

# Graduate Program



A **golden** start  
to your career





# Your **golden** opportunity in mining starts here

Be part of something exciting as we work towards becoming one of Australia's largest gold producers.

Our Graduate Program is more than a career start, it's designed to open doors to a range of exciting pathways, whether you aspire to lead teams or become a technical expert in your field.

Bring your energy, ideas and commitment and we'll help you grow, be challenged and make an impact.

With exciting opportunities ready for you, we're confident you will play a vital role in shaping both our future success, and a rewarding career for yourself.



**Gain hands-on experience across our operations**



**Learn from some of the best in our industry**



**Contribute to projects that matter**

*Let's make it an incredible journey together.*

**The Ramelius Executive Team**



## WHO WE ARE

We're a ASX100 gold miner with highly profitable operations, a supercharged growth profile and exceptional exploration possibilities.

Our people are at the heart of everything we do. Passion, commitment, and a strong team spirit drive our success and define who we are. Through our Graduate Program, you will be supported to learn, grow, and make a real contribution in a collaborative environment that is built on respect and a genuine can-do attitude.

## OUR GRADUATE PROGRAM

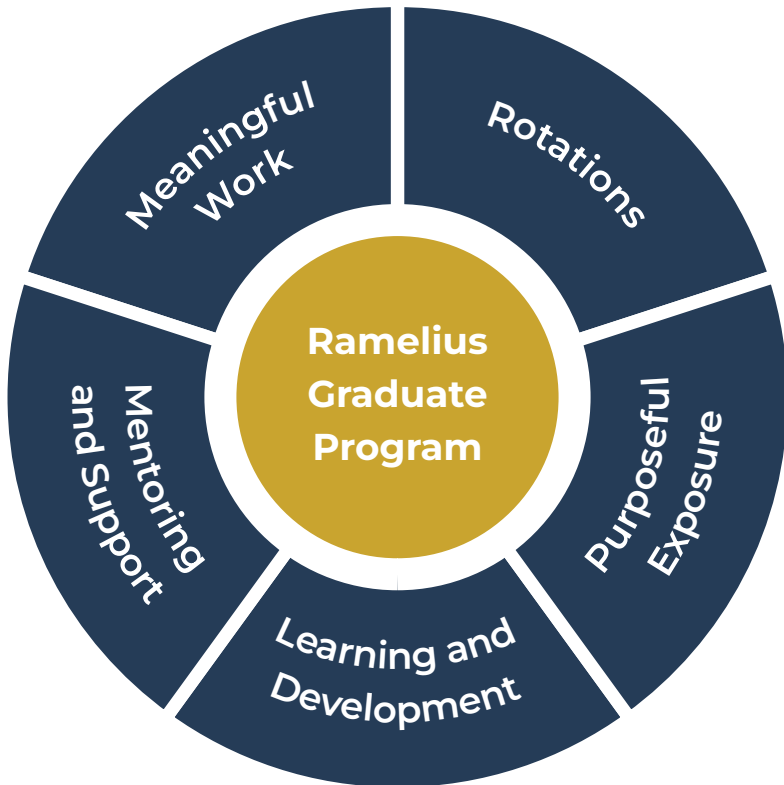
The Ramelius Graduate Program is your launchpad to a rewarding career as a future leader at Ramelius. You will develop your technical and professional skills, your understanding of our operations and Values, and learn how to deliver results safely and sustainably.

Our graduates contribute to real work from day one by building critical skills and leadership capabilities that drive business performance, improve how we operate today and help to shape our future.

## GRADUATE PROGRAM STRUCTURE

The Ramelius Graduate Program is made up of key elements designed to support your development and prepare you for success.

Together, they provide hands-on learning, exposure to the business and opportunities to make a meaningful contribution while building the skills and experience for a strong career at Ramelius.



## UNLOCKING YOUR POTENTIAL – WHAT TO EXPECT

The two-year program is designed to be more than just a job. From day one, you will make real work contributions, develop your technical skills and build leadership capability through rotations across our business.



### Rotations

Planned work assignments in different parts of the business.

### Mentoring and Support

A support network to guide each graduate, including a site buddy, mentor, direct leader, and graduate liaison.

### Meaningful Work

Graduates contribute from day one through real, value-adding work.

### Learning and Development

Ongoing training and growth opportunities following the 70-20-10 learning model; learning from experience, from others and structural learning.

