

ACACIA

SURVEY INSIGHT

How the mining industry is
responding to COVID-19

March 2020



ABOUT

IN A TIME OF UNCERTAINTY AND MEDIA SATURATION, WE TOOK A MOMENT TO FIND OUT FIRSTHAND, WHAT IMPACT COVID-19 WAS HAVING ON OUR NETWORK.

On 11 March 2020, the World Health Organisation declared the Covid-19 coronavirus outbreak a pandemic.

Many mining companies were forced to slow, suspend or shut down operations due to local outbreaks, border closures, travel restrictions and social distancing measures.

Our global survey reached mining professionals of all walks of life from technical roles and suppliers to the industry, right through to executives.

The following report captures current insight to the ways individuals and their employers are managing the crisis.

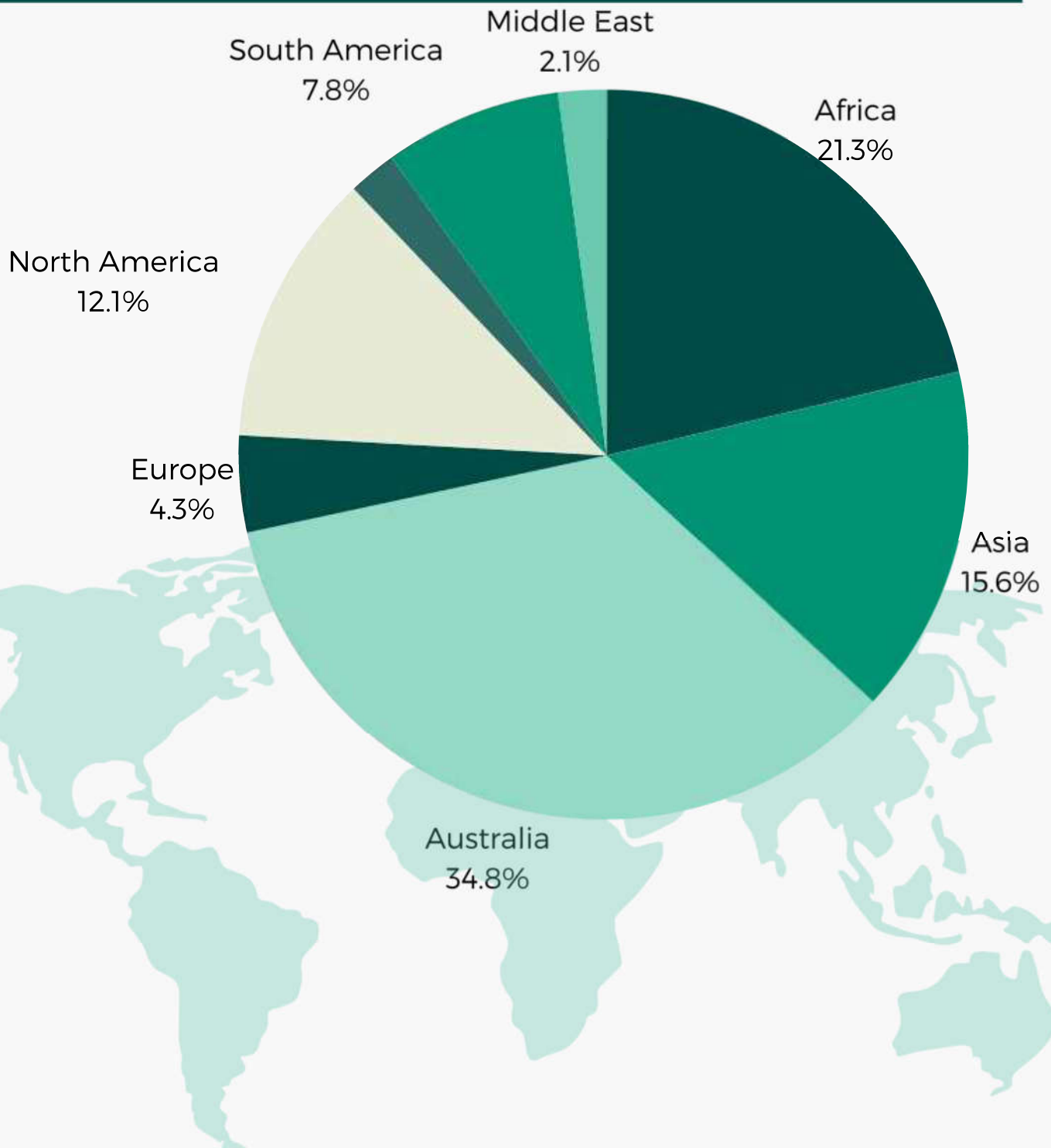
We will plan to continue tracking the journey as it evolves.



