation of women in mining.



Stephen Galilee, CEO
NSW Minerals Council

KEYNOTE SPEAKER



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Liz Watts
Vice President NSWEC
BHP

Liz has over 24 years experience in the mining industry in various technical, frontline leadership and corporate roles for Rio Tinto, Xstrata, Glencore and now BHP.

Liz is a Hunter Valley local, born in Scone where most of her family still live, and holds a Bachelor of Mining Engineering, graduating with First Class Honours from the University of New South Wales.

Liz also holds a NSW Open Cut Examiners Certificate of Competency, a NSW Open Cut Mine Managers Certificate of Competency, a Queensland Senior Site Executive Ticket, a Masters of Business and is a Graduate of the Australian Company Directors. She is also an Expert Panel Member on the Hunter NSW Royalties for Rejuvenation scheme.

In 2013, Liz was awarded the Inaugural NSWMC Outstanding Woman in Mining and the Australian Mining Prospect - Mining Woman of the Year.

On a part time basis Liz is completing a Doctorate in Sociology and Anthropology at the University of Newcastle focused on sustainable outcomes in mine closure. Her studies inform her in her current role - Vice President of BHP's NSW Energy Coal. In this role Liz is focused on transitioning Mt Arthur Coal to closure in 2030, balancing social, economic and environmental outcomes.

In her downtime, you will find Liz on her farm in Tenterfield, spending time with her husband Duncan and their cattle dog Tank.

RECOGNISING EXCELLENCE



The NSW Minerals Council wants to thank the people and businesses who entered this year's awards. We congratulate all of you on your efforts and achievements to date.

Exceptional Woman

- Leanne Brock, Australian Mining & Exploration Title Services Pty Ltd (AMETS)
- Natalie Anderson, Glencore
- Tania Smith, Glencore
- Naomi Dockrill, Newcastle Coal Infrastructure Group (NCIG)
- Brooke Adamson, Newmont
- Kim Hines, Peabody
- Keryn Zambrowski, Whitehaven Coal
- Carly McCormack, Yancoal

Exceptional Young Woman

- Sara Waak, Aurelia Metals
- Nartayliah Giles, Australian Training
- Stacey Dykes, BHP
- Hannah Berthold, HER Engineering machining & maintenance
- Sarah Dimond, Idemitsu
- Shannon Perney, Komatsu
- Emma Creasey, NCIG
- Caroline Morris, Newmont
- Pollyanna Barlow, South32
- Brittany Hetherington, Yancoal

Outstanding Tradeswoman, Operator or Technician

- Shantelle Jamhour, Alkane Resources
- Casey Smith, Ampcontrol
- Sara Spokes, Bengalla Mining Company
- Renee Turner, Bengalla Mining Company
- Nadine Heal, Evolution Mining
- Chantelle McBride, Metals Acquisition Limited CSA Mine

- Joy Barrato, NAUTITECH
- Sophie McDevitt, Newcastle Coal Infrastructure Group (NCIG)
- Danica Tyrrell, Newmont
- Megan Pratt, Thiess
- Elaina Sormaz, Thiess
- Cassandra Wilson, Thiess
- Karlie Heaslip, Yancoal
- Kelly Sopher, Yancoal

Inclusion and Diversity Champion

- Diana Barnes, Aurelia Metals
- Kyal Hunter, Evolution Mining
- Damien Butler, The Bloomfield Group
- Leonnie Taylor, Yancoal

Excellence in Company Programs and Performance

- Newmont, Respect@Work
- Thiess, MASITE Program

Technological Innovation Award

- Karin Soldenhoff, ANSTO – Australian Nuclear Science & Technology Organisation
- Molly Negfeldt, Aurelia Metals
- Louise Russell, BHP
- Blossom Fernandez, GBEV (GBAUTO)
- Sarah Lauchs, Newmont
- Aida Caranton, Whitehaven Coal
- Louise Mowlem, Xenith Consulting

TECHNOLOGICAL INNOVATION AWARD



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Blossom Fernandez
GBEV (GBAUTO)

Blossom is an electric vehicle engineer who is currently working on retrofitting light vehicles with electric powertrains for use in the mining industry.

