



NSW Women in Mining Awards

Sydney
Thursday, 24 June 2021

Proudly sponsored by



SPONSORS

We thank these industry leading businesses for partnering with the NSW Minerals Council to present the NSW Women in Mining Awards in 2021.

OUR MAJOR SPONSOR

We are grateful for the support of Mine Super, major sponsor of the NSW Women in Mining Awards for the fourth year.

Gold Partner



Silver Partners



Bronze Partners



And along with supporting inclusion and diversity in mining through these awards, Mine Super has been supporting our miners, their families and communities across Australia for 80 years.

Mine Super is a profit to member industry super fund open to all Australians. The team is dedicated to ensuring every member achieves an exceptional retirement through super, pension, insurance and financial advice.

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Event overview



OUR EVENT

Women in leadership positions and on the ground across NSW mine sites are making an important contribution to a successful NSW mining industry.

The NSW Minerals Council and Mine Super are pleased to present the 2021 NSW Women in Mining Awards to highlight the importance of diversity and inclusion in our industry and to recognise the outstanding women working in our mines and supply businesses.

Awards will be given in six categories:

- Outstanding Trade, Operator or Technician
- Exceptional Young Woman in NSW Mining
- Excellence in Diversity Programs and Performance
- Gender Diversity Champion
- Technical Innovation Award
- Exceptional Woman in NSW Mining

After being forced to hold a virtual awards ceremony last year as a result of the pandemic, we are pleased to be able to gather together and also recognise the winners of the 2020 awards at tonight's dinner.

Use **#nswmining** to post the best pics and videos from today and to share information with your friends and family about the contribution of women in our industry.

Our networking cocktail function on entry tonight is proudly sponsored by BHP.

BHP

OUR HOST



Erin Molan

Host of Nine's Sunday Footy Show and 2Day FM Breakfast

We're very pleased to welcome Erin Molan as our host for this evening's event.

Erin has co-hosted Nine's hugely popular and Logie-award winning NRL Footy Show. She now anchors the weekly Sunday Footy Show. Her focus in journalism has always been sport, which she has covered for over a decade as a television, radio and print reporter.

A regular on radio in Sydney and Brisbane, she became the first female full-time member of 2GB's Continuous Call team in 2016 and is now hosting the new 2DayFM Breakfast Show in Sydney with Dave Hughes and Ed Kavalee.

Erin is a proud ambassador for a number of charities, including Save Our Sons and Defence Cares, but it's her work with Bowel Cancer Australia that has resulted in unprecedented coverage of Australia's second biggest cancer killer. She also spends time mentoring and engaging with young women and has campaigned against online trolls and bullying.

**Erin Molan is proudly sponsored tonight by
NSW Minerals Council member company
CMOC-Northparkes Mines.**



A MESSAGE FROM THE MINISTER



Welcome to the 2021 Women in Mining Awards. I look forward to joining you, as the Minister for Women, in celebrating the excellent achievements of women in the mining industry.

It is our Government's vision that the diversity and contribution of women is recognised and valued in workplaces across NSW. These awards highlight the changing face of mining and demonstrate the value women bring to the workforce.

The mining industry is a key pillar of the NSW economy and will be into the future. While the mining sector has typically been a male-dominated industry, the women we celebrate tonight are challenging that stereotype. Just as new technologies and global trends are shaping and changing the industry, so too are the women and organisations we recognise tonight, who are shaping and changing the industry for the better.

While there is still much progress to make, it is important to recognise how far we have come, and the change-makers who make this possible. Embracing and maximising diversity in the mining workforce will add value to the industry now, and into the future. The women of today will strengthen the mining industry of tomorrow.

To each of the nominees and finalists this year, congratulations. It is an honour to celebrate your achievements and share your stories. Well done.

The Hon. Bronnie Taylor MLC

Minister for Mental Health
Minister for Regional Youth
Minister for Women

**EXCELLENCE
IN DIVERSITY
PROGRAMS
AND
PERFORMANCE**

**FINALISTS
2021 WOMEN IN MINING
AWARDS**

Sponsored by Hetherington



Port Waratah Coal Services

Port Waratah viewed itself as an equal opportunity employer. However in 2016 women only filled one in 13 senior positions, 17 percent of other leadership positions and just between one percent of trades.

In response PWCS developed the Diversity and Inclusion Strategy, including recruitment campaigns with a deliberate focus on diversity, unconscious bias training, highlighting women employees in social media and participating in the WIMnet mentoring program.

The Strategy has produced sustained results including: three female employees promoted to senior roles in 2018, equal gender representation in the Senior Leadership Team, maintaining gender equality at senior leadership level for the past three years.

Female representation is now 13 percent of the total workforce, and 29 percent of non-manager leadership positions are now held by women.

