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Employment equity is possible in a society that understands that growing the role of women at all levels of an organisation contributes beyond the business's bottom line. Investing in women's leadership contributes to the overall health, capability, and competitiveness of an organisation. To change the outcomes, we first need to change our mindsets and prejudices towards women both within the industry and in broader society.

DM Minerals Group™ is committed to promoting equality while empowering our female members, through their daily work experience, fair remuneration that is in line with industry standards, and enabling opportunities for growth and development.

This women's month, we're introducing some of the exceptional women behind our operations. These women are breaking boundaries and proving that there are no limits to what they can accomplish.

Meet, Joyce Mtsweni, our Articulated Dump Truck Operator at DM Minerals Group™ based at Sasol Mining TEP operations. Mtsweni joined DM Minerals Group™ on the 1st of November 2017, as a General Worker. Eager to learn and grow, she often assisted the safety officer and site administrator with filing and administration in efforts to understand the business's operations better. Her enthusiasm caught the eyes of management who spotted her potential for growth, which led to her selection for a personal and career growth opportunity.

This saw her go through extensive training in various skill sets beneficial to the industry, starting with a safety representative course, followed by courses in firefighting and first aid. In November 2018, a year after joining DM Minerals Group™, she was appointed as an Articulated Dump Truck Operator, a job she says is extremely challenging especially for females.

Mtsweni says “while we are often undermined by our male colleagues that we are not capable of doing such a job of operating heavy fleet because we are women, I draw strength and courage from all the other women in the mining industry.”