



Orion Minerals

SIYATHEMBA

MYNuusblad



Honouring our community participation targets

Orion is proud to have achieved 54% local community employment and awarded 18.5% of its subcontracting work to businesses within the community.

As agreed with the community and as per our community participation framework, we aim to ensure that local community members make up at least 50% of the mine's employees, that 30% of what we procure goes to the local community and that 40% of the subcontracting opportunities go to community businesses.

By the end of March 2024, a total of 94 community members from Prieska, Marydale, Niekerkshoop and Copperton were employed at the mine out of the 173 employees and contractors currently on site.

In the first three months of the year, 18.5% of the mine's goods, services and subcontracting opportunities were awarded to local suppliers who were either based in the community, employed people from the community or were based in the Northern Cape.

Of these contracts, 78% were awarded to businesses that are either based in, or employ labour from, the host communities of Siyathemba and Vanwyksvlei while 22% of the business were located elsewhere in the Northern Cape.

We also continue to identify local enterprises so we can increase procurement expenditure with the community. To date, 154 of the community companies that have registered on the Orion supplier database have been vetted and the mine is currently evaluating the results.

Orion launches a new recruitment platform

Orion has upgraded its career portal to incorporate a new recruitment platform. This new platform uses technology to simplify and improve the recruiting process, making it easier for you to apply for vacancies via the Orion website.

As we evolve from an exploration company to a metals production company, we need to use more sophisticated processes which would include the recruitment process.

Increasing pressure to find the right candidates for vacant jobs as fast as possible means we need a process that makes the collection of applications and CVs more efficient. We also need a process that is accessible to all members of the communities living in the towns that neighbour our mines.

Part of our recruitment process involves assessing whether there are community

candidates who have the right qualifications and experience to fill vacant positions. Recruitment of community candidates remains a priority for Orion which is committed to meeting a target of 50% community employment at its mines.

New CV Submission Process

The launch of our new recruitment platform will make finding qualifying community candidates easier. It will also simplify the CV submission and job application process.

Remember you can use the same process to:

- ▶ Send your CV as a general CV submission
 - ▶ Apply for an advertised position
 - ▶ Update your contact details and CV
-



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Visit the Orion Minerals website at:
<https://www.orionminerals.com.au/>



SPOTLIGHT ON ORION MINERALS' FORWARD-THINKING CEO

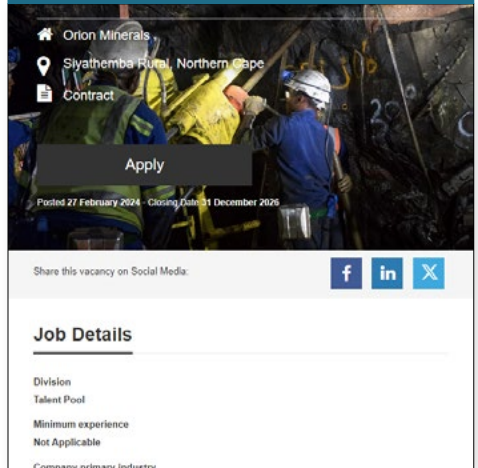
CIOLOOK EXAMINES THE '10 MOST VISIONARY LEADERS SHINING IN MINING'

Errol Smart, a dynamic leader with over 30 years' experience, navigates uncharted terrains seamlessly as he guides Orion Minerals to first production in 2025. Click on the link to read the interview.

Spotlight on Orion Minerals' forward-thinking | **READ Orion Minerals' Interim Financial Report** | Orion developing copper mines in the Northern Cape | Delivering growth and opportunity | Rapidly progressing production at Prieska

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Select the option to Submit Your CV under the Careers tab at: <https://orionminerals.simplify.hr/Vacancy/82470>



Orion Minerals
 Siyathemba Rural, Northern Cape
 Contract

Apply

Posted 27 February 2024 · Closing Date 31 December 2026

Share this vacancy on Social Media: [f](#) [in](#) [X](#)

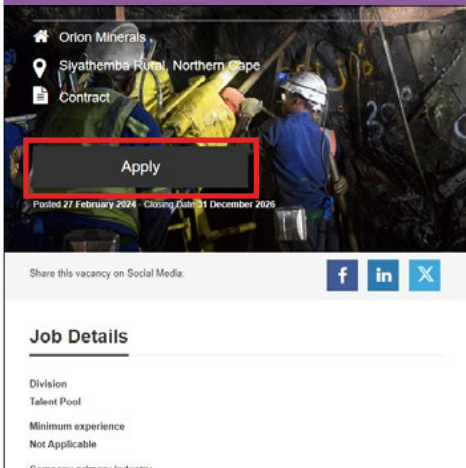
Job Details

Division
 Talent Pool
 Minimum experience
 Not Applicable

Company's primary industry

3

Click on Apply



Orion Minerals
 Siyathemba Rural, Northern Cape
 Contract

Apply

Posted 27 February 2024 · Closing Date 31 December 2026

Share this vacancy on Social Media: [f](#) [in](#) [X](#)

Job Details

Division
 Talent Pool
 Minimum experience
 Not Applicable

Company's primary industry

4

Ensure you have your email address

Personal Details

5

Complete all the questions and fields indicated

First Name*

Last Name*

Email*

Select your gender*

Select your nationality*

ID Number*

Phone*

Select your ethnicity*

Province/State*

City Name*

Post Code*

South Africa

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Upload a PDF version of your CV

CV Upload

Browse

More Details

Disability

Languages

Place of Birth

7

and select **Submit Application**

Languages

Place of Birth

Current Location (Residential)

☐ International (outside of South Africa)
☐ National (excluding Northern Cape)
☐ Provincial (Northern Cape but not host communities)
☐ Prieska Copper Zinc Mine host communities (i.e. Prieska, Marydale, Niekershoop, Copperton, and Van Wyksvlei)
☐ Okiep Copper Project host communities (i.e. Nama Khoi Municipality)

☐ I Accept Terms & Conditions

By submitting your application, you're accepting our terms and conditions

SUBMIT APPLICATION

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Your CV is then submitted into the database and a **confirmation email is sent to confirm the submission**



To submit your CV you will need:

- ▶ An email address
- ▶ Your contact numbers and information
- ▶ Your CV

Three ways to create a free email address

Create a Gmail account

1. Go to the Google Account sign in page at <https://accounts.google.com/>
2. Click **Create account**
3. Follow the steps on the screen to set up your account
4. Use the account you created to sign in to Gmail



Create a new email account with Yahoo!

1. Open your internet browser and navigate to the Yahoo! Mail website at www.mail.yahoo.com
2. Click on **Create a new account**
3. Fill in your personal details and create a password
4. Sign in to your new Yahoo Mail account



Create a Microsoft account in Outlook

1. Go to the Microsoft Outlook website at <https://www.microsoft.com/en-us/microsoft-365/outlook/email-and-calendar-software-microsoft-outlook-b?rtc=1>
2. Click on **Create free account**
3. Choose a username (you could use your full name or your name and surname).
If your username is already taken, you will be asked to choose another one
4. Choose a password
5. Fill in your personal details as prompted
6. Sign in to your Microsoft Outlook account



WHAT MUST BE IN A CV?



- **Personal biographical information** - your full name, gender, home address or current location, languages, nationality, etc.
- **Your contact information** - telephone or mobile number and email address
- **A list of all your qualifications** - including matric, diplomas, degrees and certificates
- **Full work history** indicating what companies you worked for, what your position title was, how long you worked there, and what key responsibilities you carried out
- **A list of work-related references** with their contact details
- It is important to save your CV as a PDF

CrystalLake, IL 60001 | 555-555-5555 | example@example.com

MASON LIFTON

PROFESSIONAL SUMMARY

Mining Engineer with 10 years of experience in providing thorough and calculated risk and cost assessments. Collaborated with geologists and seasoned miners when building mines to achieve efficient construction of mines. Led and supervised training of new personnel on specialized construction software such as MineSight, mining equipment and safety procedures.

SKILLS

- Safety Presentations
- Mine Planning Software
- Drill Pattern Design

- Project Oversight
- Organization
- Blast Pattern Design

- Communication
- Teamwork

WORK HISTORY

MINING ENGINEER 07/2019 to Current
Mechdynel Corporation Chicago Heights, IL

- Worked closely with site managers, mine supervisors and mine operations personnel to develop long- and short-term schedules for 10 projects.
- Regularly evaluate stripping programs and options for mine development.
- Performed thorough risk assessments on long-term and short-term mine plans and schedules.

