

Recollections of Women Miners

Stories and Achievements within a Community

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women who transform (themselves)

Escondida | BHP

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1 st edition, May 2024, Chile Escondida | BHP© Título Original: Memorias de Mineras, Relatos y Logros en Comunidad

Printing/Publishing Clipestudio Created and distributed by Brinca© Traducción: Claudia Pérez Laso

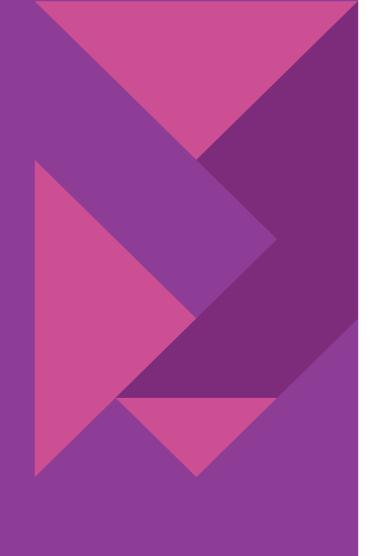
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INTRODUCTION

BHP leads the way in terms of achieving balance between men and women in large mining companies. In March 2023, the company attained a 40% female workforce throughout its operations in Chile, a milestone that would have been completely unthinkable years ago.

Over time, the company began to see the benefits of having a diverse and inclusive workforce: more efficient, productive, innovative, creative and with greater commitment among its work teams, as they bring together multiple ways of thinking to solve problems and make the best decisions.

Escondida | BHP, one of BHP's three operations in Chile, has come a long way in this respect. In 2017, it implemented a program called "Mineras" (female miners) designed to train women in the Antofagasta Region and open up their professional development opportunities in the industry.

To date, more than 700 women have participated in this initiative and many of them, in addition to being trained in the program,

have managed to join the company and begin an onboarding process for the operation.

In September 2023, the Mineras program was extended through the creation of Comunidad Mineras ("Women Miners' Community"), a crucial and strategic initiative that seeks to build an internal network of mutual support and cooperation for women joining the company, especially for positions such as operators and maintenance staff working in spaces and teams that until recently had been highly male-dominated.

Since its inception, Comunidad Mineras has been able to bring together

more than 350 female workers

providing them with a mutually supportive environment and opportunities for their professional and personal development. This collective effort to move towards a more inclusive and respectful work environment has been widely recognized with the "Best Contribution to Gender Equity in Industry Award", awarded by the Antofagasta Industrial Association (AIA) together with the Ministries of Mining and Women and Gender Equity.

This recognition celebrates the achievements of the Mineras program, which aims to promote female participation in the sector through empowerment, skills development and training in areas of employment with lower female representation, such as operations and maintenance. It simultaneously underscores the fundamental role that Comunidad Mineras plays in the physical and mental wellbeing of the women who join the company.

With an eye on the future, Comunidad Mineras continues to inspire and pave the way for more women to join and thrive in mining, reflecting Escondida | BHP's commitment to the creation of work environments that are equitable, diverse, respectful, and free of bias, where everyone has the same opportunities for development and professional growth.

This challenge motivates us to be leaders in female employability, which has already been achieved. The goal now is to go further and advance towards a sustainable culture of respect and equity that will continue to improve Escondida | BHP's operational results.



CHAPTER 1

WHAT IS COMUNIDAD MINERAS?

Comunidad Mineras is a dynamic space where the protagonists are the female workers themselves. It is an ideal space for exchanging knowledge and experiences, designed so that women can learn from each other and grow together under a basic premise of cooperation and mutual support.

This Community goes beyond simply being a group of colleagues in the same industry. It was conceived as an enriching environment for sharing knowledge, providing support and fostering empowerment. In the Community, female workers contribute to the co-design of meeting spaces such as workshops, talks and learning sessions, celebrating their life stories and undergoing training in order to grow professionally and personally.



OBJECTIVES OF COMUNIDAD MINERAS

Comunidad Mineras, or the Community, is guided by clear and measurable objectives that ensure its effectiveness and sustainability:

D1. Build an internal support and cooperation network allowing for women to connect, share experiences and face challenges together.

Promote professional and personal development through workshops, lectures and networking activities that enrich the competencies and skills of its members.

Fostering an inclusive and diverse work environment focused on gender equity and equal opportunities for all, regardless of gender.

Transfer knowledge and experience gained by the Community members of the Antofagasta region, thus helping to increase future participation of women in the industry and to reduce biases and gaps in the new generations.

CONCRETE ACTIONS FOR **REAL IMPACT**

Comunidad Mineras has made these objectives a tangible reality through several strategically designed activities.

Welcome Experience

Since its launch, Comunidad Mineras has focused on ensuring that each new member feels welcomed and supported. The activities are designed to integrate the women into the Community from their first day on site, located more than 170 km from Antofagasta, at 3,100 meters above sea level. Being away from home and adapting is a process that requires guidance, so this experience ensures that each woman feels valued and supported, enhancing her sense of belonging with the organization and her colleagues.

Fostering Leadership and Active Participation

The Community encourages an environment where members feel empowered to be proactive, lead projects and be agents of change within and outside the industry. Various workshops and discussions have been held to promote leadership and empowerment, providing the necessary tools and knowledge for women employees to fully develop in their jobs.





Contribution to an Inclusive and Respectful Work Environment

Comunidad Mineras has created spaces where each woman feels listened to and appreciated for her unique contribution. This is materialized through women's circles and recreational activities that encourage dialogue and strengthen bonds, key elements in cultivating a culture of mutual respect and support.



Inspiration and Support Beyond the Community

The impact of Comunidad Mineras is broad-reaching, inspiring future women miners. By sharing their stories and achievements, women in the Community become role models and cooperate with local educational institutions and organizations to highlight the importance of gender diversity in the industry, demonstrating that change is possible and beneficial to all.

