

GRADUATE EARLY CAREER PROGRAM

WE MINE FOR
PROGRESS



IF YOU ARE LOOKING FOR AN OPPORTUNITY TO SHAPE A SAFE AND SUSTAINABLE MINING FUTURE AND BE SUPPORTED TO DEVELOP YOUR IDEAS, THEN OUR GRADUATE EARLY CAREER PROGRAM MIGHT BE FOR YOU.

The world is quickly moving towards bigger and better sustainable goals. We at MMG know we have a responsibility to power big technology with the metal and minerals that will help society achieve net-zero targets.

Climate change is real, and we trust MMG can play an integral role in creating a greener future and we need your ideas, talents and skills to help us achieve our purpose.

We believe you can have a powerful impact on our operations, and we encourage you to consider our program as a way to develop your career and become the future leaders of the Resources industry.



ELIGIBILITY

The MMG Graduate Early Career Program runs for two years and is open to graduates who have either:

- > Completed their studies within two years of application
- > Hold a tertiary qualification, but never worked in that role or capacity
- > Are in the final year of their study at the time of application with the ability to start in the following year.

BENEFITS

Benefits will vary based on where you live and the site you are assigned to. Benefits include:



AN ABOVE-AVERAGE ENTRY SALARY AND A YEARLY BONUS



ALL FLIGHTS, ACCOMMODATION AND MEALS PROVIDED FOR FIFO LOCATIONS



RELOCATION ASSISTANCE TO ROSEBERY OR A DESIGNATED COMMUTE BASE FOR DUGALD RIVER



COMPANY FUNDED INDUCTION HELD IN MELBOURNE TO NETWORK WITH KEY STAKEHOLDERS AND FELLOW GRADUATES



DISCOUNTED HEALTH INSURANCE RATES WITH ST LUKE'S HEALTH CARE

OUR PAST AND PRESENT GRADUATES



"In my current role, I've learned to value the application of sound metallurgical principles to problem-solving and troubleshooting. There are never two identical days. The culture at work is great and people are easy to get along with."

PHILIP FORSON - GRADUATE METALLURGIST



TRAINING AND MENTORSHIP

The Program aims to develop your capabilities and knowledge for the continual improvement of your professional skillset and to learn more about the industry. We will:

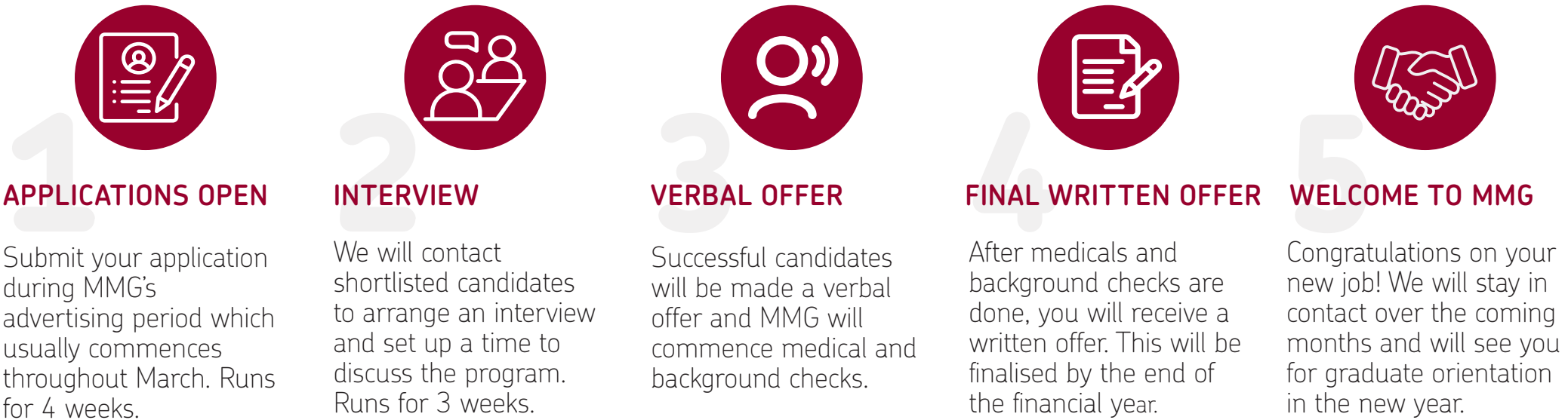
- > Partner you with a buddy that will help mentor and support you throughout your graduate journey
- > Conduct regular monthly check-ins and discuss opportunities for technical discipline-based development and leadership
- > Provide a range of formal training and coaching throughout the Program in line with your technical discipline.