APPRENTICE MINING ENGINEER 03/2016 to 02/2019
Jade Global Inc. Chadwick, IL

- Experienced in the design of high walls, waste disposal facilities, roads and ramps and slopes.
- Led and trained a team of 100 personnel on safety standards and best practices.
- Met regularly with senior engineers, site managers, mine supervisors and mine operations personnel to develop long- and short-term schedules.

MECHANICAL TECHNICIAN 03/2012 to 01/2015
Arcara Surgical Inc. Krakow, MI

- Reported on the results of stripping programs and evaluated.
- Assisted in the development of 50% of written safety standards and maintenance.
- Frequently diagnosed mechanical problems and determined how to correct them.

EDUCATION

Illinois Institute of Technology Chicago, IL
Master of Science Engineering Management

Illinois Institute of Technology Chicago, IL
Bachelor of Science Engineering
Minor - Geotechnical Engineering

LICENSES

- Professional Engineer (PE) License - Updated 2020

FAQ

1. Can I access the new recruitment portal from any browser and on any device?

Yes, as long as you have access to the internet.

2. Will Orion still post vacancies on social media?

Yes, we will still post available positions on all our social media platforms.

3. I have already submitted my details and CV to Orion. Do I have to resubmit my information?

We encourage you to resubmit your CV if you have not submitted it on the new recruitment system. This will ensure we have all your correct information and contact details on our updated CV database.

4. Will Orion still use its previous CV database for potential applicants?

Yes, but only for a limited time. There will be a transitional period where we will use both the old and new databases. The transitional period runs until 31 July 2024.

5. What happens after the transitional period?

After the transition period is over, we will determine if there are still people on the old database who have not provided their new CVs. We will attempt to contact them for a new CV and inclusion on the new database. If we cannot reach them, we will assume their details have changed and their old CV and details will be archived.

6. Do applicants interested in an advertised position have to register their interest using the new system even if they have sent their details and/or a CV to Orion before?

Yes, we encourage those interested in advertised positions to always apply for vacancies they are interested in, even if they have registered on the CV database. This will ensure that Orion is aware of the person's interest and can evaluate their CV in the context of the vacancy advertised.

7. Will Orion still use its CV databases to identify members of the community for training?

No, a new training registration process has been launched via our website. Members of the community are invited to register their interest in participating in Orion's mine specific training and development opportunities.

This new training registration process will allow you to indicate the type of qualifications and fields you are interested in and will help Orion to accurately match candidates to probable future opportunities. The registration process will be open for a three month period.

8. Is the recruitment@orionminerals.com.au email still in use and can community members still send their details and/or CVs through using this address?

No, the recruitment email address is no longer in use. Applications and CVs are now only accepted when submissions are made through the new recruitment process on Orion's website.

9. How do I check that Orion has received my CV or application?

There is no need to contact Orion to enquire as to the status of your CV or application submission.

Once you have submitted your CV or application, you will be sent a confirmation email letting you know that your submission was successful.

Applications for vacant positions will be evaluated and feedback will be provided to candidates once their application is evaluated. Those who do not meet the criteria will also receive notification to that effect.

We remind you that if you have not heard from us within four weeks after a position's closing date, you should assume your application has not been successful.



NEW TRAINING AND DEVELOPMENT OPPORTUNITIES

Orion has launched a new training registration process. Members of the community are invited to register their interest in participating in Orion's mine specific training and development opportunities via our website.

PRIESKA COPPER ZINC MINE - TRAINING AND DEVELOPMENT OPPORTUNITIES



Prieska Copper Zinc Mine (PCZM) will be implementing various training and development initiatives for community members in line with its Social and Labour Plan Human Resource Development (SLP HRD) commitments.



To register please visit our website at <https://orionminerals.simplify.hr/vacancy/kuybib> or scan the QR code.

NEW OKIEP MINING COMPANY - TRAINING AND DEVELOPMENT OPPORTUNITIES



New Okiep Mining Company (NOM) will be implementing various training and development initiatives for community members in line with its Social and Labour Plan Human Resource Development (SLP HRD) commitments.



To register please visit our website at <https://orionminerals.simplify.hr/vacancy/waxemi> or scan the QR code.

Please note that submission of an application through either of these portals does not guarantee participation in the training and development initiatives.