Fostering Professional Development

The Community provides opportunities to attend workshops, lectures and events to build trust and empower its members within the mining industry. These networking and corporate activities are designed to foster professional and personal growth, as well as to encourage networking and knowledge sharing among members and with other women in the industry.



Digital Connectivity and Constant Cooperation

Comunidad Mineras has a digital platform that enables continuous and specialized communication among its members. This channel is used to announce activities, encourage discussions in interest groups such as women entrepreneurs and working mothers, and prompting engagement from everyone. This interaction is enriching, not only for the Community, but also for the industry as a whole, promoting innovation and progress.



Community building has translated into internal solidarity, empowerment, and change.

It is a testament to the power of unity and cooperation to transform not only an industry sector, but also the lives of countless women and, by extension, society at large.





CHAPTER 02

VOICES OF THE COMMUNITY

In the following section, we invite you to dive into the personal experiences and authentic voices of the female workers who make up Comunidad Mineras.

These courageous and empowered women have faced unique challenges in the mining industry and have found in this community a space for support, learning and growth. Their testimonials give us an intimate and moving insight into how Comunidad Mineras has impacted their lives, transforming not only their careers, but also their perception of themselves and their place in the industry.



MERY CORTÉS

TIME AVAILABILITY ANALYST

BUILDING A COMMUNITY

The time came when Mery Cortés had to decide between the two paths that lay ahead of her. On the one hand, there was the option of joining the Investigative Police force and becoming a detective, her lifelong dream. On the other hand, she was faced with the possibility of expanding her knowledge in Antofagasta, by becoming an apprentice at Escondida | BHP. She first learned about this industry when she did her internship as a mining technician in Monte Patria, a land of green pisco grape vineyards in the Coquimbo region, where small-scale mining in the area extracts copper, gold and the traditional lapis lazuli.

She joined as a trainee in 2022, at a time when female representation already exceeded one-third of the total staff. "I was assigned to the mobile equipment maintenance shops. At first, one of my biggest challenges was to find my footing in a predominantly male environment, but now I am empowered and happy with the opportunities provided by all of my colleagues," says Mery.

Ever since the Community was first created, she knew she wanted to be a part of it. She became actively involved, seeking to form ties with colleagues from other areas and to help newcomers. "It gives me great comfort to know that I can help other women feel confident and secure in their new environment. It is also rewarding to see that they are adjusting well and can come to me for advice or just to talk. On the other hand, I have started to interact with more people outside my core area of work and make connections." she remarks.

Mery says that the impact Comunidad Mineras has had on her has been enormous because "we are not only women that work; we are a community. We validate our work on a daily basis, achieve production goals and really make a significant contribution. It is crucial that we believe that we are doing things right."

Mery says that her new colleagues have the same questions she had when she joined the operation, so she feels a great sense of pride in being able to guide them through those challenging early days and answer all those questions she also had in the beginning.

"In the future, I envision Comunidad Mineras doing many more activities and enhancing visits to the high schools. I think the idea of going there to inspire young girls and boys is phenomenal. I imagine a much larger, more influential Community, a safe space where we can laugh, vent, get excited, help each other. I have a lot of faith in Mineras. I am very excited that we will continue to do this," says Mery.



SCARLLET PEREIRA

PLANT OPERATOR

AWAKENING THE "EYE OF THE (FEMALE) TIGER"

While Scarllet Pereira was studying metallurgical engineering, she heard many frightening comments about the industry: "women go there to look for a husband" or "they don't last for long in mining". She is currently a plant operator, has been with Escondida since 2023 and is glad that these comments turned out to be completely untrue. Today, Scarllet says she is in love with metallurgy and would love to continue studying to further her professional development.

"I studied metallurgical engineering and was working in a chemical laboratory in Calama—that motivated me to grow both in my profession and at work. I was there for six months, applied for the Escondida position and had to make my way to the Industrial and Mining Training Center (CEIM) to undergo training for three months, and then on to the mine," says Scarllet.

Coming to the operation and joining Comunidad Mineras made her much more confident and vocal.

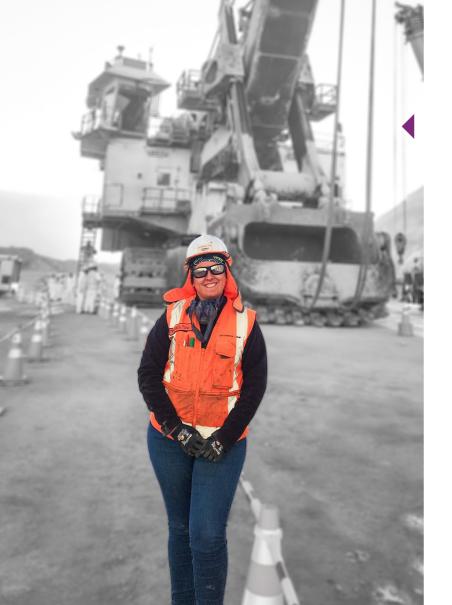
"For example, during the training, I was a lot more restrained, because my job was on the line. But the Comunidad Mineras awoke the "eye of the female tiger" in me," she says laughingly. "I said to myself 'this is what I want, and that too, and I am going to get it."

After one year in the Community, she felt that all the participants opened up much more, either emotionally or to support each other. "We created a 'travel book' that we pass around and in which we write down our

experiences, and also everything we have lived through," she says.

She says she has noticed changes during the time she has been on site. "Before, you didn't have a way to share more personal issues or women-related things, so the Community has been like a safe haven for me. Just like my colleagues, the new arrivals can also share those things that we used to say. When I arrived I was kind of lost in the camp, I didn't know where to go and now that's changed. Now all the girls are greeted by someone, so it is quite different."

