

Graduate Program 2019



YOU'RE EVOLUTION

**Inspired people creating
Australia's premier gold company**

We want you to help us deliver more



About us

A brief history



2011

Evolution Mining formed



2012

Deal of the Year Award Mines and Money Australia



2013

Mt Carlton commenced first production to become 5 gold operations



2015

Acquired La Mancha (Mungari) and Cowal assets to become 2nd largest ASX gold producer



2017

Economic interest in Ernest Henry



2017

Entered ASX 100



2018 / 2019

Grow with us!



We are a globally relevant, mid-tier Australian gold mining company with big plans for the future

Evolution Mining is a globally relevant, mid-tier Australian gold mining company. It owns and operates five gold mines located in Queensland, New South Wales and Western Australia. We also have an economic interest in Ernest Henry (QLD). For the year ended 30 June 2017, total gold production was 844,124 ounces.

Our two-year structured program is designed to develop you by building your knowledge base, skills and experience across the Evolution business, and we set you up for future success in potential leadership and key specialist roles within our organisation.

We invite you to be part of our evolution!

\$4.756B¹	Market Capitalisation
+3.5 million	Ounces produced since Evolution formed in 2011
~1,350	Employees across Australia
750k-805k	Forecast for ounces produced in FY2018
5 sites	100% owned, in Queensland, New South Wales and Western Australia
\$25-\$30M	Commitment to discovery in FY2018

1. As at 16th Feb 2018

Investing in your future

With a portfolio of assets delivering operational predictability, delivery of current growth projects and a strong balance sheet to fund growth, we are investing in our people across the business.

We are committed to providing a healthy and safe workplace whilst striving to achieve an injury free work environment for all employees.



The graduate program is a key part of our strategy in ensuring we have the right people in the right roles with the right mix of skills and experience to achieve our goals within the organisation.

Opportunities across Australia

With mine sites in regional WA, NSW and QLD and corporate offices in Sydney and Perth, you will typically spend time at a minimum of two of our mine sites over the course of the two year program, plus have exposure to a third site or office through the development days.



Exploration plans

Our exploration strategy is aimed at delivering sustainable growth, extending mine life and concurrently exploring transformational targets.

With five projects in multi-million ounce provinces and a strategic landholding, we are well placed for exploration.

We are actively pursuing new projects in priority districts and consolidation opportunities to leverage off existing infrastructure.

As a graduate, join a team with the technical expertise, critical mass and financial capacity to deliver exploration success.

What's in it for you!

Through on-the-job learning, feedback from the people you work with as well as four formal development workshops over the two years, you will develop the skills you need to be successful.

Supported by a Stream Leader, a senior mentor and the Leadership Team, your structured individual development plan includes real work and projects, a corporate orientation in Sydney and regular face-to-face workshops.



The Evolution team will work with you during the last 6 months of your program to help you find a permanent role aligned to your skills, interests and the business needs.



Geology



The Geologists at Evolution work in either exploration or mine production geology. They undertake a range of activities including field and mine geological mapping, geological and geotechnical drill hole logging, stream sediment, soil and rock-chip geochemical sampling, structural, geophysics and geochemical interpretation, resource modelling and estimation.

Health & Safety



The Health & Safety team at Evolution is responsible for working with the operations teams to provide safe operations and implementing strategies to protect the environment. They are also responsible for reducing workplace injury rates through the implementation of Health & Safety systems and processes. The Health & Safety team coordinates the risk management process while supporting the operations team to ensure legal compliance and monitoring changes to mining regulations.

Environmental



The Environmental team at Evolution are responsible for ensuring that the operations and projects operate at a high environmental standard and meet all compliance requirements by providing environmental advice and leadership to the site management. This is done by actively demonstrating a high level of environmental awareness, environmental monitoring, site inspection and the implementation of environmental projects.

Mining Engineering



The Mining Engineering team at Evolution has responsibility for the design, planning, monitoring and reporting of mine production and coordination of activities to ensure compliance with the plan, procedures and standards. They are also involved in researching improvements to minimise costs. The team also has responsibility for general mine infrastructure which includes haul roads, waste dump and stockpiles, water management, pumping systems, and ground support.

Human Resources



The Group People & Culture (P&C) team at Evolution partners with the business to maximise the value of our people. We work hard to develop and shape a team that delivers a transformational service. This includes being responsible for the design, implementation and execution of People and Culture activities, including business partnering, recruitment, remuneration and benefits, ER/IR policy, governance and organisational design. In addition to this, the team also manages key organisational development areas of talent, leadership, culture and learning, specific P&C projects, and is the overall custodian of the company values and culture.

Metallurgy



The Metallurgists at Evolution are responsible for ensuring that key plant operating parameters remain within target and are accurately reported. They also monitor and ensure that consumption of process consumables remain in line with budget and they carry out metallurgical test work and trials that are aimed at improving gold recovery, processing efficiencies and costs.

Finance/Commercial



The Finance and Commercial team at Evolution partners with our business to realise our objectives in accordance with our values. The team supports the Finance and Commercial teams at our sites and is responsible for a full spectrum of finance and supply chain activities both from a corporate point of view, and at the frontline within our mining operations.

Geotechnical Engineering



Geotechnical Engineers at Evolution work in both open pit and underground environments and are involved in day-to-day operational aspects as well as geotechnical studies. They undertake a range of activities including data collection, development of geotechnical models, design and analysis of open pit and underground excavations, monitoring and risk assessment. The geotechnical engineer strives to produce safe, practical and economic designs.

Information Technology



The Group Information Technology & Business Systems team at Evolution provides our workforce with scalable, reliable, robust and fit for purpose network, communications infrastructure and technology solutions. The Group IT systems, business applications and communication infrastructure is supported and maintained centrally by highly skilled and service focused engineers and technical service desk team.

Stream

1st Rotation

Degree Requirement

All Streams

- Undergraduate or Postgraduate Degree with a minimum credit average
- Graduated in the last 3 years
- Willing to undergo police and medical assessment

Geology

Site-based

- Geology
- Applied Geology
- