Women in Mining



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How would you describe your experience as a woman working in the coal industry?

- I started my career in mining, so it's all I have ever known. The industry for females has improved dramatically since I started working in mining in 2004.
- Now there are a large number of opportunities available to women and a growing understanding that women can be in any role and be very good at what they do.
- We are starting to think about how we ensure all people have the means and resources to work in the industry. That can only benefit all employees, including women.

Do you think the coal sector should be placing more emphasis on hiring women?

- I think all companies should be hiring more women. I have been very impressed since joining Peabody that they have been selective in hiring women who have the ability, experience and background to do the roles they have been hired for, and do the roles well.
- There is a lot of discussion on merit versus targets, however I feel that the push for gender equality in the mining sector really needs no further justification beyond the fact that it is the right and fair thing to do.
- We have the opportunity to harness the diverse thought and experience that diversity brings to grow our business. It really is a no brainer.

What are some of the benefits of more diverse workplaces?

- The key benefits of diverse workplaces are diversity of thought and experiences. As we recruit a larger cross section of our general population and the communities we operate in we broaden the knowledge base, qualifications and experience of our employees.
- In the current market where talent is crucial for business success, pooling from the largest and most diverse set of candidates is the only way to create a competitive advantage and succeed as a business.
- I have encountered some challenges during my career, sometimes I meet people who are surprised that I am a manager in mining operations. This just pushes me to continue to learn, improve my knowledge and skills and focus on the career path I have chosen. I am in the mining industry not because I am a woman, but because I have a huge passion for the industry and love what I do every day.

What would you say to women considering a career in coal mining?

- The mining industry is incredibly challenging and fulfilling. There are many great opportunities for both men and women to succeed.
- The old school mentality of mining is starting to disappear, and the sector is embracing new technology and pursuing innovation. It is a perfect time for women to join the industry.
- Other than a job that will always keep you interested and challenged, the opportunity to be financially secure and independent is a huge advantage.
- I would encourage women to also think outside of traditional roles, mining needs accountants, administrative support, warehouse staff, trades, environmental professionals, human resources, technical staff – the list is endless.

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