Scarllet reflects on how she envisions Comunidad Mineras in the future. She thinks it will be a much bigger and more united project, in which all women will participate.



YESENIA PINTO

LUBRICATION QUALITY CONTROL MONITOR

NOT BEFORE FIFTEEN

After graduating from university, Yessenia Pinto passed through a turning point: she knew she wanted to enter the mining industry, but the Asian crisis stood in her way with massive layoffs and low recruitment.

Determined to try her luck in the mining industry, she set out on a personal challenge: undergo 15 job interviews in the mining industry. If after these interviews she did not land a job, she would stop pursuing her dream in that sector. Ultimately, this mentality of perseverance and determination proved successful for Yessenia, as she was eventually enrolled in the mine equipment maintenance training program.

After graduating from college, Yessenia Pinto passed through a turning point. The economic climate was uncertain and there was talk of slow hiring and layoffs in the industry. Yet she wanted to try her luck and set for herself a personal challenge: obtain 15 job interviews in the mining industry. If none of them panned out, then so long and farewell. The dream would be over. The fifteenth interview changed everything: she finally got that "yes" that allowed her to enter the training program to become a mine equipment maintenance worker.

Years have passed and today Yessenia says that she has learned that in life you have to get fifteen rejections before giving up. "It's like extra motivation, you have a limit, you're not going to try it throughout your whole life, but you're going to try it a certain amount of times. Life has a way of surprising you, and the opportunity that you desire can arrive unexpectedly."

Yesenia has been part of the Community since its inception, and when speaking of its relevance, she says that it has shown her that she is not alone. "Talking to colleagues about common problems, such as differences in clothing sizes or other more sensitive issues such as dealing with harassment situations, it has helped me

understand that my problems are not unique. Having a guide to show you part of the way makes it much easier, much simpler," she remarks "I hope the Community will continue to grow, offering more leadership and empowerment workshops. Mutual support among women in this industry is crucial and should be bolstered. I envision a future where we can share our stories more openly and support each other, even in the hardest of times."

Yessenia encourages women to take a chance and give it a try when opportunities like this come up, so that they do not fail in fulfilling their dreams, even if they have been rejected in fifteen interviews.

"I'm not going to say it's easy because I don't think it is. But if they feel like it, let them try, and in 10 years' time they can say: 'I didn't like it', instead of saying, 'I never tried.""



DANIELA MUÑOZ

PLANT OPERATOR

STORIES THAT TRANSFORM

Standing in front of the students of the Instituto Superior de Comercio de Antofagasta (ISCA), Daniela Muñoz plucked up the courage to tell her story about a past difficult family situation. On that day, she decisively addressed a subject that she had previously found difficult to tell, but which she decided to use now as a means to inspire young people.

Through her involvement in Comunidad Mineras, Daniela found a way to contribute to the well-being of other women and girls in the industry, becoming a beacon of hope and support.

"The Community has been my companion, it has been my umbrella. I know it is there, and that if something happens I can find support, I have a place to go. It has been very important to me, I am very fond of it. It represents support, it's embracing, it's like a friend. On the professional side, the Community has helped me to work on skills to engage with people, on how I can express myself, on how I can work on myself, to be an asset to my work team," she says.

In the "Life Stories" activity, Daniela was able to share her testimony with the students, allowing her to turn around that life experience. She says that she came to work in mining with a very strong emotional burden. "I never talked to anyone about this. But going into the campus and talking about it from a different perspective, told as a story for girls who may be going through something similar, it was healing. I managed to convey that sometimes the road gets tough, but you can ask for help and find a way out of those situations."

In the future, Daniela expects that 100% of the women at Escondida will be part of the Community. "It provides us with a space of our own for activities, conversations, proposing ideas, supporting fellow women colleagues."

"If this continues to grow, future women miners will benefit from landing into a privileged space that is prepared for their arrival, and to provide them with the support they need. Because the Community is there to help with any problem."



FRANCYS DÍAZ

LUBRICATION QUALITY CONTROL MONITOR

LAYING PATHS AMONG GIANTS

Every time he came down from his shift at the mine, Francys Díaz's cousin would sit down at the family table to tell stories about his days at work and, of course, share some chocolate. These stories were Francys's first exposure to mining. In fact, she still remembers that feeling of awe when she first saw an extraction truck.

That curious little girl grew up. Francys Díaz, already a mother and with work experience under her belt from various jobs, remembered her cousin's stories. Mining, trucks, steel giants. It could be a life-changing opportunity.

"I was a paramedic, I also worked in customer service, cafeterias, drove a taxi. They were stressful and unstable jobs, so I decided to look for a change. This led me to apply for the Mineras de Escondida | BHP program. I applied and applied and applied, until I final got in."

One of the biggest challenges she faced was being away from her children. "Although I leave my son with people I trust, it's not the same as being there for him. Despite these challenges, I have found support in my colleagues and in the Comunidad Minera, which has made the process of adapting to life in mining more bearable."

Her entry into the mining industry has taught her many

lessons, which is why she advises future female workers in the industry and encourages them to pursue their dreams, even though it may seem difficult. "Mining opens up many doors, including the opportunity to continue studying and improving oneself. For mothers, mining can be lifechanging, offering peace of mind and stability. Although we work 7 days in a row without seeing our children, the other 7 days we have off are 100% dedicated to them. And for those who don't have children, those days off are for traveling, going out, resting and working on their personal growth."

For the future of the Comunidad Mineras, Francys hopes that the women who participate will continue to join. "It would be perfect if the women can support one another regardless of whether they know each other or not. We ensure that everyone feels supported and understood, especially in places where frictions with other people can be more challenging. The idea is that any woman who needs support can find it in the Community."



