

Zinc Assets Australia Graduate Program



“They talk about graduating to the big league. Well jobs don't come any bigger than this!”

GLENCORE

Diversified. Dedicated. Driven.

Zinc Assets Australia Graduate Program

Glencore is one of the world's largest diversified natural resource companies and a major producer and marketer of more than 90 commodities. We are so much more than a mining company, we are a true mine to market business.

Our operations comprise around 150 mining and metallurgical sites, oil production assets and agricultural facilities with graduate career opportunities at every stage of the commodity supply chain.

Using our sector knowledge and global supply base, we source and market commodities to industrial consumers, such as those in the automotive, steel, power generation, oil and food processing sectors. We produce and market resources that play an essential role in modern life.

Be a leader in your field

People are at the heart of our business. That's why we're committed to safety at our operations, why we work hard to minimise our impacts on the environment and our communities, and why we aim to attract graduates who strive to be leaders in their field.

We recruit graduates who are dedicated and driven, with a can-do spirit, and a willingness to learn and take responsibility. As a graduate this means giving you access to unrivalled opportunities and unlimited potential to develop your career and achieve your goals.

Our size and diversity allows our graduates to forge a strong career path across our diverse mix of assets and commodities all over the world, ranging from specialist technical roles to operational and managerial positions.

At Glencore, we want you to succeed, not just for the benefit of the organisation but so you can achieve your own career goals. Our experienced professionals will challenge you each step of the way – to think differently, ask questions and find innovative solutions.

Whether your goal is to lead your own team of technical staff, influence life of mine strategy or become a leader in our business, we are committed to developing our people to ensure they have the greatest

chance of success.

This is your opportunity to test your skills and creativity in real world situations.

Zinc Assets Australia Graduate Program

Glencore is proud to be recognised as a Top Graduate Employer.

Our two-year Graduate Development Program is designed to provide valuable opportunities and expose graduates to different areas of the business through multiple work rotations, and site and area visits, to accelerate your learning and development.

We combine structured, professional training and on the job learning to build your leadership capabilities as well as gain experience at one of Australia's biggest mining operations.

Glencore's approach to graduate development focuses on the transition from developing talent to growing our future leaders over the two years.

New graduates will be involved in hands-on workshops which will help them to connect with others and develop their self-awareness, complete their DiSC profile de-brief sessions and participate in our SafeLeader safety-based courses to help familiarise them with the operations.

Our Glencore Graduate Program provides the opportunity to learn from leaders in your field, gain on the job experience and participate in new opportunities to extend your knowledge and skills.

"Graduates are future business leaders; therefore, leadership coaching should start at the beginning."

Learning and development is a large part of the program, with informal coaching and mentoring from some of the industry's best and

brightest minds.

Graduates will also extend their knowledge through training courses in safety and management systems, as well as focused technical development.

Throughout your two-years, you will also be a part of the Graduate Professional Development Program, where we provide you with the foundations of your leadership training: with a focus on communication, emotional intelligence and leading and motivating people.

Our Graduate Development Program will equip you with the skills, experience, and knowledge to ensure your success well into the future.



**Want to
know more?**

**Hear from our
Graduates.**

Visit

**[glencore.com/
careers/graduates.](https://glencore.com/careers/graduates)**

Glencore's North Queensland and Northern Territory operations

We differentiate ourselves through our entrepreneurial spirit, and our people are given the responsibility and accountability to make decisions, balancing our business needs with the communities in which we work and live.

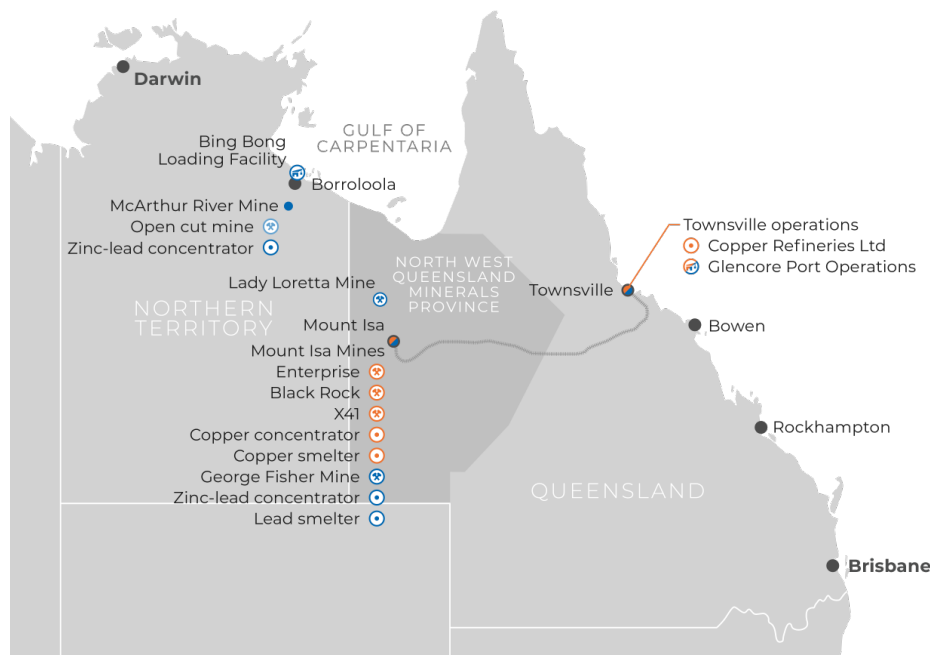
At our North Queensland and Northern Territory operations, we have assets in Mount Isa, Townsville and McArthur River producing a range of resources, including copper, zinc, lead and silver.

As a graduate in our operations, you will have access and exposure to technologies developed onsite which have revolutionised mining and processing around the world.

Our operations have pioneered many significant mining industry innovations and you will be working with technologies in the places from where they were developed, including the IsaMill™ fine-grinding technology, the ISASMELT™ smelting process, ISAKIDD electrorefining, the highly successful Jameson Cell flotation technology and the Albion Process™.

In addition, our sites are quite unique, and at our Mount Isa Copper Operations you have the chance to work in the largest network of underground mine development in the world, routinely mining stopes in excess of 200kt.

At George Fisher Mine, our largest underground zinc-lead mine, you will experience the AVOCA method, a rare method used at very few mines around the world.



Mount Isa Mines

Mount Isa Mines is one of Australia's oldest, largest and most complex mining operations. It's the second largest producer of copper in Australia and a key asset in Glencore's global mining portfolio.

Copper is mined at both our Enterprise and X41 underground copper mines at Mount Isa and these are the deepest underground copper mines in Australia, approaching a depth of 1900 metres.

Mount Isa Mines boasts the largest zinc resource base in the world and represents almost a third of Glencore's annual zinc metal production.

Our zinc assets in and around Mount Isa consist of George Fisher underground mine and Lady Loretta underground mine.

On-site we operate a copper concentrator, zinc-lead concentrator and filter plant, copper smelter and lead smelter, as well as support services.

Ore is processed at our concentrating and smelting operations to produce copper anode, lead bullion and concentrates which are transported to Townsville for further processing and export to international markets.

Townsville Operations

Based in Townsville, Copper Refineries Ltd (CRL) is one of the world's leading electrolytic copper refineries and the largest in Australia. It's capable of producing 300,000 tonnes of 99.995% pure copper cathode per year through Glencore's proprietary ISAKIDD process.

Our Port of Townsville operations represent a critical part of our integrated copper and zinc supply chain, which provides jobs for more than 6,100 people across North Queensland.

Our businesses explore, mine, process, transport, store and export copper and zinc-lead-silver commodities from our operations across Queensland to the rest of the world.