PROGRAM COMPLETION

We are committed to seeing your success, and at the completion of the Program, we will support you to apply for suitable positions across MMG.

At times, employment opportunities will arise within the business prior to the end of your 2-year program, and if you meet the requirements of the role and wish to rotate off early, this can be negotiated with your Supervisor and site Human Resources representative.

RECRUITMENT TIMELINE*



* Specific dates will be made available on our website from January.

ROLES AVAILABLE*

- | | |
|----------------------------|--------------------------------------|
| > Mining Engineering | > Mechanical Engineering |
| > Metallurgy | > Mechanical Reliability Engineering |
| > Geology | > Surveying |
| > Geotechnical Engineering | > Environmental |
| > Electrical Engineering | |

* Roles may vary year on year based on business requirements.

ALTERNATIVE PATHWAY

For those who do not meet the eligibility requirements due to continuing study, our **Vacation Employment Program** may be a perfect path for you.

Each year we operate a Vacation Employment Program that runs for approximately 10 weeks over the Australian university summer vacation period.

This Program will provide you an opportunity to apply the knowledge and skills learned throughout your studies whilst gaining hands-on and real-world experience.

Applications open in July each year so be sure to keep an eye on our careers page: www.mmg.com/careers/



“It’s a great company size – small enough that you can have an influence on outcomes, but large enough that you have a support network that will put genuine effort into your personal development and interests.”

CHARLES SMITH - DEVELOPMENT AND IMPROVEMENT SUPERINTENDENT



“Working on a mine site offers endless opportunities. The MMG Graduate Program provides the skills and experience to grow your career in the mining industry.”

CATHY MARTIN - SENIOR PLANT METALLURGIST



ABOUT MMG

Headquartered in Melbourne, MMG is a mid-tier global producer of base metals including copper, zinc, lead, and gold and silver doré.

Our vision is to be the world's most respected mining company. To achieve this, we are committed to positively contributing to our host regions while also effectively managing the risks to people, heritage and the environment.

We mine to build wealth through the development of our people, partnering with local communities to drive economic growth and the value we deliver to our shareholders.

MMG is listed on the Hong Kong Stock Exchange (HKEx: 1208), and operates sites across Australia, the Democratic Republic of Congo and Peru.

AUSTRALIAN OPERATIONS

> Rosebery Mine, Tasmania

The Rosebery Mine has been at the heart of the Rosebery community since 1936 and is located on the west coast region of Tasmania, approximately 300 kilometres from Hobart.

Target minerals are extracted on site through a crushing, grinding and flotation process, and then transported by rail to the Port of Burnie where they are shipped to smelters in Tasmania and South Australia.

Today the mine supports more than 550 employees and contractors, predominantly based within the local region as residents or on a drive-in, drive-out (DIDO) roster.

> Dugald River Mine, Queensland

Dugald River Mine is based on one of the world's highest grade known zinc deposits and is a top-10 global zinc mine.

Dugald River ore is mined underground using diamond drilling techniques, after which it is extracted to the surface and treated on-site. The concentrate is transported to the Port of Townsville via rail departing from Cloncurry.

Located approximately 65 kilometres north-west of Cloncurry, the operation employs a mix of fly-in, fly-out (FIFO) and local residential employees and contractors.

CONTACT US

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