



PROSPECTORS &
DEVELOPERS
ASSOCIATION
OF CANADA

Small changes, big impact: Enhancing gender diversity and inclusion in mineral exploration



PRESENTERS



BILL MCGUINTY

VP Exploration, Eastmain Resources Inc.
President, OTD Exploration Services Inc.



VALERIE PASCALE

Corporate Social Responsibility Manager
Newmont Goldcorp



SHASTRI RAMNATH

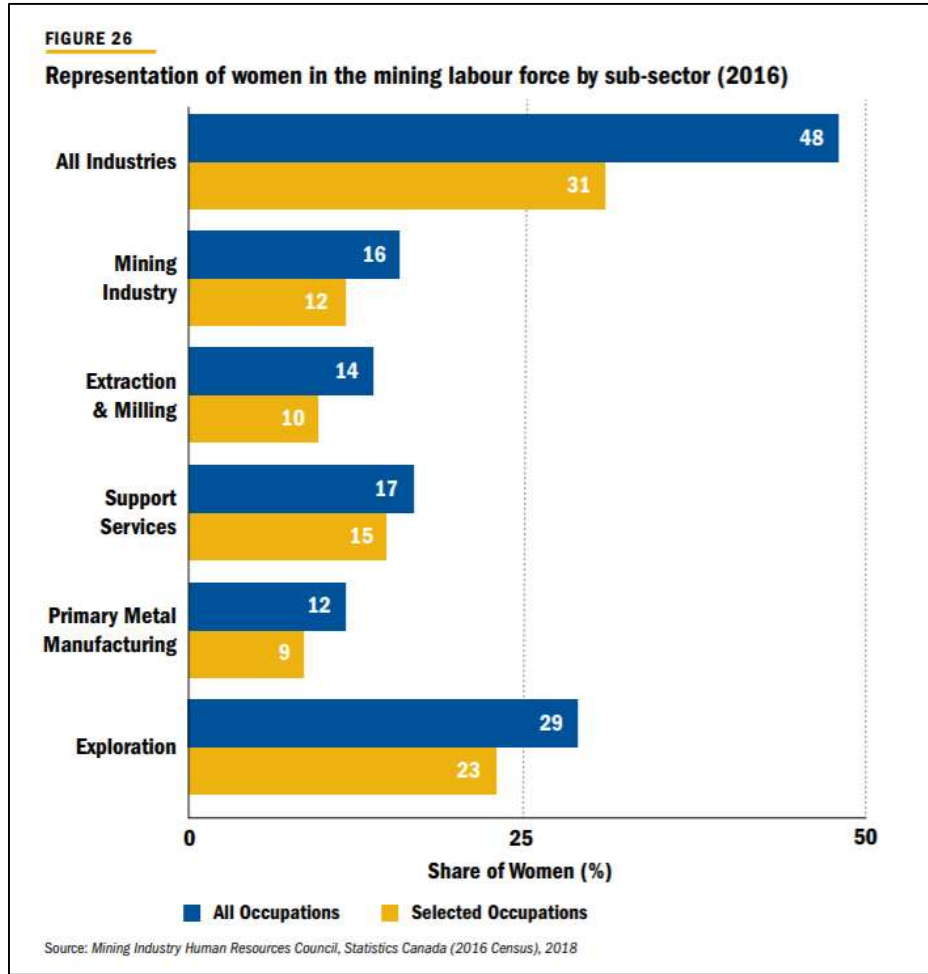
CEO & President, Director, Exiro
Minerals Corp.
Co-founder, Executive Chair, Orix
Geoscience



DISCLAIMER

This information is current to June 6, 2019. The information contained herein is of a general nature and is not intended to address the circumstances of any particular individual or entity. Although we endeavor to provide accurate and timely information, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No one should act on such information without appropriate professional advice after a thorough examination of the particular situation.