JESSICA MORALES

PUERTO COLOSO OPERATOR

OVERCOMING CHALLENGES

Going into mining, Jessica felt out of place for not having a STEM (science, technology, engineering and mathematics) career. She was the first woman in her field and had to validate herself in front of her peers and bosses. "I had to work three times as hard to be able to show who I was. At that time the work setting was not yet ready to work with women," she recalls.

Before working in mining, her life had been quite different. Jessica worked in the family business, in retail and other firms as an administrative assistant, always inspired by the desire for independence and entrepreneurship that her father instilled in her. Her personal life, however, was not without its challenges.

After getting pregnant at a young age, and facing harsh criticism for it, she had to work to chase her dreams and support her daughter.

Jessica joined Escondida in 2016 and experienced the difference Comunidad Mineras made in her professional and personal life. Her colleagues helped her to avoid feeling alone, enveloping her and offering support. "Comunidad Mineras has made tremendous strides in a very short time. These are simple things that have a big impact, such as welcoming and supporting new operators. I'm pretty certain that none of them feel alone now," she says.

Jessica's participation in Comunidad Mineras has been instrumental in growing her confidence and empowerment. "Thanks to Comunidad Mineras, I have felt included and appreciated. This inclusiveness reflects the true spirit of the Community and makes me feel **really happy,"** she explains. Jessica is committed to continuing to develop and improve herself to become an agent of change in the industry, addressing important issues such as workplace harassment and promoting a safe and equitable work environment.

A significant moment for Jessica was one that she experienced during the Women Miners' Day, when she was selected to attend the Women and Mining Dinner. This event allowed her to meet inspiring women and feel the value of solidarity and support among women in the mining industry. "That experience made me feel part of something bigger, it showed me the value of solidarity and support among women in the industry. It also gave me a new perspective on my own potential and the impact I can have on my environment and surroundings," shares Jessica.

LINDA CARMONA

INDUSTRIAL AUTOMATION AND CONTROL ENGINEER

BREAKING DOWN BARRIERS

Linda Carmona has worked for eleven years at Escondida | BHP. She recounts that in a particularly difficult period, she was constantly challenged to prove her worth and competence in front of her male colleagues. But Linda was able to showcase her capabilities in administrative and operational roles in the field. "One of the most complex aspects of my day-to-day life was the need to constantly prove myself to men," she says. However, she underscores that there is a positive change today, with more integrated women and more defined roles.

After graduating from university with a degree in Industrial Automation and Control Engineering, she struggled to find a job, and when an opportunity in in mining arose, she did not hesitate. Her experience



in the beginning was intense. "I was assigned one year to the maintenance area, while other women coworkers were in operations. It was a challenging period, especially because of the lack of support and sense of comfort back then compared to what is available now," Linda recalls. She faced prejudice and sexism, which made her question whether she was in the right place.

Now she feels that she was. Comunidad Mineras has had a significant impact on Linda's life, both professionally and personally. "The activities and events organized by Comunidad Mineras have expanded my network of contacts and allowed me to develop key skills for my job performance."

On a personal level, the Community has been a supportive and empowering environment. "It has given me the opportunity to meet other women in the industry facing similar challenges and share our stories, concerns and successes. Feeling part of this community has given me confidence and motivation to keep moving forward in my career," says Linda.

In the future, she hopes that the Community will continue to grow and enhance the sense of solidarity among women in the industry. "It is essential that we recognize how far we have come and that we inspire new generations to keep moving forward knowing that the road ahead may be easier, but that there is still much work to be done," she reflects.

Finally, Linda advises other women considering a career in mining to be brave. "Mining offers opportunities for economic, personal and professional growth, but it also involves facing difficult situations. It takes courage to be away from home for days at a time, especially for those who are mothers," says Linda. She highlights the importance of finding a work-life balance and to have the strength to push forward in spite of the obstacles.

"Courage lies in moving forward with determination, even when others do not fully understand our decisions," she concludes.



NEVENKA MAYA

ELECTRICAL MAINTENANCE WORKER

FROM THE OFFICE TO THE MINE

Nevenka Maya went from an office job to wearing a tracksuit and happily finishing her shifts covered in grease. "In my old job I wore heels," she laughs. Long before she joined Escondida | BHP, she would see her sister come back home with a smile on her face, excited to share her experiences at the mine. "My sister is my touchstone and thanks to her I decided to give it a try. That's how I started studying mining engineering," she recalls.

Nevenka has been working as an Electrical Maintenance Worker at Escondida | BHP for five years, representing one of the many workers who entered the Mineras training program and were able to pursue a career in the company. After graduating, she got her chance to start as a trainee, training at Escondida along with more than 70 other women.

At the launch of the Comunidad Mineras, Nevenka was chosen to share her experiences. "I really liked it because the girls were so excited. Management was also represented, as well as the manager of Cathodes, all powerful women. It was an honor to be involved from the beginning," says Nevenka. Throughout her five years with the company, she has tried to share her experience by advising new members. "I am a very shy person, but eager

to help, I have been able to pass on my experience to new colleagues," she says proudly.

Nevenka highlights the importance of the Comunidad Mineras "Welcome Experience". "When we arrived, us women had to help each other amongst ourselves. Now, with this activity in welcoming new colleagues, things are totally different. It's a nice change", she says. For the future, she hopes that the Community will continue offering activities that foster technical knowledge and a support network. "I think we have to continue with the activities to get to know each other better and to continue creating a support network, which is what is happening now," she concludes.



LESLIE ESCOBAR

MECHANICAL MAINTENANCE WORKER

TEAM SUPPORT

Leslie Escobar was pleasantly surprised when she started to work in mining. Although she had heard that male workers did not readily accept the presence of women in the sector, her experience was very different. She was greeted with great respect from the very first day, welcomed into the team, and was taught what she needed to know. For Leslie, this was extremely helpful and continues to be so.

