



ArcelorMittal

# We are guiding the evolution of steel ...

...to secure the best future for the industry and for generations to come. Our commitment to the world around us extends beyond the bottom line, to include the people in which we invest, the communities we support and the world in which we operate. This long-term approach is central to our business philosophy.

## Sustainability

[www.arcelormittal.com/southafrica](http://www.arcelormittal.com/southafrica)

ARCELORMITTAL SOUTH AFRICA IS THE LARGEST STEEL PRODUCER ON THE AFRICAN CONTINENT, PRODUCING 7.3 MILLION TONNES OF LIQUID STEEL PER ANNUM.

The company has a depth of technical and managerial expertise carefully nurtured since 1928, a reputation for reliability and a sharply defined business focus, which has forged the organisation into a modern, highly competitive supplier of steel products to the domestic and global markets.

Becoming part of the world's largest steel producer, ArcelorMittal has served to highlight ArcelorMittal South Africa's global standing. The company is the world's number one steel company, with 330 000 employees worldwide.

ArcelorMittal has a balanced geographic industrial presence in 27 countries and is the leader in all major global markets, which include automotive, construction, household appliances and packaging, with leading research, development and technology, as well as sizeable captive supplies of raw materials and outstanding distribution networks.

Through this association ArcelorMittal South Africa has access to world-class research and development, best practice processes, aggressive procurement contracts and international market leverage to ensure the company remains at the cutting edge of the international steel industry.

## Employee value proposition

The performance-driven culture encourages staff to reach their full potential, and is supported by an infrastructure which allows for participative target setting, decision making and equitable, performance-based remuneration. A performance-reward system is in place whereby performance is measured and allocated to the corresponding compensation.

The company has also invested in various social investment initiatives in the fields of mathematics, science and technology in order to develop human potential.

Employing the highest calibre of staff and ensuring their development through comprehensive organisational planning is the basis of the company's personnel management. Skills development is recognised as a priority, and as such ArcelorMittal South Africa is one of the major contributors to skills development. ArcelorMittal South Africa is committed to increasing staff's skills base and providing equal employment opportunities.

## Career opportunities

Bursaries in the following disciplines are awarded to South African citizens for further study towards a B.Eng degree at nominated South African universities: mechanical engineering, metallurgical engineering, electrical engineering, chemical engineering and industrial engineering.

ArcelorMittal offers internship programmes to graduates from recognised South African universities in human resources, finance, procurement & logistics, information management and marketing.

Apprenticeships are offered for millwrights, electricians, instrument mechanics,

### AREAS OF STUDY

- Agriculture
- Business Administration/Management/Strategy
- Commercial Marketing
- Education
- Engineering
- Economics/Finance/Commerce
- Human Resources
- Information Technology
- Journalism/Media
- Law
- Logistics
- Natural Sciences
- Procurement and Logistics

### STARTING DISCIPLINES

- Administration
- Civil/Industrial Engineering
- Communication/Marketing
- Financial Management
- Auditing/Tax
- Human Resources
- Information Technology
- Law
- Marketing/Sales
- Management Trainee/Strategy
- Production
- Research and Development
- Information Management

## STATISTICS

- Total employees: 9 339
- Total graduates recruited annually: Approximately 25
- Total engineering bursary holders recruited annually: Approximately 35
- Total apprentices recruited annually: Approximately 250
- Total learner technicians recruited annually: Approximately 20

fitters & turners, fitters, boilermakers and welders. The company also offers Work Integrated Learning programmes in the following disciplines: mechanical engineering, metallurgical engineering, electrical engineering, chemical engineering and industrial engineering.