CONTEXT SETTING

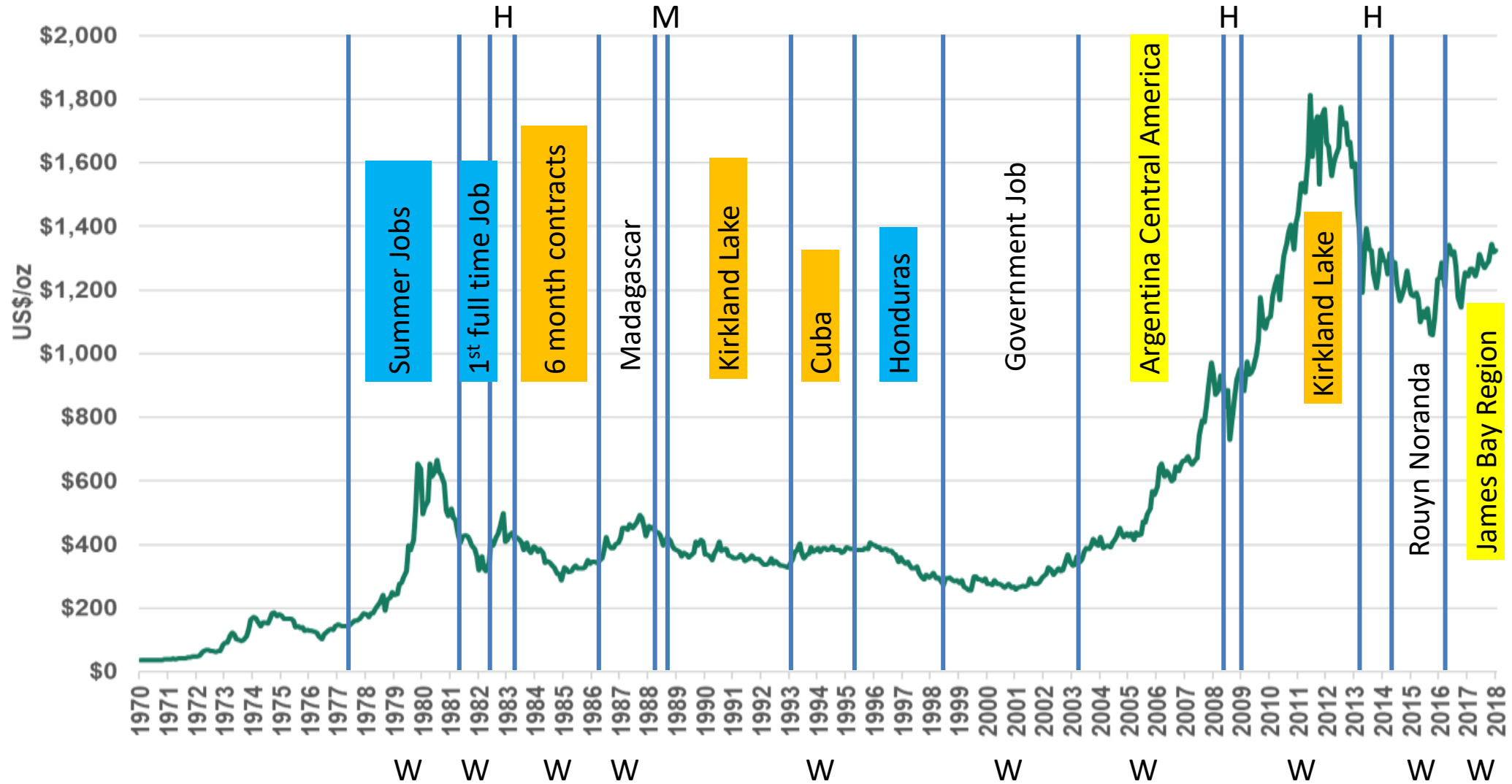


In 2016, the mineral sector employed **403,000** individuals in Canada, accounting for roughly 1 in 45 Canadian jobs. While women account for **48%** of the Canadian workforce, they comprise only **~16%** of Canada's mineral labour force.

GENDER DIVERSITY AND INCLUSION IN EXPLORATION

- **Budget restrictions:** how can your budget be best used to achieve gender diversity and inclusion? What is possible, what is not?
- **Recruitment:** incoming industry members are seeking greater diversity and inclusion within the workplace, and often rely on company policies and initiatives to deliver and uphold particular standards. What does the exploration industry offer these future employees?
- **Logistical challenges:** from FIFO sites to limited bathroom facilities, what barriers does the very nature of exploration pose for diversity and inclusion? How can these barriers be overcome?
- **Community engagement:** exploration is often the first point of contact between our industry and communities, how have community engagement strategies adapted to include marginalized groups in their discussion/decision making processes?

