

## GENDER EQUALITY

### Our policies

Randgold is an equal opportunity employer, and we have transparent non-discrimination policies in place and actively encourage women to apply for jobs with us.

We find, however, that attracting women to mining in our countries of operation tends to be difficult as gender norms, cultural traditions and legislative barriers can all deter women from working in the extractives sector.

### Our performance

In 2016, our workforce (including contractors) included 624 women, employed in positions such as geologists, electricians, procurement, accounts and operations. In total, 131 women or 21% of our female workforce are at management and supervisory level and 493 are general workers. Women make up 5% of our total workforce and they have pay parity with men.

We support activities that create or develop additional employment opportunities for women in the community as well. For example in Mali, a soap manufacturing project provides revenue for more than 40 women, while in the DRC a women's cooking collective, Mama Malewa, has mobile kitchens on site to provide lunch for our workers. We have also established women's market gardens around each mine and encourage our onsite caterers to source produce from there whenever possible.

### Plans & priorities for 2017

Despite the positive progress on safety this year, we want to continue to raise the bar and drive performance towards our goal of zero lost time injuries in 2017. This is a top priority for 2017 and will require constant renewal and awareness-raising of our safety culture by all members of the workforce daily.

Next year will see the full results of our occupational health hygiene surveys published at Loulo, Goukoto and Kibali and we will develop critical control management plans (CCMPs) to ensure our workers exposure to contaminants is minimised based on these results, both at Loulo and across the group. We will also continue to roll out screening for Hepatitis B as required.

Building on our stable industrial and labour relations in 2017 will include the introduction of an employee satisfaction measurement survey at Kibali and across the group.

Recreating Kibali's successful relocation of the ASM community at the Loulo-Goukoto complex will be another major challenge for us in 2017.