Blossom identified that mining customers with these retrofitted vehicles have only a surface-level understanding of how the vehicles are performing on-site. To bridge this gap, Blossom is developing an in-depth engineering model that will help optimise the performance of their vehicles and provide detailed results to the customers.

By collecting data and conducting vehicle evaluation testing, Blossom creates a unique interface that will provide customers with data to help inform their decisions when operating their fleets. The interface will suggest optimal charging infrastructure and timing, the suggested number of vehicles required, and other parameters to optimise fleet productivity.

The project's results show that using the interface to optimise the vehicles will bring significant efficiency over combustion-based vehicles and lead to high levels of improvement in cost and maintenance.

TECHNOLOGICAL INNOVATION AWARD



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Karin Soldenhoff

ANSTO – Australian Nuclear Science &
Technology Organisation

Karin is a Principal Consultant with ANSTO and the technical lead on a project for Australia Strategic Metals (ASM), to develop novel solvent extraction technology to separate rare earth elements found at its Dubbo Project.

The Dubbo project seeks to develop the large, globally significant, polymetallic Toongi deposit to produce rare earth elements (REE) zirconium (Zr), niobium (Nb) and hafnium (Hf) Products.

Solvent extraction technology has been developed for the copper and uranium industries and has been adapted in novel ways by Karin's project to apply to the Dubbo project. This includes a new solvent extraction technique to separate zirconium from niobium and zirconium from Hafnium. These technologies are now subject to patents. In addition, Karin's work developed solvent extraction technology to focus on the rare earths which are used in high-strength magnet production, which is an Australian first.

EXCELLENCE IN COMPANY PROGRAMS AND PERFORMANCE



Sponsored by Bengalla Mining Company



Newmont
Respect@Work

Newmont's Respect@Work program was initiated in response to KPMG's independent assessment of workplace harassment at Newmont. The program is designed to implement and embed the Sexual Assault & Sexual Harassment Prevention and Response Framework, with a particular focus on psychological safety.

The response included a number of key elements, including:

- Education to ensure that all employees increase their knowledge of behaviours and harm that constitutes harassment and sexual assault.
- Specific education for Leaders and human resources personnel, including first responder training.
- Upstander training to support and empower staff to identify and report inappropriate behaviours, including harassment and sexual assault.

Newmont has also implemented the broader psychological safety program 'FeelSafe', which emphasises modelling respectful behaviours and provides support for employees experiencing stress through various channels, including the Employee Assistance Program and a dedicated trauma support hotline.

Since its inception, the program's impact is evident in the increasing number of female employees, reduced turnover rates, and positive feedback from surveys. The initiative has evolved beyond sexual harassment to encompass a broader range of harmful behaviours.

EXCELLENCE IN COMPANY PROGRAMS AND PERFORMANCE



Sponsored by Bengalla Mining Company



Thiess
MASITE Program

Thiess Mount Arthur South (MAS), launched The MASITE Program in 2021. MASITE targets new-to-industry indigenous and/or female candidates to better enable the development of new workers from within the local community and encourage more Aboriginal, Torres Strait Islanders, and women to work in the mining industry.

Participants in the program undertake a traineeship where they learn the skills of a Production Operator and, upon completion, are awarded a Certificate III in 2 of 4 Surface Extraction, CAT 793 rear Dump Truck Skill, Light Vehicle competency and First-Aid Certificate.

To attract potential applicants, Thiess has formed relationships with the Ungooroo Aboriginal Corporation and the Clontarf Foundation. Community information sessions for prospective participants allow them to become comfortable with the program before attending an assessment centre. The onboarding process is structured and thorough but in a warm and supportive environment. Novel training techniques provide trainees with confidence before venturing out onto the site.