She joined a team of experienced mechanics, many of whom have been with the company for more than 33 years. She believes it is an honor to have been accepted and valued by this team. "On jobs I have not yet done or am unfamiliar with, my coworkers talk to me as if I already have the knowledge, showing a great

level of trust", says Leslie. She greatly appreciates the space given to her by her male colleagues, which represents the tremendous support available for any woman who wishes to work in mining.

What motivated Leslie to work in mining was, in large part, the influence of her dad, who worked at the company for about 28 years. After finishing college, she joined a small mining company, working in the administrative area. She studied marine ecology, but found very few job opportunities in that field. Leslie was eager to contribute, both personally and socially, and saw the opportunity offered by Escondida | BHP.

Leslie faced several challenges early on. She was concerned about what would happen at home, as she had been devoting time to her son, born in 2013. With the support of her husband, her father and her son, she was able to overcome this barrier. She also came from a completely different profession, and everything she has learned about mining has been on the fly, absorbing knowledge like a sponge, as she likes to

say. "My leaders and peers have been instrumental in this process, sharing their knowledge, and I have been eager to learn," says Leslie.

Leslie advises tomorrow's women miners to be respectful and humble, and to be eager to learn.

"It is essential to be persevering, always asking questions and being careful in terms of safety, as we are dealing with large equipment and powerful energy sources that can be dangerous," she says. She recommends seeking a support network, fulfilling your dreams and going all in.

"I have heard many stories of women who entered as trainees and have worked on unimaginable things. When they take that opportunity, let them hold on tight and to keep going, because it will change their lives," she concludes.



Outside of work, Estefani spends her time caring for her mother. "I've been there for her since I was a little girl," she says. Estefani also highlights how she motivates young women, encouraging them to believe that they can all get ahead and achieve their goals. "Escondida offers a stability that really allows you to achieve many goals," she concludes, highlighting the security and opportunities that mining has provided in her life, including the hope of starting a family in the future.

Estefani graduated from a technical high school in Antofagasta as a paramedic technician, then studied risk prevention and worked in construction. She had always wanted to work in mining, but due to her studies in risk prevention, the goal seemed more difficult. One day, the possibility of joining Escondida as a mechanical maintenance apprentice came up. Although she dropped off her résumé with little hope, she was called the next day for an interview, and was selected.

When arriving to the site, there were no other women in that area. "My female colleague and I were the first ones,

we didn't have a changing room or gender-defined bathrooms, so we lived the experience from scratch," she recalls. The experience was startling, but positive, and with the support of her boss and colleagues, she began learning everything.

Although her schedules are not as free as she would like, Estefani cooperates with Comunidad Mineras, and recognizes its value. "I have a colleague who is actively involved and she looks very happy. She came in without knowing anything, and now she's a role model for the new women colleagues," she says.

Estefani emphasizes that Comunidad Mineras offers essential support for new female workers. "It's a terrific support network, because when new female workers join, they don't have a clue. It's good that people with more experience share their knowledge," she says.

For her, being a pioneer in her field has been an honor and a responsibility, and she is committed to continuing to inspire future generations of women in mining.



GABRIELA PARRA

PRODUCTION SUPERVISOR

MOVING FORWARD IN CREA-TING SUPPORT NETWORKS

One of the main challenges Gabriela Parra has faced as a woman in the mining industry emerged in her first on-site job. In addition to being one of only a few women, she was also one of the youngest. Oftentimes, due to her job, Gabriela had to speak out in front of groups of men or vocally disagree with decisions that all the men supported. Despite these challenges, over time, she managed to carve out her own space.

"I feel that at Escondida the work environment today is opening the doors for women, and this is very noticeable in the operation. People are very receptive to the fact that women are coming in. I see how enthusiastic they are that we women are joining them, because we work differently," explains Gabriela.

Gabriela was attracted to field work from an early age, influenced by her older sister, a civil engineer who showed her pictures of the desert and brought samples of minerals home for her. Fascinated by mathematics, Gabriela decided to study engineering.

She soon realized that her real interest lay in mining. The first time she visited a mine during her internship she was impressed by the magnitude of the equipment and operations. "The trucks are gigantic, the size of things is astonishing and the people who drive these trucks are really skilled," comments Gabriela. She also highlights the focus on safety and how focused the team is while in a remote and challenging environment.

Gabriela contributed to the creation of Comunidad Mineras by helping to welcome new members. "It was great to be there, to share with other girls, to realize that we all had the same opinions or the same problems," says Gabriela.

She values the mutual support and connection that is forged between women, regardless of area or position.

Throughout her time at Escondida, she has found great value in having a support network that allows her to know and greet her colleagues, even if they have only met once or twice. For Gabriela, being part of the Community means feeling more supported and less alone in the camp.

"It's nice to be able to capture part of your experience and give advice to future colleagues. Reading other women's stories is also motivating," she says. She believes that Comunidad Mineras allows one to see beyond the façade of someone who is simply a worker and get to know the personal stories behind each woman's face.

As for the future of the Community, Gabriela hopes that these spaces will continue to be created and sustained, offering workshops and activities that not only foster the Community, but also provide skills and personal growth. "It's so great and so enriching to have that. I hope that the offer of activities will continue and that we will have the opportunity to share our history with the new women who are coming in," she concludes.

DEBORAH RABOY

SUPERINTENDENT OF MINE CONTRACTS

A STORY OF GROWTH AT ESCONDIDA

When Deborah Raboy was studying chemical engineering, she never imagined she would end up in the mining industry. Her first contact with the field was while working with a contractor company, and from there a desire to grow in the industry was born. "Since I was already in mining, my main motivation was to get to the biggest company, which for me was BHP, and there I was able to participate in Escondida's 'Graduates' program."

Deborah first joined the Coloso filter plant in 2006 and then moved internally to work directly in the operation, where she recalls the adaptation process: "I came from a university where the majority of my classmates were men, so I was already pretty used to engaging with them. But there were some not so positive things. For example, you could feel everyone staring at you, that wasn't pleasant."