**OUTSTANDING
TRADE,
OPERATOR OR
TECHNICIAN**

**FINALISTS
2021 WOMEN IN MINING
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Sponsored by BHP



Hannah Berthold
The Bloomfield Group

Hannah was the first woman to complete an apprenticeship in the Bloomfield Group & Kings Engineering program. She completed her apprenticeship despite considerable physical hardship when a motorcycle accident hospitalised her for nine months.

Hannah's hard work and persistence saw her not only complete her initial apprenticeship to become a first class machinist, but go on to become a qualified fitter and plant mechanic. She has recently taken certificates in fluid power and mobile plant technology and enrolled in a Certificate 3 Auto Electrician trade.

Hannah has become an important role model for women in apprenticeships, featuring in recruitment campaigns for The Bloomfield Group & Kings Engineering and TAFE NSW.

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Amanda Maher
Liddell Coal Operations

Amanda left school in year 11 and worked several jobs including waitressing, before deciding that she wanted to become a shot firer in the mining industry.

Amanda didn't let her age or gender deter her from pursuing a traditionally male-dominated role. At 19 she started as a bench hand at Glencore. After undertaking training in 2019 she successfully completed her shot firing ticket, only one of two people in her cohort to pass.

Amanda is now a Supervising Shot Firer and leads a crew of up to 20 people, the first woman in this role at Liddell Coal Operations.

She is a role model and trailblazer for women in this male dominated role and Glencore now proudly employs three women as shot firers.

**TECHNICAL
INNOVATION
AWARD**

**FINALISTS
2021 WOMEN IN MINING
AWARDS**

Sponsored by Umwelt



Aga Blana
Nautitech Mining Systems

Aga Blana is the owner and Managing Director of Nautitech Mining Systems. Aga's drive and passion for innovative safety systems has seen Nautitech® pioneer the first controllable Intrinsically Safe (IS) light for underground coal mining.

The CUBEx IS Light is intrinsically safe as it doesn't produce sufficient electrical energy to ignite even if methane is present. It is also the most energy efficient IS light and the first and only IS floodlight and headlight for underground mining. In addition, it can be powered for up to five hours by an uninterruptible power supply if a mine site loses power.

Innovation such as the CUBEx IS Light is one of Nautitech's core values. Aga believes we must challenge what is NOW and improve, evolve, and innovate for the FUTURE in order to add value to the business, the customer, and the industry.

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Chloe Christensen

BHP

Chloe led the development of the BHP Mt Arthur Coal Dust Control System, a step change in the management of mine dust.

The Dust Control System brings together existing technology with a new platform, including high resolution site cameras, directional triggers, live visibility of all GPS-enabled plant and equipment locations, monitoring equipment malfunction diagnostic and reporting, and dust level reporting automation.

And between 2018 and 2019 there has been a marked decrease in dust alerts.

Chloe's leadership of the project team, and her resilience and persistence in demonstrating benefits to the leadership and operational teams was key to the successful finalisation of the project.

**EXCEPTIONAL
YOUNG WOMAN
IN NSW MINING**

**FINALISTS
2021 WOMEN IN MINING
AWARDS**

Sponsored by Evolution Mining



Phoebe Thomas

BHP

Phoebe's trajectory during her short mining career has been inspirational. Commencing at BHP Mt Arthur Coal in 2017 as a Health Specialist, Phoebe stepped up to lead Mt Arthur Coal's response to the pandemic. She has recently been promoted to Chief of Staff to the mine's General Manager.

The impact initiatives led by Phoebe are highly tangible, including a \$6 million saving on workers compensation premiums, a successful campaign to make Mt Arthur Coal a smoke free workplace and recognition of Mt Arthur Coal's Covid-19 response as industry leading in the Hunter Valley.

As Chief of Staff, Phoebe now has a lead role in workforce gender diversity as well as female leadership representation. Phoebe has established a program to ensure that all female employees have a mentor.

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Sarah Wells

Thiess

Sarah chose to meet the challenges of being a female graduate geologist at a remote Queensland coal mine by working underground for three months, learning and earning the trust of her colleagues.

Sarah has continued to face challenges head on and is now Coal Quality Engineer at Mount Pleasant Operations in the Hunter Valley, balancing career and family with the birth of her son. She has also completed a graduate diploma in mining engineering and takes part in community engagement through the Upper Hunter Mining Dialogue.

Sarah is passionate about opportunities for women, particularly Indigenous women in mining. She actively mentors other women in her role and works to be a role model to Indigenous girls including representing our industry at NAIDOC Week celebrations and at the Singleton Girls Academy opening ceremony.

Congratulations to these highly commended entrants



Emma Stuart

Evolution Mining



Courtney Rawson

BHP

**GENDER
DIVERSITY
CHAMPION**

**FINALISTS
2021 WOMEN IN MINING
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Barbara Crossley

Umwelt

As Managing Director of Umwelt, Barbara is passionate about strong participation and retention of women in her business and in our industry.

