

## Gender equality

Randgold is an equal opportunity employer and our Code of Conduct prohibits any form of discrimination and harassment. However attracting women to mining in our countries of operation tends to be difficult as gender norms, cultural traditions and in-country legislation can deter or limit women's ability to work in the extractives sector.

We work onsite and within our host communities and countries to promote gender equality and the importance of greater female participation in mining and the wider workforce. These efforts include:

- Lobbying the Malian government to change Mali labour laws in regard to issues of discrimination for women.
- Work to ensure women-focused labour restrictions do not impact their employment. For example, Malian labour law prohibits women working night shifts, therefore we create rosters and rotations that do not schedule women for night shift duty.
- Developed women's leadership programmes at Tongon and Kibali, with plans to extend these to our Malian operations.
- Support for the establishment of staff women's associations on each site and as part of our In-Reach programme to ensure women have a dedicated voice on site.
- We regularly meet with local chiefs to sensitise them to issues of gender equality and inform them of training opportunities available to women, both on site and in the community.
- Dedicated bursaries for top performing local women at Kibali.
- Celebrated International Women's Day on site.

In 2017, Randgold employed a total of 143 women. Of these, three are at executive level, with the remainder at senior management, supervisory or lower levels. At board level, three of our eight board members are women. We also ensure our women staff members have wage equality with men in similar roles. Our contractors also employ a total of 308 women – which is about 4% of the contractor workforce.

To ensure women benefit equally from our presence in their communities, we provide extra support for activities designed to create additional income or employment opportunities within the community. The initiatives range from women's market gardens in some villages to skills training for women's associations. The best example of this is a soapmaking training course, which led to the establishment of a soap manufacturing project near the Loulo-Goukoto complex in Mali. The project provides a steady income for a cooperative of 40 local women who now provide soap to the mine.

It was also encouraging that several female employees were among the winners of our new on-site 'employee of the quarter' and 'employee of the year' awards this year. For example, Ms Makamba Coulibalya, a creditor accountant at our Tongon mine, and Ms Sylvie Tshidibi from the metallurgical plant at Kibali, both won employee of the quarter and employee of the year awards for their respective mines. At Kibali, two of the four employee of the quarter awards went to women. We hope this inspires other women in our host communities and countries to consider working with us. We will continue to concentrate on women focused initiatives and have declared 2018 to be the year of the woman at Randgold.

