

# Plan, Do, Check: Can we create systems to improve gender inclusion in mining?

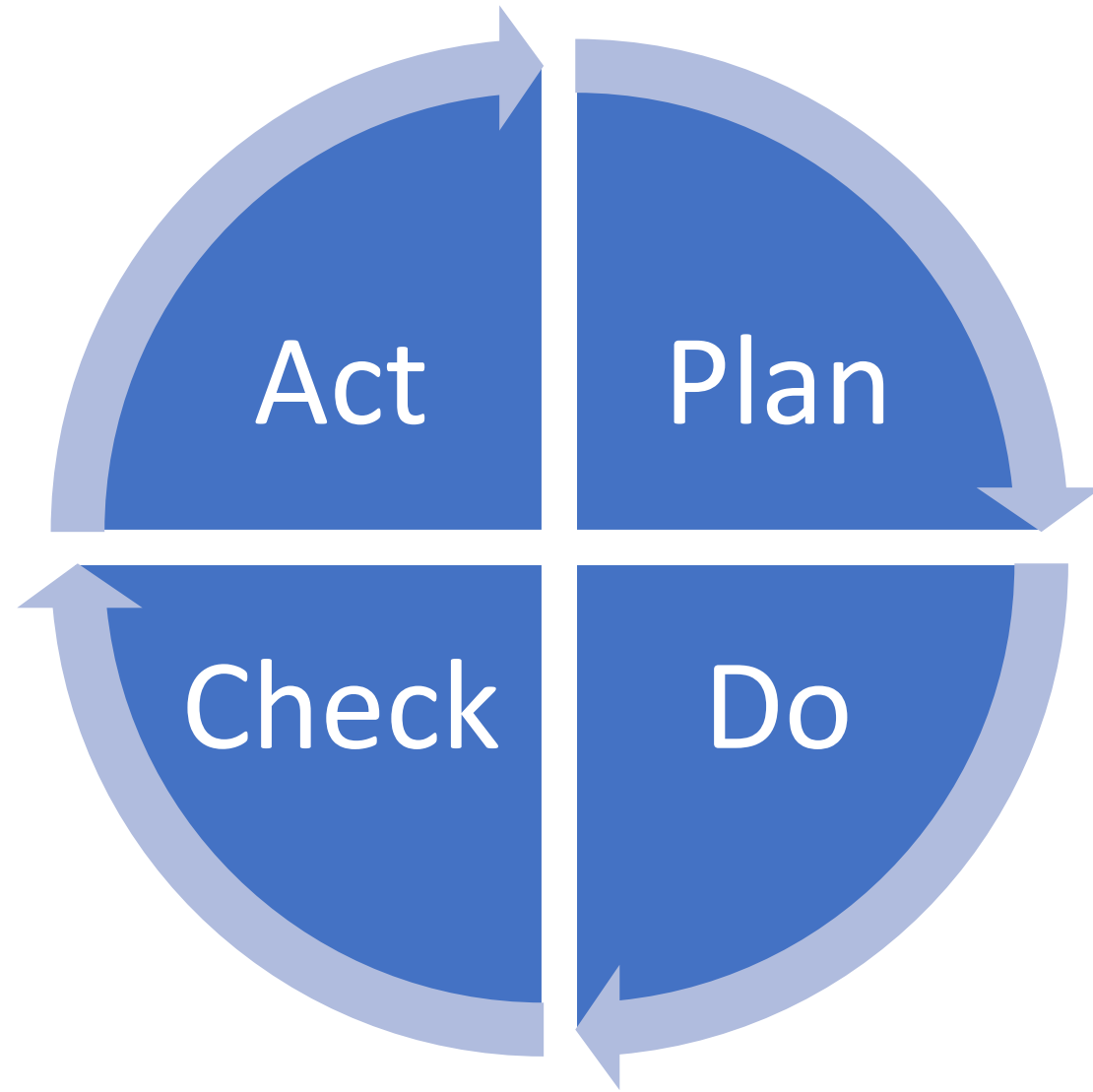
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*Creating Markets, Creating Opportunities*

**IFC Sustainable  
Infrastructure Advisory**









**After thinking on it...**

Leaders who are willing to change direction based on women's input are more than twice as likely to **tap into winning ideas.**

And leaders who make sure each female member on the team gets constructive and supporting feedback are 128% more likely to **elicit breakthrough ideas.**

*Harvard Business Review*



# A GENDER-DIVERSE WORKFORCE FOR THE MINING SECTOR PAYS OFF



According to McKinsey, gender diverse teams have a 11% higher adherence to production schedules, and a 67% lower frequency of injury than non-diverse teams



McKinsey research across sectors shows that companies with a greater gender balance in the workforce have a 15% higher profitability than their industry average, while companies with greater gender balance in management have around a 10% higher ROE, 48% higher EBIDTA, and 1.7X higher share price.