The program has been hugely successful, and the success has been sustained. Since March 2021, there have been 122 participants in the program. Since 2021, female participation on site has risen from 18.5% to 23.7%, and Aboriginal and Torres Strait Island participation has risen from 2.5% to 11.5%. 92% of trainees converted to Thiess permanent employees at the end of the 12-month training period.

INCLUSION AND DIVERSITY CHAMPION



Sponsored by Thiess



Damien Butler
The Bloomfield Group

Damien Butler's role at The Bloomfield Group showcases his commitment to fostering diversity and inclusion within a traditionally male-dominated mining industry. Drawing from early career experiences in public relations, he has leveraged lessons from female-led environments to advocate for inclusivity. At Bloomfield, he spearheaded the creation of the company's first Diversity and Inclusion Committee, serving as its D&I Forum Coordinator. Through strategic planning and communication, Damien has been pivotal in promoting diversity initiatives, enhancing parental leave benefits, and improving workplace flexibility to accommodate a more diverse workforce.

His work in amplifying the accomplishments of female employees and advocating for their recognition, particularly through nominations for Women in Mining Awards, underscores his dedication to gender diversity. Damien's influence extends beyond Bloomfield through his co-leadership of the WIMnet NSW Hunter Valley Subcommittee, where he has contributed to significant growth and engagement in diversity-focused events.

By implementing Bloomfield's formal D&I Strategy and Action Plan, Damien has driven meaningful change, including expanding female facilities and introducing a Flexible Work Opportunities Management System. His efforts not only highlight the importance of diversity and inclusion for business success but also pave the way for a more inclusive future in the resources sector.



INCLUSION AND DIVERSITY CHAMPION



Sponsored by Thiess



Kyal Hunter
Evolution Mining

Kyal Hunter, Operations Manager at Evolution Mining's Cowal Gold Operation (CGO), has fostered a more inclusive and diverse workplace within the mining industry. With a background in mining engineering and experience in diverse teams across Australia, Kyal has focused his efforts on creating a culture at CGO and Evolution Mining that values and promotes diversity and inclusion as fundamental aspects of the business strategy.

Under Kyal's guidance, significant initiatives have been implemented, including establishing Evolution's Global Inclusion and Diversity Committee and creating a multi-year inclusion awareness program. These efforts aim to ensure a consistent approach to diversity across the company, engaging employees and contractors alike in the mission to build a more inclusive environment.

Kyal has spearheaded various programs targeting key areas such as women's health and mental well-being, men's health, Indigenous engagement, and LGBTQIA+ awareness. These initiatives have led to tangible improvements, such as enhanced parental leave benefits, the introduction of dedicated facilities for female employees, and a comprehensive inclusion and diversity training program for all staff.

Kyal plans to continue his advocacy work by expanding support networks, utilising storytelling to educate and inspire, and leading by example to promote inclusive behaviours.

EXCEPTIONAL TRADESWOMAN/ OPERATOR/TECHNICIAN



Sponsored by South32



Nadine Heal
Evolution Mining

Nadine Heal is the Open Pit Supervisor at Evolution Mining's Cowal Gold Operations (CGO), known for her leadership and pioneering spirit in a male-dominated field.

Starting her career as a florist in Melbourne, she transitioned to mining in 2007 as a Haul Truck Operator at CGO. Nadine quickly advanced, mastering roles like Blast Hole Driller and Blast Leading Hand, and in 2019, she became the Open Pit Supervisor, the only woman to hold this position at the time.

Nadine has played a crucial role in mentoring women at CGO, significantly enhancing female participation in operational roles. Her dedication extends to her involvement in the CGO Emergency Response and Rescue team and her active participation in the CGO Inclusion and Diversity Committee.

Facing personal challenges, including her journey through IVF to motherhood, Nadine has exemplified resilience and a strong work-life balance. She is a role model for balancing professional growth with personal commitments.