GLOBAL SURVEY

We put the call out to our global talent network, receiving responses from regions including Africa, Asia, Australia, Europe, North, Central and South America as well as the Middle East.

61% of our survey group said they live and work in the same region. 38.74% said they travel to a different country for work.



SURVEY GROUP

How would you describe your role level currently?

Participants included mining executives, managers and professionals.

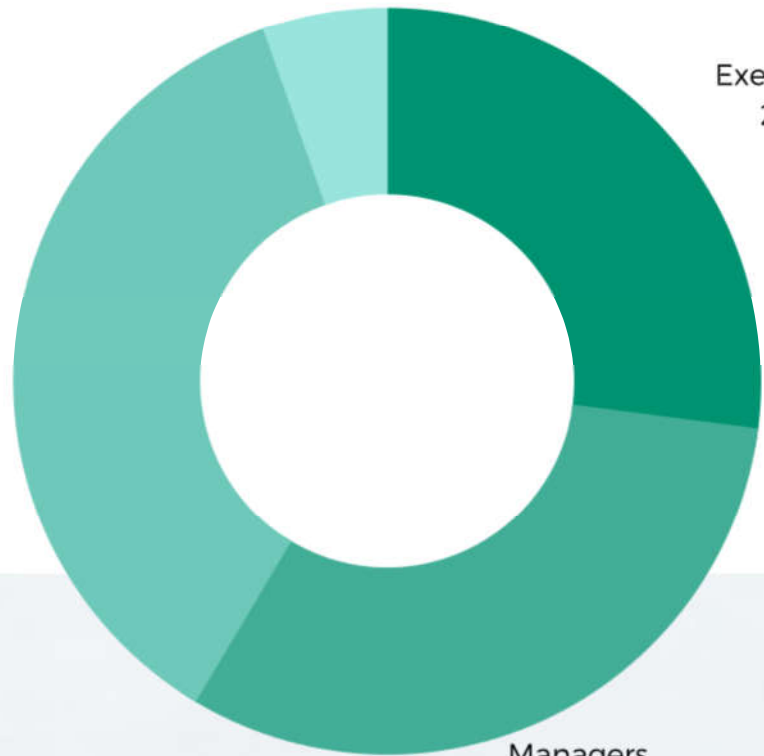
This was broken down again into site and non site based.

Site based being defined by participants spending at least 50% of their time at site.

Professionals
36%

Unemployed
5.4%

Executives
27%



Managers
31.5%

53%

Of survey participants work in site based roles or a required to travel 50% of their time for work.

47%

Of survey participants were office based.



COVID-19 IMPACTS



We asked the group, what kind of impact the pandemic had on their current employment.

At the close of the survey 44% of our participants were yet to see any affect.

Of that group 16% expected that this would soon change.

Some of the largest groups impacted were those in consulting and operational roles. Restrictions to travel and client bans on site visitors were the main reasons cited.

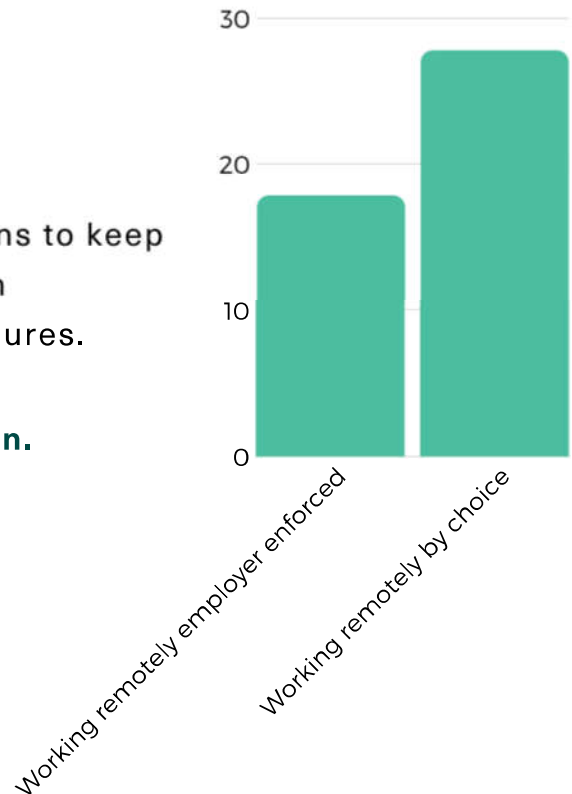
THE IMPACTS

Social distancing

As governments increasingly encouraged citizens to keep their distance, it was interesting to see a split in voluntary and employer enforced isolation measures.

