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About the company – GLENORE Glencore was founded by billionaire Marc Rich, as Marc Rich + Co AG in 1974. Today, Glencore (short for Global Energy Commodity Resources) is one of the largest globally diversified natural resources companies in the world, as well as a major marketer and producer of over 90 commodities. The customer base of companies includes industrial consumers, including those in steel; oil; the automotive industry; energy production and the food industry. The company currently employs more than 150,000 employees, including contractors in its 90 offices in more than 50 countries. Glencore's activities include 150 metallurgical and mining plants, agricultural facilities and oil production assets. About BURSARY PROGRAM - FIELDS COVERED Glencore will award exchanges deserving of students in the following fields of study: Electrical Engineering Engineering Mining Metallurgy Mining Chemical Engineering More about bursary program - coverage value & other funeral opportunities will cover the following expenses: registration fees, tuition, accommodation, meals, prescribed textbooks and monthly allowance. Students will also be able to take part in paid leave, where they will gain invaluable work experience. After graduation, you will need to work at Glencore for the same duration of the funeral prize. Shortlisted candidates will be contacted and required to participate in an interview with Glencore Alloys. If you do not receive any feedback within 21 days of the application deadline, you consider your request to be unsuccessful. ELIGIBILITY REQUIREMENTS Applicants must meet the following minimum entry criteria before applying (please note that failure to comply with all requirements will lead to your application not being considered): A South African citizen who is currently in matric or has completed a matric course or intends to study within one of the above mentioned fields of study Current matric: they must achieve the minimum symbol B for mathematics, Science and English Current 1 or 2. Your application is not taken into account: Proof of identity (certified copy) Matric latest results, if currently in matric (certified copy) Registry office certificate, if completed Matric (certified copy) Full academic record, if currently at tertiary level (certified copy) Curriculum Vitae Residence document Valid certificate of competence (if available) Applications must electronically via e-mail to: bursary@glencore.co.za (Insert Glencore Bursary Application – Your Full Name in the subject line of the email). The Xstrata/Glencore mine believes in value and making a difference. They offer equal opportunities with less bureaucracy. They see themselves as different from other mines and at the same time support individualism within the workforce, because no two people are the same. They take deep care of the community and build lasting relationships with safe ethical work practices. They believe in the skills of their workers, education, experience, as well as responsibility. If you are motivated, look like a decision maker that grabs at every opportunity, with both hands. Then it's the perfect place to start. With one of these exchanges, you can open the door to a safe, secure and successful career. Their employees grow as a team, but moreover, both family and friendship are formed. With Xstrata/Glencore you get recognition when it is earned, you can take advantage of the rewards of a full life. The Glencore XSTRATA stock exchange scheme identifies the importance not only of development but also of supporting a strong professional workforce. That's why they're committed to growing steadily by empowering new talented individuals. This is reassessment for your future, beyond society. They believe in diversity and equal employment opportunities, in addition to the safety and support of the community they stand relentlessly. With them, your future will not only look bright, but will be a rising star. They have multiple projects in the pipeline that offer the prospects of big development forecasts. Any applicant who is successfully awarded a funeral will have to sign a duty of service. Glencore XSTRATA Bursaries will also include the following: Registration fees Exercise fees Exercised fees Written textbooks as required Other post Laptop together with printer Roll leave with the company All mandatory seminars and excursions will be included Glencore XSTRATA Exchanges Available The following career paths will be available for study, depending on the need of the company at that time. Mining Engineering Mechanical Engineering Electric Engineering Financial Management (B Com) Geology Discipline Glencore XSTRATA Bursary Requirements If you intend to apply for such a funeral from Xstrata / Glencore, candidates will need the following. For engineering disciplines: English with a minimum of 60-69 % (level 5) Mathematics and science with a minimum of 70-79 % (level 6) Observe all other preliminary requirements of the Higher Education Institute For Financial Disciplines: English with a minimum of 60-69% (level 5) Mathematics and accounting with a minimum of 60-69% (level 5) Shared requirements: Candidates must be South African citizens Candidates must be suitable to obtain a valid certificate of eligibility before the funeral will be completed or have one. This certificate must comply with the Mine Health and Safety Act. Glencore XSTRATA Bursary Opportunities Yes you must also apply for their graduate recruitment system. However, this opportunity is only a short-term placement or apprenticeship. This gives candidates an extra leg up in achieving graduate level roles. These locations are available in a wide range of fields. These areas are as follows: Here you will be equipped with much needed skills through expert guidance to ensure a skilled future workforce. It is about cooperation in the field of jobs, which gives each candidate excessive experience. You will learn from the best in each area. Xstrata / Glencore offers summer or holiday work to talented individuals, as well as apprenticeships and internship positions. There is a wide world waiting for you. Open the door and be welcome inside. Glencore XSTRATA Bursaries Applications For online stock exchange applications, you can check it out here and on your website as it is currently not available. In addition, you can also ask bursary@glencore.co.za. Candidates are invited to please include the following in your application: request letter, including what degree you are studying (grade 12, year 1, etc.) also include why you are best suited for this bursary A certified copy of a valid South African IDA certified copy of your latest academic results (candidates in grade 12 can