Deborah's career at Escondida has led her to the position of Superintendent of Mine Contracts, a position she has held for almost a year. "I have worked in many areas and this taught me great lessons that have allowed me to be in this role today. It has been a step-by-step process, and I have become well acquainted with the processes of the different areas." Her background also allows her to reflect on her experience as a woman and the challenges she faces.

"The issue of interacting with male professionals was not a problem for me, but I did face challenges because there were few women and there were other biases, it was a different paradigm. For example, at one point I was not given the opportunity to be assigned to a certain job position because I had just gotten pregnant. And the worst thing is that you normalize it, you say to yourself 'oh yeah, he's right, how can I do that job if I'm pregnant.' The good thing is that that has changed and the women who now join the company no longer face those conditions."

For Deborah, this is just one of the aspects in which she has seen the company's culture evolve positively in terms of female inclusion and the benefits of moving towards gender equity. "Before, there was more trepidation about raising certain issues, even within the scope ofsafety.

Now, with teams of 50% women and 50% men, there is more confidence to raise issues more directly and respectfully, all with the aim of learning and improving."

In this context, Comunidad Mineras is an excellent place to share experiences, says Deborah. "I think it's a good opportunity to get to know each other and create support networks, for example, to learn how other women balance their work and personal lives, maybe they have experienced it differently and hearing about it is useful for other women. [...] Or, for example, on the topic of leadership, there was a space for sharing individual experiences and there you could see how other people resolved any issues they had and you think about how you could have done it. There is a lot to learn in those conversations," she says with conviction.

Looking to the future, Deborah is hopeful that Comunidad Mineras will grow even further, especially with an eye toward the impact it can have on partner companies. "There are many women working in our partner companies who experience situations and it is good to broaden our outlook, sharing experiences that can perhaps be replicated."



PAULA RETAMALES

MECHANICAL MAINTENANCE WORKER

SACRIFICE AND COMMUNITY IN MINING

The foray into mining can come about in unexpected ways. In the case of Paula Retamales, a mechanical maintenance technician for semi-mobile equipment, the opportunity came while she was working for a brokerage firm, managing a portfolio of clients in the mining sector.

One of these clients commented on the integration of women in mining and suggested that she explore this new employment alternative. Shortly thereafter, a job posting appeared on LinkedIn. Her application was successful and, just before her birthday, she was asked to show up at CEIM. Although the process was chaotic due to the pandemic, her conviction that this opportunity would yield a positive outcome never wavered.

Paula has been working at Escondida for three years. She says that although it involves spending many days away from home and missing important family events, having a clear purpose can make the sacrifices more bearable.

"You have to process these realities and focus on having a good time to better handle the situation," she says, highlighting the need for adaptive and resilience skills.

Paula has participated in some of the activities of Comunidad Mineras, and although her work shifts have limited her time somewhat to participate in more, for her being part of this community is invaluable. "It's a very rewarding gathering, I feel it was needed. It's not a separate 'governing body' of the company, it's just having support amongst us women, among peers," she says. The Community has significantly improved the work environment, she says, allowing women to feel more connected and supported.

The impact of Comunidad Minera at Escondida has been remarkable, adds Paula. "Just greeting people makes such a difference. I used to know very few people, but now I can greet and recognize many more. This facilitates teamwork and communication between different areas," says Paula. These meetings have allowed workers to address important issues and smoothen the integration of new female colleagues, easing their adaptation to life in the camp.



MARÍA GONZÁLEZ

SHOVEL MAINTENANCE WORKER

A PASSION FOR MECHANICS

María González has worked in the shovel maintenance area at Escondida | BHP since 2019, proving that it is never too late to follow a passion. Her path into mining was a personal and professional challenge, influenced by both her love of mechanics and her desire to overcome traditional gender expectations.

Having always been attracted to mechanics from a young age, Maria encountered obstacles in her beginnings due to the lack of options for women in this field and her father's opposition. With no opportunity to study anything related to mechanics, she ended up working in a supermarket as a perishables manager. However, mining always

appealed to her, partly because of her ex-husband, a truck driver, with whom she spent a lot of time in mining areas.

After finishing high school in her hometown of Illapel, she attempted to study accounting, but was unsuccessful.

Once married, she moved to the north and for more than ten years was a housewife and mother of two children.

When she separated from her husband, she had to look for work to support her children, which led her to Antofagasta, where she discovered mining training programs that piqued her interest.

The change to a completely different environment was a huge challenge. Despite knowing something about the mining industry, working directly in it was a different matter. Once inside, what surprised her most was the camaraderie and support among colleagues, although at first there was some resistance from some who were not used to working with women in the mechanical area. **Over time, by demonstrating her capabilities and dedication, she gained the team's trust.**

Her main motivation has evolved. While before she worked

with her children in mind, she now works in mining as a personal decision. She wanted to do something she was truly passionate about, not just out of necessity. This decision has allowed her to grow as a person and dedicate herself to something she had always wanted to do.

Comunidad Mineras came to be after Maria had already joined the industry. At first, she had to manage without much of a support network, but since its inception, she has found a valuable space where she can share experiences and find her bearings. This network is essential for integrating new female colleagues and providing support that did not exist before.

For women considering a career in mining, Maria advises that the most important thing is to have a passion for what you do. "Mining is hard work that requires dedication, respect, humility, and a willingness to learn. In addition, it is crucial to ensure safety and always be aware of the surrounding conditions. With perseverance and a support network, it is possible to achieve great things in this industry."



ANGIE CAMACHO

MECHANICAL MAINTENANCE WORKER

A LEARNING JOURNEY

When Angie Camacho began her career in mining, she did so with some trepidation due to resistance from some of the older men in the industry.