Barbara drove the early adoption of a paid parental leave policy and Umwelt's support of families with the creation of part time roles for female and male employees and by providing genuinely flexible workplace arrangements.

Barbara has made a significant personal contribution to the careers of women at Umwelt by guiding, mentoring, and influencing the progression of many women in project leadership roles.

Initiatives headed by Barbara have had a significant impact: workforce participation by women is significantly above average. Women at Umwelt make up 50 percent of the senior executive team, 48 percent of senior area managers, and 55 percent of graduate and upcoming talent roles.

**GENDER
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Sponsored by Thies

THIESS



Amanda Crehan
South32

A passionate advocate for diversity and inclusion, Amanda has supported women through her role as Business Improvement Manager Coal, but also more broadly as an advocate within Illawarra Metallurgical Coal.

Amanda established the South32 Inclusion and Diversity Policy and Framework at IMC and Inclusion and Diversity Steering Committees. With Amanda's leadership, General Managers identified Gender Diversity Champions to join the committees.

Recognising that a network of women at work is a vital support to women's careers, in 2020 Amanda set up the 'League of Women', a virtual network bringing together women across IMC every two months. The League has been extremely successful and has combated the isolation caused by working across multiple sites and from COVID.

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THIESS



Christine Morris
Komatsu Mining

Christine is the Director of Strategy and Performance at Komatsu.

Rejoining Komatsu in 2020 after a career break, a lack of diversity particularly in more senior roles at Komatsu was immediately noticeable to Christine. With a looming pandemic and a freeze on recruitment Christine and her colleagues felt it may be difficult to take meaningful action on diversity.

Christine's solution was to look within Komatsu. Under Christine's direction current staff profiles were examined and previously overlooked, but high potential women were discovered. Christine established a mentoring program involving all the executive management team to mentor these high potential women.

Although the program is in its early stages, the participants report significant benefits. Those benefits include growing in confidence, identifying career opportunities they want to pursue and being supported to fill skills gaps.

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Sponsored by Mine Super



Erin Lee
Coal Services

Erin began her career in mining as a graduate mining engineer with BHP in 2010 and has consistently broken new ground for women in our industry, becoming the first woman at Illawarra Metallurgical Coal to take on the statutory role of shift undermanager.

Erin became one of the first two women in NSW to pass the Mining and Petroleum Competency Board Assessment to hold a practising certificate as an underground coal mining engineering manager.

When starting her current position of Regional Manager, Southern Mines Rescue, Erin became the first woman to take a non-administrative role at Mines Rescue.

Erin has been described as a “breath of fresh air”, making changes to the culture including more family friendly work practices allowing the mostly male workforce to take a greater role in family life.

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Laura Zhang
Yancoal Australia

Laura was a member of the founding executive team for Yancoal in 2004 and has played a key role in the expansion of the company.

Now the Company Secretary/Chief Legal, Compliance and Corporate Affairs Officer at Yancoal, Laura has led large scale mergers and acquisitions, including Yancoal's acquisition of Felix Resources and Coal and Allied, and the listing of Yancoal on the Hong Kong stock exchange.

Laura has made a strong commitment to gender diversity, through mentoring, encouraging flexible arrangements throughout the company, and taking direct steps to increase diversity in her own team where 10 out of 15 staff are now female.

RECOGNISING PREVIOUS WINNERS

Exceptional Women in NSW Mining Award

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

OUR JUDGES

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



Stefanie Loader

Chair, Port Waratah Coal Services
Non-Executive Director, Sunrise Energy Metals and St Barbara
Former Chair, NSW Minerals Council



Fiona Robertson

Non-Executive Director, Whitehaven Coal
Non-Executive Director, Bellevue Gold



John Richards

Chair, The Bloomfield Group



Sarah Withell

EGM Health, Safety & Environment, Whitehaven Coal



Michelle Lawson

Former Chair, WIMNet NSW

DINNER MENU

Entree

Prawn risotto roasted tomato, basil, black olive dust *GF

Burrata broad beans, zucchini flowers, candied lemon, black olive crumble, focaccia crisp, fennel pollen oil *V

Main Course

Riverina lamb rump buttered mash, roasted shallots, pickled beets, raisin jus *GF

Porcini rolled chicken ballotine parmesan polenta, glazed eschalot, cavalo nero, thyme jus

Dessert

Share platter:

- Lemon meringue tart *V
- Caramel macadamia crumble *N,V
- Coffee walnut slice *N,V
- Lime coconut polenta cake *GF,V

ENTERTAINMENT

This evening's musical entertainment from Songs in Sydney.

'Songs in Sydney' features jazz vocalist Melody Beck and double bassist Elsen Price. Melody and Elsen have graced many stages around the world for the last 12 years including New York, London, Edinburgh and Tokyo, plus events through Australia and New Zealand. 'Songs in Sydney' play well known songs from the 1920s all the way up to modern day hits