send grade 11 results) Preferences in the field of study or current study Glencore XSTRATA Stock Exchange Closing date may vary, depending on the stock exchange. However, most applications must be by the end of May each year. Please note, if you have not heard anything within 21 days after the closing date, you may consider your application unsuccessful. No documentation, CV or forms will be returned to candidates. Therefore, it is important to include only certified copies. If you are into mining and would like to pursue a career with this company, please send your applications at the moment. Good luck to everyone, your year can be full of surprises. At Glencore South Africa Operations, we recognize the importance of developing and maintaining a strong professional skills base, and the continuous flow of new talent into our operations is a strategic commitment to our future and to you. We are committed to achieving diversity and equality of employment and focus on community safety and information. Every year we offer exchanges within our coal and ferro alloys operations in the fields of mining engineering, electrical engineering, chemical engineering, engineering, metallurgy, B Com (Financial Management) and Geology. Engineering discipline, the candidate must get a minimum rating of 6 (70%-79%) in mathematics science, 5 (60%-69) English and according to the requirements of the institutions. The candidate must obtain a minimum rating of 5 (60%-69%) in mathematics, accounting and English to be considered in finance. Successful applicants will have to sign the service obligation. Successful applicants must hold a valid certificate of competency or be sufficiently competent to receive it before the bursary award is launched, as this is a requirement of the Mine Health and Safety Act. For more information visit Glencore Opportunities TFG has exciting opportunities that allow employees to grow and succeed in an environment of support, collaboration and respect. Page 2 Applying jobs as a recent graduate provides a unique challenge – what do you put on your RESUME if you don't have much experience? I'll show you how to create a top resume for a graduate using Microsoft Word. You want to be your own boss? Do you like working with your hands? Being a plumber has many advantages, but it can also require long, odd working hours. Page 2 Chain your driving licence? Or is the thought of being behind the wheel frightening you? Fight your fears and raise every area of your life through this basic skill. We offer exciting opportunities for graduates and entrance schools around the world, in areas from geology and engineering to business, sustainability, logistics and finance – to name but a few. If you are dedicated and driven, you have a can-do spirit, and you are willing to learn and take responsibility, we offer the opportunity to develop your career – and rewards to match. We value diversity and respect people from all backgrounds. Our graduate programmes combine structured, professional development with experience in the field of work. If you're smart, curious, confident and want to grow with us, you're who we're looking for. Find opportunities in your region Our recruitment and selection processes are organized by global region – with a choice depending on your local calendars. To explore our global assets and offices, see our global asset map. Our goal is to attract different talents to our African operations. In South Africa, our coal and ferroalloys departments offer annual student exchanges on the following subjects: engineering – mining, electrical, chemical, mechanical and metallurgical financial management with a bachelor's degree in Geology In 2016, 11 of our 50 students with exchanges in South Africa graduated from university; nine of them came to work for Glencore. We welcome recent graduates of our graduate program. We offer opportunities in the following areas: Community Engagement Environment Finance and HR Health and Security Logistics and Operations

IT Trading and Business Tasks Trading and Commercial Our Oil Division also operates an annual graduate system based in our Singapore office. If you earn space, will operate in our business environment and in areas such as operations, risks and analyses. You will undergo structured training that potentially leads to the work of a frontline trader or in another business role. We welcome recent graduates of our Australian Postgraduate Program in the following areas: engineering – chemical, civic, electrical, mechanical, mining or geotechnical environmental sciences, geology and geophysics Information Systems and IT Other tasks such as accounting, community relations, human resources and safety and health at work. You will need the appropriate tertiary qualification – but we are also looking for graduates who want to live and work in remote places. Vacation programs and scholarships Our holiday program gives you a taste of an exciting future. Every year we host students during the December-February break – we will help you learn more about the industry and develop your skills. Trainee Program Australia, we are also introducing a program of interns to draw talent from local Indigenous communities. Glencore has been voted by Australian graduates as one of the Top 100 Graduate Employers in the GradAustralia 2019 Student Survey We welcome recent graduates - recruiting across Europe for opportunities not only in Europe but around the world, across a wide range of disciplines. As a graduate in our corporate marketing offices, you get a wealth of on-the-job experience – working with experienced and accomplished colleagues. Business and Business Scheme Our oil division also operates an annual graduate system based in our London office. If you earn a place, you will work in our business environment and in areas such as operations, risks and analysis. You will go through structured training, potentially leading to work as a front-line trader or in another business role. During the summer holidays we offer internship programs in various areas. On an annual basis, we can offer a variety of graduate jobs in engineering, throughout our North American mining operations. Business and Business Scheme Our oil division operates an annual graduate program based in our Stamford office in Connecticut. If you earn a place, you will work in our business environment and in areas such as operations, risks and analysis. You will go through structured training, potentially leading to work as a front-line trader or in another business role. In South America, we offer local graduate recruitment programs and scholarships at various operations and offices, in basic technical fields. Disciplines.

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