

UNLOCK YOUR POTENTIAL WITH EXXARO'S BURSARY PROGRAMME



WHY BECOME AN EXXARO BURSARY HOLDER?

Exxaro is proud to introduce our full-time bursary programme for talented and driven individuals like you to embark on a journey of academic excellence. The opportunity to become an Exxaro bursary holder extends far beyond financial support for your studies. Through our bursary programme, you will also gain access to a wealth of opportunities, mentorship, and exposure that will prepare you for a successful career.

POLICY STATEMENT

Exxaro established a full-time bursary programme for young South African citizens, providing opportunities for annual selection to pursue studies at recognised tertiary institutions in South Africa. The purpose of the bursary programme is to ensure a consistent flow of suitable young professionals into our graduate programme (known as our Professional-In-Training (PIT) programme) and our internship programme. The intent of these Programmes is to cultivate and nurture a talent pool where young talent is recruited, trained, coached, and potentially prepared for successful careers in the organisation. Applicants need to have a 4-year/NQF8/Hons degree for entry into the PIT Programme and 3-year/NQF7 degree for entry into the internship programme.

BURSARY DISCIPLINES

Exxaro's bursary opportunities focus mainly on studies that support our core mining industry disciplines:

- BEng/BSc degree studies (Civil, Chemical, Electrical, Industrial, Mechanical, Metallurgy, Mining, Electronic, Mechatronic)
- BSc Geology/Rock Engineering (Hons)
- BSc/B Comp IT, Data Sciences
- B-Technical Degree (Hons) Mine Surveying
- Support Services e.g., Human Resources, Finance, Supply Chain Management, Marketing, Community Development, Corporate Communication and Environmental Sciences.



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POWERING POSSIBILITY



BURSARY BENEFITS

The bursary provides comprehensive coverage, encompassing all study-related expenses such as tuition fees, accommodation, meals, books, data, travel, and wellness allowances. Additionally, recipients receive a one-time allowance for the purchase of a laptop or tablet.

THE BURSARY PROGRAMME ALSO INCLUDES THE FOLLOWING EXCITING BENEFITS:

- Be associated with a company that *Powers better lives in Africa and beyond*, a Sustainable Growth and Impact leader in the mining industry
- Dedicated administrative support and monitoring from Exxaro
- First and Second Semester Campus visits (attended by Talent Management and Mentors)
- Access to senior and experienced leaders
- Annual practical work exposure at one of Exxaro's operations (6 - 8 weeks during December/January break, depending on the curriculum requirement)
- Access to a digital platform to connect with Exxaro news and other bursars across different institutions
- Be invited to Exxaro's annual PIT Symposium
- Be considered for awards/prizes as top performing bursars
- Be invited to the annual Mining Indaba
- Access to Exxaro's Employee Assistance Programme (EAP) for professional trauma related support
- The potential of a work opportunity, where you can join Exxaro's PIT/Intern Programmes after graduation.



RECRUITMENT PROCESS

Opportunities are advertised between September and October through university Head of Department (HOD) contacts, on student platforms and Exxaro social media and website. During this time, students are invited to participate in the selection process for the upcoming academic year.

FOLLOW EXXARO FOR UPDATES AND SEIZE YOUR CHANCE TO KICKSTART YOUR CAREER WITH US!