"They suggested that, in their view, there were more appropriate careers for women," Angie says. However, certain of her decision, she decided to make the most of the opportunity to learn. The challenges she faced came not only from the work environment, but also from her family, who were concerned about the harsh working conditions. "At first, they were worried about my well-being, but now they are proud of my courage and the work I do," says Angie.

Arriving at Escondida was a significant moment for Angie. "After a period of training in industrial mechanics and as a trainee at Antucoya, I had a solid foundation, but nothing compares to field experience," she explains.

The magnitude of the operations and the advanced technology surprised and excited her. Although she was initially intimidated by being one of the few women in her field, she soon found strong support and many

Angie recently joined Comunidad Mineras at the invitation of a friend. "Since my arrival, I have tried to contribute by sharing my experiences and lessons learned with other members." Participating in events has allowed her to connect with other women in the industry and offer emotional support, she says.

opportunities to grow.

For Angie, being part of this group has given her a sense of belonging and essential support. "It's a space where I can share my concerns and successes, and where I feel my voice counts," she says. The Community, she adds, also helps her to navigate and better understand her role at Escondida.

Comunidad Mineras is changing the perception of women in mining. This increased recognition and appreciation of women's work improves both their careers and the work environment for the entire organization. "It's opening doors and breaking down barriers that used to keep us on the sidelines," Angie emphasizes.

The integration of new female workers has improved significantly thanks to the Community. "Now, when new colleagues arrive, there is a support system that helps them adjust and understand how things work here," she says.

Angie sees a bright future for Comunidad Mineras at Escondida. "As more women join and the Community grows, its influence will be even greater. I hope it continues to be a supportive, educational, and empowering space for women in mining," she concludes.



internship at an oxide heap leaching facility. She then enrolled in college and graduated as a metallurgical mining technician. During her studies, she had the opportunity to participate in an apprenticeship program at Chuquicamata, which increased her interest in metallurgical processes.

Despite the difficulties that have arisen along the way, she highlights the positive work environment and the camaraderie in her area. "There's always support, whether it's for a difficult task or to celebrate a birthday. This makes for a wonderful atmosphere," she says. Her greatest motivation is to make her parents, who inspire her daily, proud.

Camila balances her personal and work life through 7x7 shifts, which allows her to plan her time in advance. "I plan for my days off so I can run errands and see my family, who also work similar shifts," she says.

Comunidad Mineras has had a significant impact on Camila's life. She has participated in several activities, including the launch of the Community and in social events. "It was inspiring to hear from other women and see how we share similar experiences. This gives us the strength to continue to meet our goals," she asserts. Camila values the sense of belonging that the Community provides, which prevents women from feeling alone in the camp.

Camila sees a promising future for Comunidad Mineras. "I hope it continues to grow and become more consolidated, offering more opportunities for women to participate and be recognized. The Community allows us to express ourselves and share our stories, which is fundamental to feeling part of this company," she concludes.

CHAPTER O 3

BEYOND OURSELVES

At the heart of Comunidad Mineras is a firm commitment to not only be the voice of and unite female workers within the company, but also to inspire and support the development of new generations in the Antofagasta region and beyond. This chapter explores how the Community has acted as a beacon of change, extending its influence and showing the way to a more inclusive and diverse future, both in the mining industry and in society.

Visits to Public Schools: Educating and Inspiring Future Generations

One of the most relevant activities in this first stage of Comunidad Mineras has been the deployment to professional technical high schools. This effort is part of the "Life Stories" initiative, designed to inspire young people who are at a crucial point in defining their future professional careers. This activity is part of a collaborative effort between Escondida | BHP's Comunidad Mineras, Red Futuro Técnico Antofagasta, Conexium, and Brinca, who joined forces to promote inclusion and diversity in the mining industry among students in professional technical education.

The visits began by preparing women in the community through writing workshops and performing, on stage, personal stories. These workshops provided women miners with tools to reflect on their personal experiences, to tell their stories effectively and to connect their stories to an inspirational, profound message with a

positive impact on the youth of Antofagasta's educational community.

So far, two schools have received Comunidad Mineras in these short months, which has had a profound impact on their students, teachers, directors, and female workers, who have told their stories of overcoming challenges and success.

The Instituto Superior de Comercio de Antofagasta (ISCA) was the first venue for the "Life Stories" series of talks. Elizabeth Cameron, leader of Comunidad Mineras, recounts those beginnings.

"When we dreamed of Comunidad Mineras we thought about how the company's female workers can be true agents of change and become an inspiration for the new generations that, despite living in Antofagasta and being part of this mining region, often do not see mining as a possibility for their future. Visiting educational establishments is a real opportunity to close the gaps and eliminate stereotypes, thus contributing to building fairer and



more equitable societies."

The protagonists of the event were two Escondida | BHP employees, Daniela Muñoz and Camila Ardiles, representatives of Comunidad Mineras, who shared their own stories. Daniela, a former ISCA student, and Camila, a former teacher, spoke about their personal and professional trajectories in the mining industry, highlighting the importance of having discovered this new opportunity for development in their lives.

The second chapter of this series of talks took place at the Liceo Politécnico Los Arenales, where the interest and enthusiasm of the students was the perfect ingredient for an entertaining, inspiring, and meaningful day. At that specific talk, the two Escondida-BHP employees who poignantly shared their trajectories were Betsabeth Cornejo and Vicky González.



Betsabeth, an electrical maintenance trainee, explained her transition from technical high school to the mining industry: "After graduating and majoring in college, the Mineras Program opened the doors of mining for me, bringing me closer to my dream." Vicky González recalls that it all started when she saw BHP's "Why not you?" campaign. "It spurred me to change my life."