EXCEPTIONAL TRADESWOMAN/ OPERATOR/TECHNICIAN



Sponsored by South32



Sara Spokes
Bengalla Mining Company

Sara Spokes' journey in the mining industry began with a high school mine tour, sparking her fascination with the sector's scale and machinery. She completed a Certificate III in Surface Extraction through a traineeship with Workpac, winning the "Trainee of the Year Award for Mining" and a high commendation in the NSW Training Awards Hunter Region.

Sara has developed a comprehensive skill set during her five years in mining, gaining proficiency in various heavy machinery and becoming a crucial member of the Bengalla Mines Rescue Team, which she captained to victory in the 2023 Hunter Valley Mines Rescue competition. Sara's commitment to community involvement is evident in her active participation in local sports and as a trooper in the 12/16 Hunter River Lancers.

Sara's initiated a support group for female operators, fostering a collaborative environment for women to grow professionally. She is a Ground First-aid responder for the Muswellbrook Cats AFL team and serves as the Grants Officer on the AFL executive committee.

Sara's dedication to continuous learning is evident in her plans to undertake Excavator training and progress towards an Open Cut Examiner role.

EXCEPTIONAL YOUNG WOMAN



Sponsored by Evolution Mining



Hannah Berthold

HER Engineering machining & maintenance

Hannah is a highly qualified dual tradesperson and is now a successful small business owner.

Having overcome a serious motorcycle accident during her apprenticeship, Hannah won the NSW Exceptional Tradeswoman/Operator or Technician award. She was highly commended at the Women in Resources National Awards in 2021. Hannah went on to work for Liebherr, fulfilling a career goal of learning more about hydraulic excavators. Having gained this additional experience, Hannah decided the time was right to start her own business.

HER Engineering, Machining and Maintenance started in 2021. Since its inception, Hannah has worked hard in the business herself in full-time equivalent roles, developed contracts that allow her to employ five full-time subcontractors, and provided services to a number of clients on her 'days off'. Hannah has contracts with mining companies and has diversified providing services to Swietelsky Rail, and is the first female-owned and operated business to do so.

Hannah was the first female tradesperson to complete the 40-year-old Kings Engineering apprenticeship program. She is a keen advocate for young women in apprenticeships. She is part of an apprenticeship mentoring program at Westrac and has worked with the NSW Minerals Council to present at school careers dinners and in promotions for mining apprenticeships. She has an active social media presence and promotes women in mining and apprenticeships.

EXCEPTIONAL YOUNG WOMAN



Sponsored by Evolution Mining



Sarah Dimond
Idemitsu Boggabri Coal

Transitioning from a career in physiotherapy to the coal mining industry, Sarah Dimond became Boggabri Coal's Health and Injury Coordinator in 2021. Her journey highlights a significant shift from healthcare to a challenging role in mining, where she has effectively utilised her background to innovate and improve health and injury management practices.

Embracing the complexities of the mining sector, Sarah has demonstrated both adaptability and a drive for continuous learning and improvement.

Sarah has played a pivotal role in advocating for gender diversity and supporting the advancement of women in the resources sector. Her involvement in the North West WIMNet committee and contribution to diversity and inclusion workshops underscore her commitment to creating a more inclusive industry. Additionally, her efforts to improve parental leave policies at Boggabri Coal reflect her dedication to fostering a supportive environment for families, showcasing her ability to drive meaningful change within her organisation.

Her proactive approach to health and wellness has led to the development of a comprehensive Health and Wellness program set to launch in 2024, aiming to enhance the well-being of employees in rural mining communities. This initiative and her leadership in injury management and reduction of Total Recordable Injury Frequency Rates (TRIFR) highlight her exceptional contribution to the industry.

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Naomi Dockrill

Newcastle Coal Infrastructure Group (NCIG)

Naomi Dockrill's journey in the tech and resources sector showcases her evolution from a software developer to the Technology Manager at NCIG, where she leads a team managing corporate IT and operational technology. Starting her career with a Mathematics and Computer Science background, she quickly established herself as a leader in technology within the resources sector. At NCIG since 2017, her roles have significantly impacted operational automation and cybersecurity enhancements, demonstrating her expertise and leadership in a traditionally male-dominated field.