### Purposeful Exposure

Graduates gain deep, structured exposure to Ramelius' full gold mining value chain.

## ROTATIONS

You will experience different parts of the business through rotations designed to give you more than just experience. They are an opportunity to discover where you best work. Over the two-year program, you will rotate across teams, sites and disciplines, gaining a broad understanding of how Ramelius operates and building practical job-ready skills.

Each discipline has a pathway to help you:

- **Build confidence** through hands-on work in real operational environments
- **Expand your knowledge** by collaborating with diverse teams and leaders
- **Find your fit** by exploring different roles and career pathways

### Mining Engineers

Graduates gain experience in both underground and open pit operations building technical skills, site readiness and leadership capability across diverse environments.

### Geologists

Graduates develop strong field skills through rotations in open pit, underground, and exploration settings, focusing on data interpretation and cross-functional collaboration.

### Environment

Graduates will focus on environmental compliance, monitoring, reporting and sustainability initiatives at site level.

### Survey

Graduates build technical precision and spatial awareness through hands-on experience in open pit and underground operations.



## MEANINGFUL WORK



You will be involved in real, value-adding work including opportunities to:

- Contribute to team, site and business outcomes
- Apply your university learning in real operational contexts
- Gain hands-on experience working as part of a team
- Build problem-solving, judgement and technical skills through real tasks
- See the impact of your work and the outcomes of your decisions

## PURPOSEFUL EXPOSURE



You will gain exposure to a range of leaders, teams and areas of the business, building a broader understanding of how Ramelius operates including:

- Working with leaders across both site and corporate functions
- Developing insight into how different areas of the business connect and operate
- Hearing diverse career stories and pathways from leaders and employees
- Engaging with local communities, including volunteering and community events

## LEARNING AND DEVELOPMENT

You will build capability through a combination of hands-on experience, learning from others and structured development across the program. This includes opportunities to:

- Participate in Perth-based sessions to build understanding, develop leadership skills, complete graduate training and connect with leaders across the business
- Develop capability through real work, challenging assignments and day-to-day experience
- Build knowledge and confidence through coaching, mentoring, feedback and peer collaboration
- Take part in workshops and facilitated learning aligned to your discipline and long-term career at Ramelius

## MENTORING AND SUPPORT

You will be supported by a strong network with multiple points of contact across the business helping you navigate your role, development and wellbeing throughout the program. This includes:

**Direct leader** – Provides day-to-day direction, sets expectations, gives regular feedback and supports performance in the role.

**Buddy** – A peer who can offer practical support, share local knowledge and help you settle into your team, site and day-to-day work.

**Mentor** – Supports your broader development through career conversations, guidance and perspective beyond your immediate role.

**Graduate Program Liaison** – Coordinates the program, provides advice, and supports escalation where additional guidance or support is needed.



# TIMELINE AND KEY MILESTONES

(24 MONTHS)

April

Applications open for the Ramelius Graduate Program.

May-August

Recruitment and selection activities with offers completed by the end of August.

December

Graduate Welcome event.

February

Orientation Week and commencement on site for first rotation.

## MONTH 1

Kick off with orientation. Meet your leader, buddy, and mentor, and get settled into the team.

## MONTHS 1 – 6

Build your foundation. Set goals, learn the ropes, and start contributing to meaningful work.

## MONTHS 6 – 12

Expand your experience. Take on new challenges, broaden your skills, and connect with leaders during dedicated learning sessions in Perth.

## MONTHS 12 – 18

Deepen your expertise. Work on more complex projects, strengthen technical and leadership capabilities, and continue building your network.

## MONTHS 18 – 21

Prepare for what's next. Engage in career conversations, identify potential landing roles, and participate in further learning opportunities.

## MONTHS 21 – 24

Transition and celebrate. Final reviews, graduation, and a clear pathway into your permanent role.

## OUR CULTURE AND VALUES

As a Graduate you'll be supported every step of your journey with us. We think it's important that our people feel recognised for their contribution, supported in their growth and proud of the impact they make. We reward effort and performance, invest in learning and leadership, and create an environment where every voice is heard.

Our Values guide you through the Graduate Program:

### EMPOWER OUR PEOPLE

Trusted to deliver real work from day one, ask questions and build confidence through learning and experience

### FIT FOR PURPOSE

Encouraged to think practically, make good decisions, and understand how your work supports the wider business

### DELIVER AND DO IT SAFELY

Work in an environment that prioritises safety above all else.