Northern Territory Operations

Located 970 kilometres south-east of Darwin, McArthur River Mine in the Northern Territory is one of Glencore's most remote Australian operations. It is the world's second largest zinc and lead deposit.

The operation includes an open cut mine and processing facilities.

Zinc and lead is mined and processed on-site and from there it is trucked to the Bing Bong Loading Facility on the Gulf of Carpentaria and shipped world wide.

Responsibly sourcing the commodities that **advance everyday life.**



Work life balance and community

At Glencore we're dedicated to supporting your career and development and, with operations in Mount Isa and Townsville, we know you'll enjoy living in the communities in which we operate.

An easy daily commute offers the gift of time, and you'll find new ways to spend your weekends with a range of invigorating activities like four-wheel driving, camping, fishing, boating and sports.

Working and living residentially is quite unique and highly sought-after in the mining industry. Living regionally doesn't mean missing out and Mount Isa and Townsville offer great restaurants, bars and cafes, shopping and all the facilities to make you feel at home.

You will be warmly welcomed and form instant social connections as part of the graduate program. Our communities are home to many events throughout the year, including the world's third largest rodeo, the Mount Isa Mines Rodeo and the Townsville V8 Supercars.



Graduate Development Program

Graduate rotations: As a graduate, you will be developed through rotations with different areas and exposed to a broad spectrum of activities in your chosen field.

Site area visits: You will have opportunity to visit other sites as well as different areas of the business to understand that we are a true mine to market business.

Graduate Development Program: You will undertake a six-day graduate development course aimed to develop and build your leadership capabilities, emotional intelligence and professional skillset.

Events: Throughout the year, you will have the chance to attend a range of community engagement, networking and professional events as well as winter and summer graduate social activities.



Benefits

In addition to our competitive remuneration packages, Glencore employees enjoy other benefits such as training, development, health and lifestyle, and reward and recognition programs.

Glencore Rewards is the benefits platform exclusive to Glencore employees. Enjoy savings, discounts and special offers at over 400 retailers Australia-wide, in-store and online.

You'll take advantage of retail discounts through our Glencore Rewards program, be eligible for health insurance discounts, have the opportunity to salary sacrifice vehicles and receive professional development assistance, just to name a few.

The people we are seeking

Bright, curious, confident? You're exactly who we're looking for. We're seeking graduates who are dedicated and driven, have a can-do spirit and a willingness to learn and take responsibility. These are attributes that we are keen to foster and develop, setting our graduates up for long-term success.

We welcome recent graduates to our program in the following fields:

- Engineering – chemical, civil, electrical, mechanical, mining or geotechnical
- Environmental science, geology and geophysics
- Information systems and Information technology
- Other roles such as accounting, community relations, human resources and occupational health and safety.



Eligibility requirements

To apply for our Graduate Program, there are certain criteria required:

- Applicants will have a relevant undergraduate degree to the area in which they are applying.
- Graduates will be due to complete their degree by the end of the current academic year, or have completed it in the previous year.
- Applicants must have the ability to work in Australia.

In addition, we also take into consideration such things as work experience, community involvement and academic history.

Application process

Recruitment and selection is undertaken locally and is scheduled to coincide with regional university and vacation calendars. Applications are accepted through glencore.com/careers. On receiving the online applications, we will shortlist and interview candidates via phone.

Successful candidates will then be invited to conduct a site visit, where graduates can see what life is like in their chosen area, and sit a more formal face to face interview.

Successful candidates will then be offered the opportunity to join Glencore.

Not graduating? Consider our vacation work placements or scholarship programs.

Our Vacation Program is designed to give you a real taste of an exciting future. Each year we host a significant number of university students during the university break from December to February. Experience the industry, live in a regional community and develop valuable skills.

Discover more at glencore.com/careers/graduates.



For further details on a career you
wouldn't trade for anything visit
glencore.com/careers/graduates

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