CAREER TIMELINE



OTD EXPLORATION SERVICES



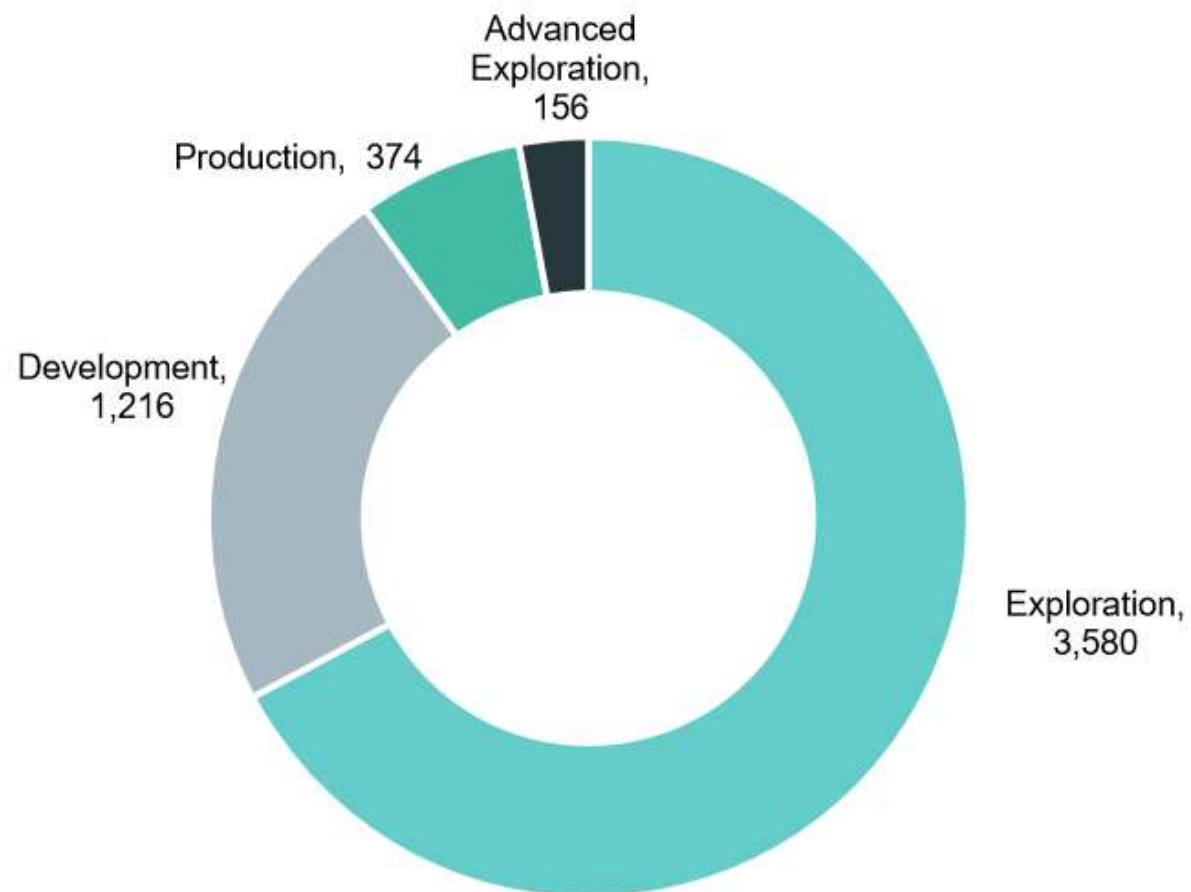
2018 MINING MARKETS AT A GLANCE

	TSX	TSXV	TSX & TSXV	LSE	AIM	ASX	JSE	HKEx	NYSE & NYSE Amer.
Number of Mining Issuers Listed	218	971	1,189	40	101	648	39	54	103
Equity Capital Raised (C\$ billions)	3.4	3.1	6.5	0.3	0.7	4.2	0.2	0.5	0.9
Number of Financings	158	1,097	1,255	10	105	985	4	10	60
Market Capitalization (C\$ billions)	253.9	17.3	271.2	353.2	7.0	423.7	312.3	153.9	853.1
New Mining Listings	3	44	47	6	6	35	3	4	2

Source: TSX/TSXV Market Intelligence Group, S&P Capital IQ, LSE and NYSE webpages, and S&P Global Market Intelligence, as at December 31, 2018.

Note: New listings on TSX and TSXV excludes movement between exchanges.

NUMBER OF TSX/TSXV MINING PROPERTIES BY STAGE



Source: S&P Global Market Intelligence. As at January 2019.

JUNIOR COMPANIES

- Junior Companies
- Thin Management – Board size, representation and flat management - Call outs - subcontracting
- Cyclical financing
- Explosive Growth and Compression
 - Exploration Success and Failure
- Creating, Conveying and sticking to policy
 - Access to training and resources

KEY CHALLENGES

Job Location (Remoteness)

Rotations and competing costs

Types of costs

Age – Youth

Seasonality

Intimacy

Isolation can be a problematic partner to Diversity

OPPORTUNITIES

Industry associations Self learning

Professional associations – training?

Corporate leadership – internal training –
outsource identification

RECENT PROJECT SITES



CAMP GROWTH



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RECENT PROJECT SITES



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CAMP GROWTH

Total employees at camp vs total employees in or through camp

Clearwater example

- Maximum 42 people in residence
 - 22 from drill contractor
 - 15 Eastmain (applying policy)
 - 5 Other contractors (requesting policy application?)
- Eastmain Employees + Other: Total of 34 (10 female)
- 135 people transited though (Mar/17 – Dec/17)

EXPLORATION



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GENDER DIVERSITY AND INCLUSION IN EXPLORATION



PDAC DIVERSITY AND INCLUSION WORKING GROUP

Gender Diversity - PDAC's 5 year strategic plan

30 participants, 25 different organizations

Objectives of this Initiative

1. Develop a guidance document
2. Lead knowledge hub for diversity and inclusion in Canada

PDAC'S GENDER DIVERSITY AND INCLUSION GUIDANCE DOCUMENT

Part 1: Gender Diverse and Inclusive Workplaces

- **Internal barriers**
 - Workplace (in)flexibility
 - Workplace culture
 - Gender bias

Part 2: Gender Diversity and Inclusion in a Community Setting

- **External Barriers**
 - Gender based violence
 - Engagement and consultation
 - Economic benefits and costs

THANK YOU FOR JOINING US!

Webinar recording available on the
members portal: events.pdac.ca



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For any questions regarding the Gender Diversity and Inclusion Guidance document please contact
rstacey@pdac.ca