BHP Billiton, one of the world's major operators, reported a 15% improvement in performance in its 10 most gender-inclusive operations



**Cultural change requires a system**

**Mining companies are good at systems**

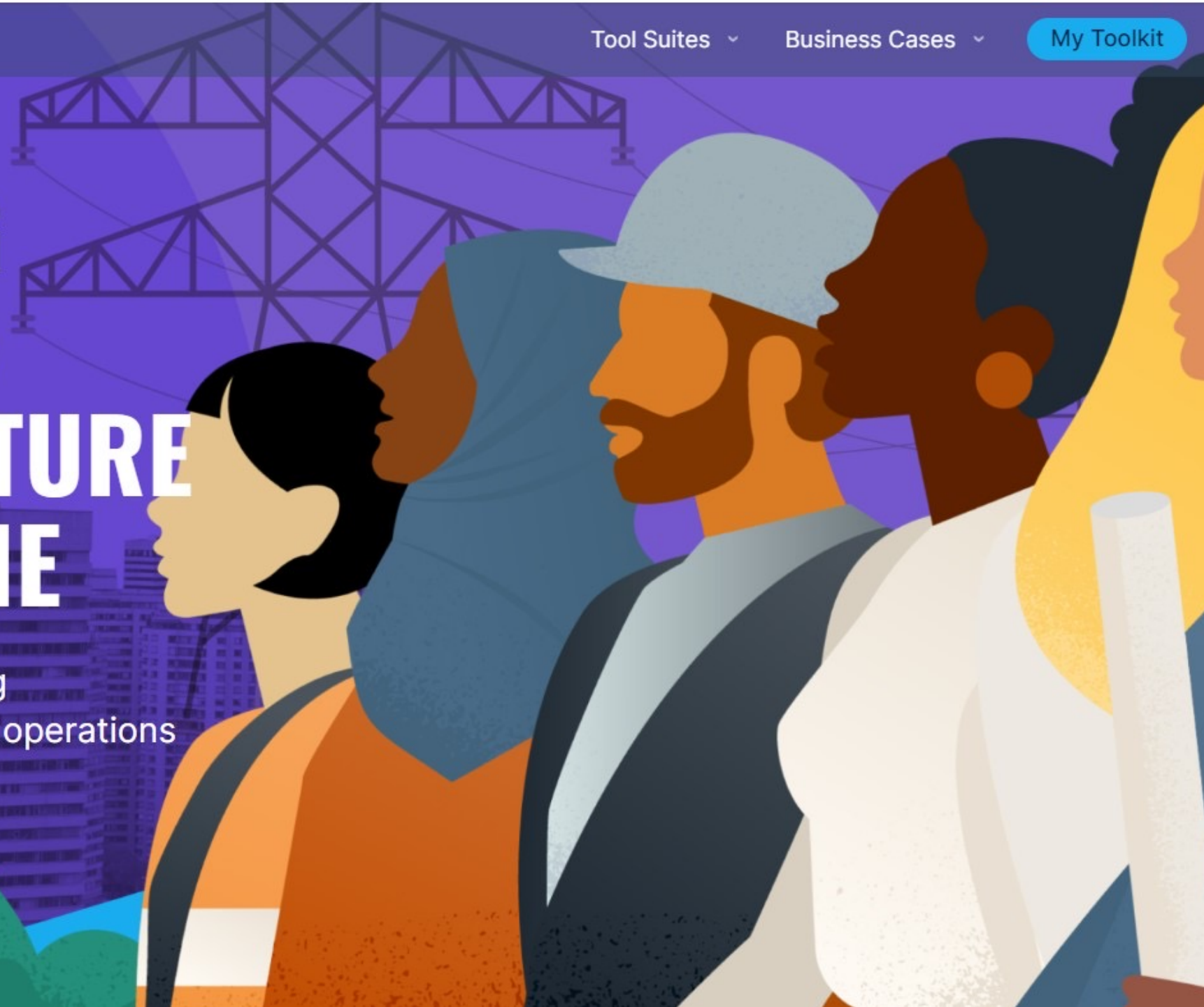
**Valid business case for greater gender inclusion**



# ENGINEERING INCLUSIVITY: INFRASTRUCTURE FOR EVERYONE

How can infrastructure and mining companies build gender-inclusive operations to boost business performance?

Scroll down





**The future is here**