



JOB SCAM ALERT

HAS ANYONE OFFERED
YOU EMPLOYMENT IN
EXCHANGE FOR A
“PLACEMENT FEE”?

JUST SAY “NO!”

WHY?

South32 SAEC is one of the largest producers of energy coal in South Africa for the domestic and export markets which operates four Collieries and three Processing Plants in the Emalahleni (Witbank) and Middelburg area of Mpumalanga Province.

It has come to South32's attention that there are people posing on social media and in surrounding communities as representatives of South32's resourcing staff, offering interviews, assessments and employment in return for payment.

Potential jobseekers should be vigilant for unscrupulous people and agencies that ask for “placement fees” or any favours in exchange for employment, interviews, medical examinations or assessments at South32.

As a company we are driven by our core values, trust plays a central role in how each employee and prospective employee conducts him or herself. South32 has a zero-tolerance corruption policy and will not in any instance request potential jobseekers to make any kind of payment at any time during our resourcing and appointment process. South32 is disturbed by the fraudulent use of our name and will not hesitate to press charges against anyone misusing our company name to commit fraud. Potential jobseekers requested by agencies/people to pay any kind of monies or request a favour or who fall prey to this type of employment scam, are requested to immediately report this to the South African Police Service.

South32's recruitment and employment process are as follows:

- South32 places job advertisements on our website at <https://www.south32.net/> AND/OR <https://south32.job.skillsmapafrica.com/Home/BrowseJobs> or in local or national papers.
- South32 also uses selected accredited recruitment agencies to recruit on our behalf. The accredited agencies are however never allowed to use the South32 logo in the advertisements and may at no point in time request candidates to pay fees for the recruitment and placement process at South32.
- Applicants have to submit applications and CVs through the job portal on South32's website.
- South32 has minimum qualification and experience requirements (as described in the job advertisement) against which applicants' CVs are screened and potential candidates selected for a medium list.
- Medium-listed candidates are invited to be interviewed and candidates are selected for the short list, based on compliance with the inherent job requirements.
- Short-listed candidates are assessed depending on the requirements of the job and qualifications are verified for authenticity.
- The successful candidate/s receives a written offer from South32.
- If the successful candidate accepts the offer, he/she is employed at South32.

For jobs at South32, please apply online at:



<https://www.south32.net/>

AND/OR

<https://south32.job.skillsmapafrica.com/Home/BrowseJobs>

