

Exxaro Resources Limited

Formed in 2006, Exxaro Resources is one of the largest South African-based diversified resources companies. Exxaro Resources Limited's vision is that through innovation and growth it will be a powerful source of endless possibilities.



Business Activities:

Coal mining, mineral sands, base metals and interest in iron ore

Organisational Culture:

To nurture and build a supportive high-performance culture and an environment in which positive reinforcement is prominent, Exxaro rewards performance and behaviours that it wants repeated.

Graduate Recruitment Contact

Christa Rheeder
Christa.rheeder@exxaro.com
+27 (12) 307 3357

careers@exxaro.com

exxaro

POWERING POSSIBILITY



Diksha Somai:
BSc Engineering
(chemical)
(University of the
Witwatersrand).

The Grad Perspective

Diksha works at Exxaro as part of the company's Professional in Training (PIT) programme. Her job is aligned with the company's Structured Development Programme, where she works in the Growth Energy division. Diksha has been working for Exxaro since 2008, when she was awarded a bursary.

Working at a company that has two distinct environments – corporate and plant – can be tricky. 'At corporate office, there are always formal meetings and you are in contact with high-level professionals. At the plant, it's overalls and boots; a much more relaxed atmosphere.'

Complex though this environment may be, Diksha enjoys the multi-faceted, and multi-disciplinary, nature of her work. 'It's always great to do something new and innovative, like investigating renewable energy,' she says. As for the company itself, she says the best part is its culture of empowering individuals to become visionaries. 'Exxaro's open-door policy enables interaction across all reporting lines and generates a climate of respect and equality. Individuals are committed to striving to achieve excellence,' she concludes.



Total staff: 10 500
Total grads: 30 bursars annually
Average starting salary: Market related
Male/female staff component:
86% male; 14% female

Exxaro Resources has interests in coal, mineral sands, base metals, industrial metals and iron ore. The company is the result of a merger between Kumba Resources and Eyesizwe Coal.

Exxaro has a unique and vibrant culture shaped by the synergies of our predecessor companies. It brings along a history of strong leadership and performance excellence, traits that are encouraged at all levels within the organisation. This culture encourages performance where individuals enjoy working as teams and across boundaries.

The company builds leaders through its core values and provides an exciting environment for individuals who are competent, willing and ethics driven, but most importantly, whose personal values match that of the company.

Exxaro offers salaries that are market related and which include standard benefits such as medical aid and retirement fund options, general accident insurance and maternity cover. Short-term incentives are awarded to all levels according to the company's performance. Two long-term incentives schemes exist: a management share scheme which is available to mid and senior managers and the M power share incentive scheme for employees who are not part of the management share scheme.

The company makes a significant contribution to its employees' wellness and wellbeing at work. HIV and trauma counselling programmes are available for those in need of personal guidance.

A well-established system of performance management and succession planning is in place. Individuals are assessed on a bi-annual basis in order to gauge their performance and readiness for promotion.

If you're **digging** for
opportunities
in the
mining
industry

ix marks the spot

See yourself building a **successful future** in the mining industry? Then look no further than **Exxaro**. **Exxaro** offers new minds endless opportunities in our industry. Our fantastic bursaries, continuous training and development programmes, innovative and dynamic working environment add to our promise of powering possibilities.

There's no better partner if you want to hook yourself up with a great career in mining.

Visit www.exxaro.com. Click on careers to see all the exciting opportunities Exxaro offers.

exxaro

POWERING POSSIBILITY

www.exxaro.com