

1 RESPONSIBILITY FOR PEOPLE



Accountability for the safety, dignity, and lived experience of those who power the industry.



Physical and psychological safety, equitable opportunity, respectful culture, and consistent accountability in behaviour and consequence.



Leadership must ensure that systems, incentives, and decisions protect people, not merely productivity.



INTERNATIONAL
DAY ^{OF} **WOMEN**
IN MINING
2026



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Responsible mining begins with accountability for the safety, dignity, and lived experience of the people who power the industry. The workforce carries the operational, physical, and cognitive demands of mining every day. Leadership therefore carries the responsibility to ensure that the systems governing work protect human well-being as intentionally as they protect production targets.

This responsibility extends beyond physical safety. It includes psychological harm prevention safety, mental health, equitable opportunity, respectful workplace culture, and consistent accountability in behaviour and consequence. The way work is structured, the way pressure is applied, the way concerns are handled, and the way decisions are made all shape whether people feel protected or exposed within the system.

Responsible leadership ensures that prevention of harm is embedded within policies, incentives, and operational decisions. When productivity pressures increase, the integrity of leadership is revealed in whether people remain protected. A culture that values people cannot rely on statements of intention. It must be reinforced through clear expectations, consistent leadership behaviour, and systems that make respect and safety operational realities.

ACTIVATION OBJECTIVE:

Make dignity, mental health and safety, and inclusion operational expectations, not cultural aspirations.





ACTIVATION INTEGRITY REFLECTION QUESTIONS:

Reflect on the following questions individually first. Then revisit them together with your team or leadership group within your organization. Approach the discussion with transparency, authenticity, and a genuine commitment to accountability and integrity.

- 1. Where does our current culture tolerate behaviour that contradicts our stated values?**
- 2. Where might production pressure be unintentionally rewarding behaviours that undermine psychological safety or respect?**
- 3. When concerns are raised, do people see visible follow-through and resolution?**
- 4. Where are we relying on policy language instead of examining the lived experience of the workforce?**
- 5. Are consequences applied consistently when behaviours violate our stated values?**
- 6. Do employees believe they can raise concerns without retaliation, reputational harm, or career consequence?**



30 DAY ACTIVATION CHALLENGE

Select one action you will implement within the next 30 days to strengthen accountability for people. Choose a challenge that is specific, observable, and capable of producing a measurable improvement in how people experience the workplace.

- **Define Behavioural Expectations:** Convene a leadership session to define what respect, psychological safety, and accountability look like in observable behaviours. Document the expectations and communicate them clearly across the organization.
- **Examine a High-Pressure Decision:** Review a recent operational or production decision where pressure was high. Assess how workforce impact, fatigue, stress, or psychological safety were considered in the decision-making process.
- **Test the Safety of Speaking Up:** Conduct a confidential pulse check to understand whether employees believe they can raise concerns without consequence. Review the findings with leadership and identify one immediate improvement.
- **Review Consequence Consistency:** Examine how behavioural violations related to respect, safety, or inclusion have been addressed in the past year. Determine whether consequences were applied consistently and identify one improvement.
- **Identify a Policy to Practice Gap:** Review one workplace policy intended to protect employees and compare it to how people experience that process. Identify one revision required to close the gap between intent and lived reality.
- **Strengthen Leadership Accountability:** Introduce a discussion in leadership meetings where leaders reflect on how their decisions impact workforce well-being and psychological safety. Document the commitments that emerge from this dialogue.

ACTIVATION COMMITMENT



Responsible mining advances when leaders are willing to examine their own systems honestly and make improvements that protect the people who make the industry possible.

At the conclusion of your 30-day challenge, document:

1. The action you implemented
2. What you discovered
3. What changed as a result
4. What will be sustained moving forward
5. Send us your activation commitment to responsiblemining@idwim.org

A background photograph showing two miners in high-visibility yellow safety vests and hard hats. One miner is pointing at a tablet held by the other. In the background, a large mining truck is visible, and a bucket of earth is being lifted by a crane. The scene is set in a mining environment with a hazy, orange-tinted sky.

**ACTIVATE ONE RESPONSIBILITY.
MEASURE THE OUTCOME.
SHARE THE IMPACT.**

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