

# ENDING CYCLES OF VIOLENCE IN NAMIBIA

## The #BreakFree Campaign

**“TO HAVE PEACE IN OUR SOCIETY, WE MUST START WITH OURSELVES. ERADICATING VIOLENCE REQUIRES SOCIAL CHANGE. IF EACH ONE OF US DO OUR PART, BY SIGNING THIS PLEDGE, OTHERS WILL OBSERVE THE CHOICES THAT WE MAKE AND WILL FOLLOW OUR LEAD.”**



These thoughts come from Natalia Haulofu, an Accountant working in the B2Gold Namibia Finance department. Community work is one of her passions. In late 2017, the office of Namibia’s First Lady, Madam Monica Geingos, launched the #BreakFree Anti-Violence Campaign. Due to Natalia’s interest in social issues, she became involved and has led the roll-out of the #BreakFree Campaign within B2Gold Namibia.

Based on research into the causes of violence in Namibian society, Madam Geingos used these learnings to launch the #BreakFree Campaign – with the objective of mobilizing national support to end cycles of violence within Namibian communities. The first phase of the campaign involved a country-wide road show which encouraged Namibians to sign a pledge, committing themselves to become part of the solution to end violence. The campaign sought to obtain 100,000 signatures before the end of 2018.

B2Gold felt that it was imperative to support this drive – which at the same time could contribute to the well-being of all employees, stakeholders and their families at large. B2Gold’s adoption of the campaign included the signing of the 12-point anti-violence pledge, as well as focus group discussions within the company on the causes and impacts of violence. These activities took place over a week-long period and included campaign organizers who facilitated the discussions and pledge-signing. By the end of the campaign, the entire B2Gold Namibia workforce had pledged to “be part of the solution.”

The next phase of the #BreakFree Campaign is planned for the second quarter of 2019. Natalia is adamant that the initiative continues until we begin to see a change in our society.

While we are focusing on how to increase the number of women at all operations and across all levels of employment, we also need to ensure equal pay is applied for work of equal value. In the unionized environment, which typically includes unskilled to skilled levels, pay equity is greater since pay levels are governed by collective bargaining agreements or set within pay grades. At these levels, the overall basic salary pay ratio<sup>15</sup> is 0.97 and remuneration is 0.93. The remuneration ratio is influenced by more overtime worked (and thus earned) by men. At the supervisory and professional level, the overall ratio is 0.98 and 0.95, for basic salary and remuneration respectively. At managerial levels there are issues that arise due to the subjectivity of determining pay. Even when pay scales are available, salaries are set based on previous years of experience, compensation at previous employers, scarce skills, and a candidate’s negotiation abilities. While we work towards equalizing pay levels over time, we need to find ways to address this subjectivity. At the managerial level, the basic salary ratio is 0.85 and remuneration ratio is 0.78.

Diverse representation exists at all levels within B2Gold, namely on employee committees, management committees and governance committees.

In 2019, B2Gold plans to advance our objectives towards diversity and equal opportunity through the development of our Corporate Gender Diversity Plan. Surveys on diversity will also be conducted at each of our mines by an external consultant to understand potential barriers, identify gaps in policy, and to determine strategies and action plans to achieve an increase in female representation and other diversity objectives.

<sup>15</sup> Gender pay gap ratio is calculated as the average difference between the remuneration for men and women.