### AUTHENTIC AND INCLUSIVE

Encouraged to be yourself, respect different perspectives and become an integral part of a diverse and connected team

Your experience at Ramelius is shaped by the way we work together every day. These principles guide our decisions, our behaviours and how we support people to do their best work.



### REWARDS THAT CELEBRATE SUCCESS

Feel recognised, secure and motivated to excel



### WIN TOGETHER, RISE TOGETHER

Collective goals and growth oriented mindset for success



### GROW AS WE GROW

Clear paths, big projects and learning that never stops



### PROUD TO MAKE A POSITIVE MARK

Work that benefits the environment & communities



### BELONG & BE HEARD

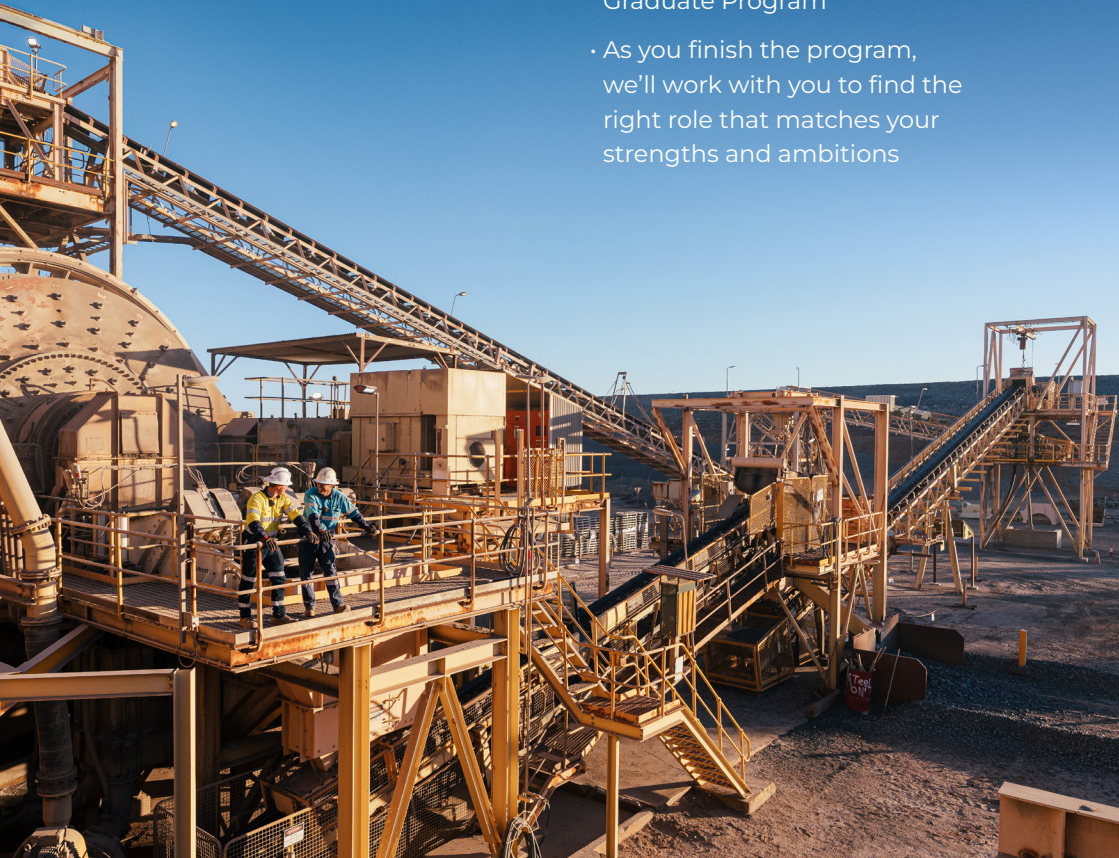
Respected, supported and free to be yourself

# Transitioning from the Graduate Program into an exciting career

The Graduate Program is designed to help you grow your capabilities and build your confidence to become one of our future leaders or technical experts.

As the program draws to a close graduates can expect:

- Clear conversations about likely pathways and future role opportunities
- Ongoing development and career progression beyond the Graduate Program
- As you finish the program, we'll work with you to find the right role that matches your strengths and ambitions



We'd love to hear from you.

For more information on the Graduate Program

Call +61 8 6187 1315

Email [careers@rameliusresources.com.au](mailto:careers@rameliusresources.com.au)

