

Mid-30s Exit

How to build real flexibility at site level

Retaining women through the mid-30s, including FIFO and DIDO roles

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Astron: design connection before habits harden

THE GREENFIELDS ADVANTAGE

Rosters
Role design
Camp and facilities
Transport
Communications
Leader expectations

Build flexibility and connection into the operating model from day one.

Donald is an opportunity to design how people work before one “standard way” becomes fixed. Flexibility is not an exception. It is part of safe, reliable operations.

What the mid-30s exit looks like

22-23%

women in mining workforce

44%

FIFO/DIDO women reporting
role isolation in the 2022
survey

MID-30s

a career and life stage, with
increasing risk for career and
family

The exit can be a resignation, a move away from site, a step out of a line role, or a decision not to pursue the next promotion.

Why women leave during the mid-30's.

PERSONAL

time away from family, community, routines and support

SOCIAL

being outside the dominant camp or crew culture

PROFESSIONAL

missing information, networks, acting work and development

Use general retention strategies, then add targeted FIFO and DIDO solutions.



Strategy 1: flexible careers and roster choices

EVEN-TIME

balanced time on and off

SHORTER SWINGS

less separation from home

FIXED DAYS

predictable caring and recovery

PLANNED PART-TIME

known cycles and coverage

ANNUALISED

flexibility across the year

STABLE TRAVEL

fewer late changes

**Across mining: flexible hours, part-time, job-share and phased returns.
FIFO/DIDO: shorter swings, stable travel and predictable rosters.**

Strategy 2: keep women in meaningful career pathways



One role charter

Shared work plan

Protected overlap

Reliable handover

Clear decision rights

Output-based performance

Protect line experience, training, sponsorship, acting work and promotion when arrangements change.

Strategy 3: targeted support for FIFO and DIDO women

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CONNECT

buddy, check-ins, inclusive handovers
and team contact

ROSTER

predictable swings, stable travel and
protected time at home

CAMP + CAREER

privacy, safe social options,
communications and equal opportunity

Building the business case

Vacancy cover

Recruitment +
relocation

Onboarding

Training +
supervision

Productivity
ramp-up

Contractor +
delay risk

MEASURE THE REAL LOSS

Women's turnover
Parental leave return
Line-role retention
Access to development
FIFO/DIDO isolation
Roster stability

Compare the cost of losing capability with the investment in connection, crew depth, transport, camp facilities and leader skill.

Policy: make flexibility a safe, controlled pathway

- 1** **TEST EVERY ROLE** Explain limits through work, safety or law
- 2** **DECIDE CLEARLY** Criteria, timeframes, trials and review
- 3** **PROTECT CAREERS** Training, line work, acting roles and promotion
- 4** **MAKE APPEAL SAFE** A path beyond the first decision-maker
- 5** **NORMALISE USE** Available to all genders and life stages



Culture: make flexibility compatible with progression

LEADERS

make connection part of safe work

SYSTEMS

track isolation, rosters and opportunity

**CAN WOMEN USE
FLEXIBILITY AND
STILL
PROGRESS?**

SUPERVISORS

check in, include and act early

TEAMS

challenge exclusion, gatekeeping and silence

DMS roadmap: build women's retention into the operating platform

MOBILISATION & CONSTRUCTION

Classify roles
Baseline isolation
Pilot rosters + job-share
Review camp and transport

TRANSITION TO OPERATIONS

Test handovers + fatigue
Train leaders
Launch buddy + check-ins
Confirm communications

OPERATIONS PLATFORM

Quarterly dashboard
Review every regrettable exit
Track access to opportunity
Scale proven models

Measure whether women are retained and progressing

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Women's turnover

Parental leave return

Line-role retention

Access to development

Internal promotion

Flexible work access

FIFO/DIDO isolation

Roster stability

Safety + fatigue

Protect privacy when results involve small groups.

RETAIN EXPERIENCE, CAPABILITY AND CHOICE

**Build flexibility for women across mining.
Add targeted solutions for the realities of FIFO and DIDO.**

Real flexibility is better operating design.



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