



The Women of Apex Mining go for the gold

APX, 30 March 2022 — In May 2021, at the online forum, *Promoting Sustainable Development by Advancing the Role of Women in Mining*, then-secretary of the Department of Environment and Natural Resources (DENR), Mr. Roy Cimatu, emphasized the many important contributions of women in the growth and development of the country's mining industry and called on women to actively participate in policy formation and program development. In fact, conditions on non-discrimination of gender are tucked into the mining permits and agreements issued by the DENR. Indeed, mainstreaming gender and development is fast gaining strong and consistent traction among mining companies.

Contrary to the popular saying that mining is mostly a man's world, select mining companies in the country are grooming women in the various aspects of mining. Apex Mining Co., Inc. for one, is a rich ground for women who work alongside men in performing tasks operating heavy machinery, exploring underground veins, and a whole of other activities that typically reserved for men in the mines.

Consider this: the vice president who has administrative responsibilities across all of Apex Mining's sites is a woman (and a veteran at running mining companies abroad!); the chief mining engineer of Itogon-Suyoc Resources (ISRI), one its subsidiaries, is a lady mining engineer; the administrative boss in ISRI is a superwoman as she is both lawyer and a CPA; the rig engineers and geologists in its Maco Mine site are females; and, one of Maco Mine's safety officers is also a girl.



At Apex Mining, women bloom and blossom into their best selves owing, in huge part, to the company's support. Apex provides training and other learning opportunities to ensure that its talented workers are constantly challenged. The company follows a uniform set of policies and programs across genders, ranks and positions – definitely, inclusivity in action. More importantly, the spirit of *malasakit*, which is the cornerstone of how Apex does business, is the glue that binds its High Performing Team into one cohesive whole.

The women of Apex Mining are, indeed, women of substance. Singularly or together, they are a force to reckon with.

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