These talks fostered an atmosphere of openness and curiosity, where students not only asked questions about the technical aspects of mining, but also about personal and professional challenges. The youth were receptive, and visibly inspired by the stories of self-improvement and opportunity provided by the women miners.

Currently, Comunidad Mineras continues its inspirational strategy by approaching Technical Professional High Schools in Antofagasta to increase women's participation in the mining industry through great stories. Today's female students are the future of mining and, although there is currently a shortage of trained local labor, Comunidad Mineras is an engine of change and challenges itself to make progress through various strategies, so that more women see mining as a real opportunity for development and a future.

Conversations with Men: Promoting Change on All Fronts

Comunidad Mineras also recognized the need to involve male workers in the dialogue on diversity and inclusion and proposed to start at home by opening up opportunities for dialogue with colleagues. The "Conversations with Men" session, held in November 2023, explored male employees' perspectives on the company's Inclusion and Diversity policy.

These discussions helped to identify critical challenges and draw up recommendations to improve inclusion at all levels of the organization. Within Comunidad Mineras, there is a clear and firm belief that the process of female labor inclusion must be harmonious and include different perspectives if it is to be successful and sustainable in the long term.

Comunidad Mineras recognizes the work, the experience, and the long road traveled by colleagues who have been producing the copper that the world needs for

ten, twenty, or thirty years, and values the efforts and sacrifices they have made to make Escondida the largest copper company in the world.

During this new stage, in which women already make up 39.56% of the total workforce, it is important to highlight the importance of building inclusive and diverse teams that promote respectful work environments. The work is safer, there is more innovation, and productivity outcomes have improved.



Looking to the Future: Expanding Social Impact

Looking to the future, Comunidad Mineras seeks to broaden its impact not only among students, but also in wider and more vulnerable communities.

According to the testimonies of women miners, there is great potential for activities that could benefit nursery schools and group homes for children, among others.

One of these women, Mery Cortés, suggests interventions in public spaces and the sponsorship of educational institutions for low-income children, highlighting the power that these initiatives have to change perceptions and strengthen the local community. Jessica Morales, another miner, sees a future where the Community not only participates in awareness campaigns, but also leads in cultural transformation inside and outside the company. She advocates for greater visibility and empowerment of women through education and awareness campaigns.

The future of the Community's social actions remains open and bright: it will be the women miners themselves who will decide and co-design where to direct the transformative power they can have in the region.





Conclusion

Going "beyond ourselves" is more than a slogan for Comunidad Mineras; it is a vital strategy to make the mining industry a more inclusive and diverse space. Through education, dialogue, and active engagement, the Community is not only changing the face of mining in Chile, but also shaping a brighter future for society at large. This chapter not only celebrates its achievements to date, but also commits to future initiatives that will continue to expand the reach and impact of this inspiring community



CHAPTER O4

FINAL THOUGHTS



By Elizabeth Cameron Corporate Affairs Specialis

Bridging the gender gap in Chile's labor market is an urgent necessity. In order to close these gaps, we need to rethink our structures as a society. If we are to multiply our production capacity, generate qualified human capital, and build a fairer, more prosperous and inclusive society, we need everyone's involvement.

And this approach means bringing about transformational changes in our environment, not only in the workplace, but also in the social and private spheres. It requires that society as a whole contribute to valuing the input of everyone, without distinction of gender, race, sexual orientation, ethnic origin, physical abilities, among so many other diversities that occur in daily life.

Antofagasta is the mining region par excellence in our country and, according to all the human capital demand studies that have been carried out in recent years, the demand for skilled labor is exponential. This is good news for the region and the country, but at the same time presents the challenge of making progress in preparing a competitive local workforce.

Having a vision for the future in Antofagasta means that we all move forward to improve our standards of education and professional development, that there be no limits to the development of the skills that the working world demands, and that we be highly competitive in strategic, operational, and leadership roles.

This is where the best opportunities for women in the Antofagasta region arise—for those women who, as children, watched the big mining trucks roll by, like brave giants in battle, for those women whose role of motherhood required them to step aside and dedicate themselves to the sublime task of being a mother, for those housewives who felt drawn to, but at the same time were denied, the opportunity because they saw the glass as half empty, for those female students who often suffered bullying for studying careers "for men" and for the girls and adolescents of today who, with few inspirational models, have managed to clear the way to conquering their dreams.

We have made progress and now Escondida | BHP, after an enormous effort, focus, and determination, has more than 39% female workers in its workforce. This is a source of pride for a large company that took on the challenge of achieving gender balance in 2017 with a 7% female representation. It took years of training and the instruction of hundreds of women, but today we see the

excellent results embodied in different roles, levels, and teams. This is how Mineras was born. A strategy that has been recognized for promoting inclusion and opening up opportunities by breaking paradigms.

Mineras is the program that enabled the training of

more than 700 women

in the Antofagasta region in highly technical roles such as Concentrator Plant Operations, Mining Truck Operations, Mechanical Maintenance, and Electrical Maintenance. Of these women, over 85% are now part of the Company, showing a strong commitment to fulfill the purpose that moves us at Escondida every day: "To lead, from Chile, the copper production that the world needs."

As we experience the cultural change brought about by the inclusion of women in male-dominated industries, Comunidad Mineras comes to life. We do not think only in terms of numbers, nor in the short term; we are thinking about the future of the industry and of Escondida in the next 50 years, a future where women are the protagonists.

These protagonists, who today share their experiences in mining, are an asset for Escondida | BHP because together we are building a better Company, a more sustainable future that will allow us to move forward in our purpose of "bringing people and resources together to build a better world."

There is still a long way to go; Comunidad Mineras is only nine months old and every day marks a new experience to soldier on with the challenge of raising awareness, contributing to and building a better future of which we can all be part, where everyone is essential and indispensable when it comes to furthering our achievements.



Recollections of Women Miners

Stories and Achievements within a Community



ESCONDIDA BHP