44% of our participants practiced self isolation.

27% of the isolation group, did so by choice.



WORK ATTENDANCE

57%

felt comfortable going into work

39%

would feel hesitant or uncomfortable attending work

Most who were comfortable attending work, also said that their employer had implemented social distancing practices and/or virus testing in the work environment

JOB SECURITY

Confidence in current employment was split almost 50/50.

People who were feeling uncertain mentioned funding issues, cut backs to exploration and reducing overheads as the main concerns.

Some attributed their job confidence to the viability and market performance of the resource. Notably those in the gold industry cited feeling more confident than their peers.

52%

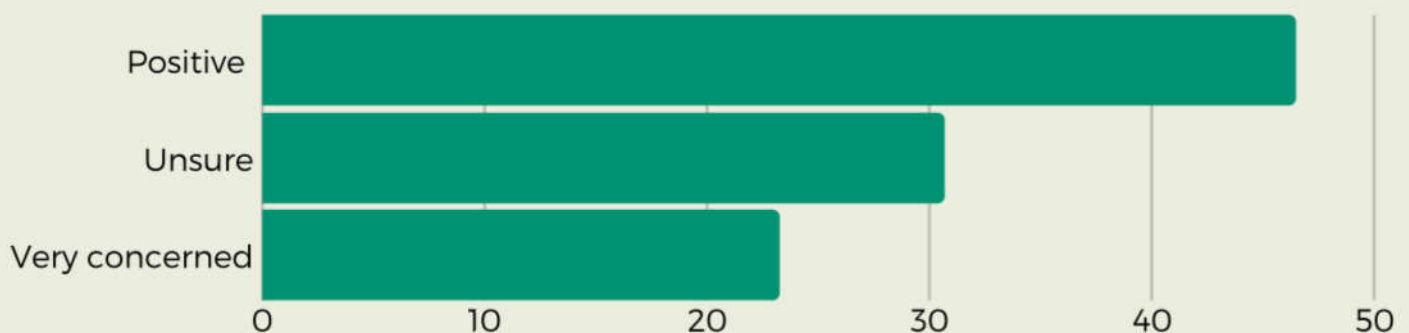
Felt that their job was safe in the current climate.

48%

Felt that their job could be at risk in the current climate.

When asked how they felt about their future work prospects in the mining industry, the outlook was mainly positive.

46% of respondents felt good about their future in the industry.



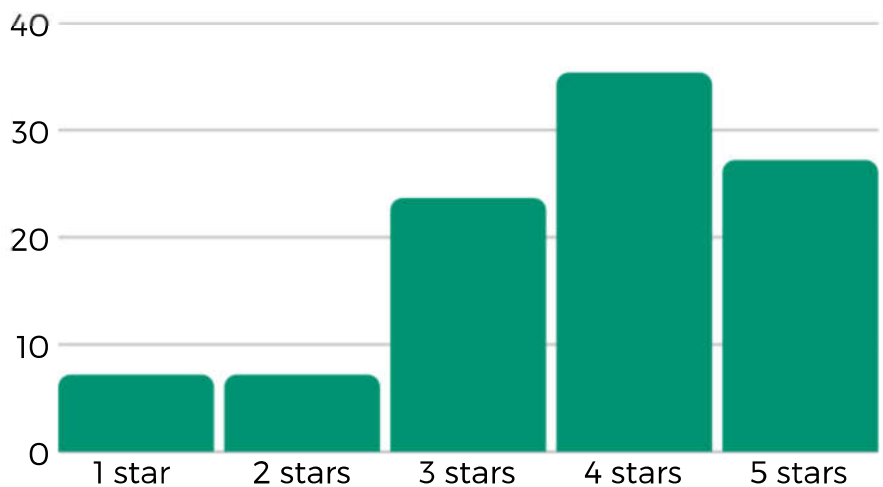
EMPLOYER RESPONSE

**How would you rate
your employer's
response to this
crisis?**

3.7★
average rating



When asked to rate their employer's response to the crisis out of 5 stars (where 5 was the best possible response and 1 was the worst) the majority of our survey group thought their employers had responded well giving 4+ stars.