Naomi has been instrumental in foundational system developments and major cybersecurity projects, notably improving NCIG's cybersecurity posture and leading significant system migrations to the cloud. Her work reflects a blend of technical skill and strategic foresight, contributing to her reputation as a respected leader in her field.

Committed to advancing workplace diversity, Naomi has actively worked to increase female representation in her department from virtually none to over 20%. Initiatives like "Ladies Who Lunch" at NCIG highlight her efforts to foster a supportive environment for women. Beyond professional achievements, she engages in community and industry collaborations, emphasising cybersecurity and supporting STEM education.

Sponsored by BHP



Keryn Zambrowski
Whitehaven Coal

Keryn Zambrowski's 18-year mining career began with a commerce degree, leading to her first role at Peabody in accounting. Her early career involved technical training in St. Louis, Missouri, gaining coal trading and corporate governance expertise. Seeking further challenges, she moved to a smaller coal trading firm, then to Deutsche Bank in London, where she developed skills in credit risk management and structured financing for commodities.

Keryn's return to Newcastle marked a significant phase in her career, utilising her international experience at Whitehaven Coal. Over nine years, she has held multiple roles, including leading export contract negotiations and becoming the first female marketer at Whitehaven, where she instigated important cultural shifts. In 2022, she transitioned into a senior role in investor relations, contributing her extensive knowledge of operations and markets.

Keryn's achievements include improving sales processes during Whitehaven's production growth and securing a landmark coal deal in Malaysia, recognised as a pivotal moment in Whitehaven's history. Her negotiation skills have been critical in managing commercial and cultural challenges.

Additionally, Keryn is committed to industry advocacy and education, developing a coal quality course for analysts and institutional investors. She actively mentors women in finance and commercial logistics at Whitehaven, emphasising the importance of self-driven career development and continuous learning.

PREVIOUS EXCEPTIONAL WOMEN



There have been some incredible past winners of our awards. Here we note the previous winners of the Exceptional Women in NSW Mining Award and pay tribute to them as leaders.

Elizabeth Watts

Operations Manager
Xstrata Coal NSW

Cate Simms

Aboriginal Relations Specialist
Rio Tinto Coal & Allied

Simone Painter

Process Manager
Alkane Resources

Raelene O'Brien

Group General Manager Technical Services
Glencore

Kirsten Molloy

CEO
HVCCC

Nicole Brook

General Manager Business Development
and Technical Services
Glencore

Sarah Withell

Head of HSE Business Partnership – BMC
& NSWEC
BHP

Renata Roberts

Chief Corporate Affairs Officer
The Bloomfield Group

Erin Lee

Regional Manager Southern Mines Rescue
Coal Services

Lyndsay Potts

Manager Health, Safety & Environment
Newcrest Mining - Cadia Valley Operations

Bianca Newcombe

Principal Metallurgist
OptiFroth Solutions

AWARDS JUDGES

We thank our judging panel for their time and contribution to our awards program.



Stefanie Loader

Chair - Port Waratah Coal Services

Non-Executive Director - Sunrise Energy Metals, Forestry Corp
NSW, St Barbara Chair - CatholicCare Wilcannia-Forbes



Fiona Robertson

Non-Executive Director, Whitehaven Coal

Non-Executive Director, Bellevue Gold

Non-Executive Director, 29Metals



Michelle Lawson

Past Chair WIMnet NSW Non-Executive Director AusIMM –
Australasian Institute of Mining and Metallurgy Non-
Executive Director Mark Hughes Foundation



Sarah Withell

EGM Health, Safety & Environment, Whitehaven Coal

2019 Winner of the Exceptional Woman in NSW Mining Award

SPONSORS

Thank you to these industry leading businesses for partnering with the NSW Minerals Council to present the 2024 NSW Women in Mining Awards.

GOLD

BHP

SILVER



BRONZE



BHP