43% of our participants said that their employer's response to the crisis had positively impacted their desire to work with them moving forward.

Companies that had previous health emergency experience were also viewed as better prepared to deal with the fall out of a global pandemic. Good communication and a genuine desire to put the health of their workers first were some of the reasons these employers performed ahead of their peers.

19% of participants said their feelings were negatively impacted by their employer's response. This group cited company in-action and denial as main causes for their concern. Companies that left the decision to work, up to their employees, were also perceived negatively in this category.

JOB MARKET

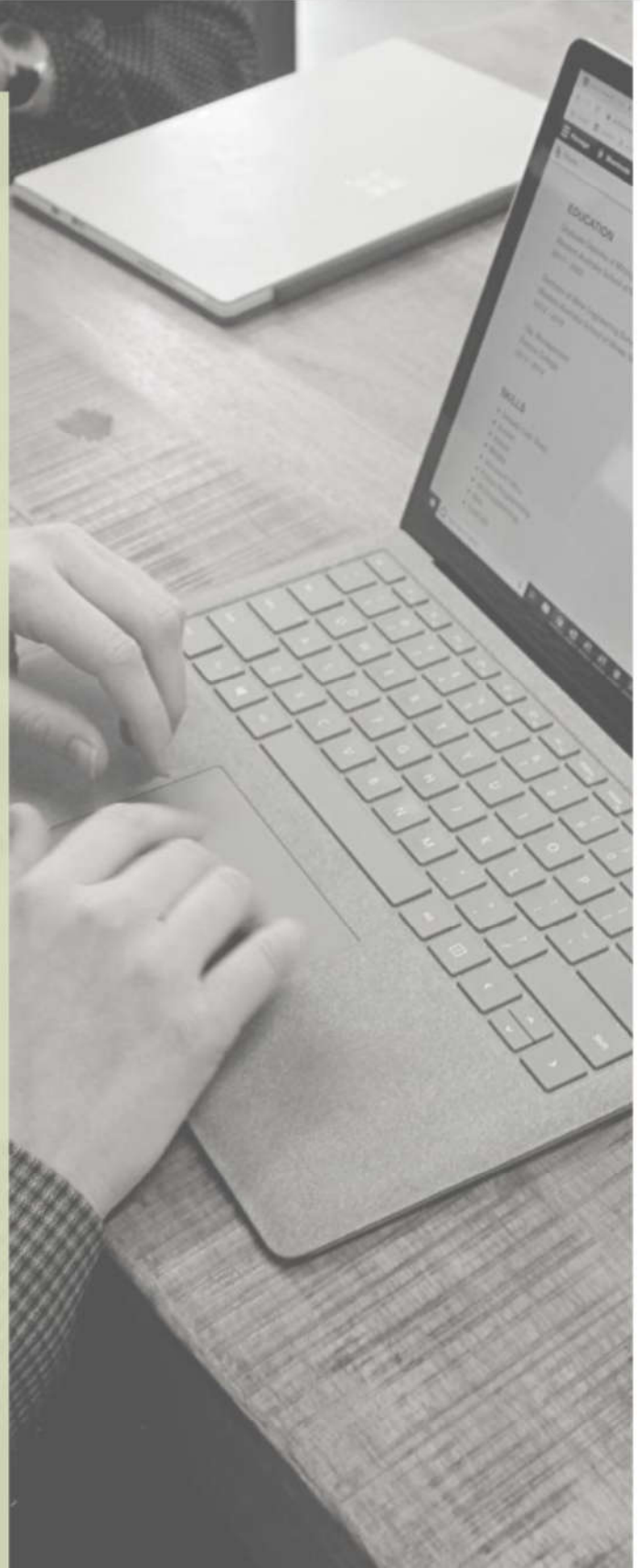
61%

Of our survey participants said they are actively looking or would consider a new job opportunity, in the current climate

With so many displaced and uncertain about the future, savvy employers and job seekers could use this opportunity to build professional connections (from a safe distance).

30.5% of participants surveyed, identified as active jobseekers. Another 30.5% would consider a new opportunity.

39% said they wouldn't consider a move in the current climate. A number of people in this group cited, lack of advertised roles and market uncertainty as major factors.



ACACIA

We are a global executive search consultancy that goes beyond the limits of traditional methods.

We know that the right person in the right job can determine the future of a company. That's why we pursue the people that drive results and make an impact; in the best way possible.

Our unchallenged mining and resources expertise, passion and human approach ensure that we find the right one. Every time.

Get in touch to see how we can help.



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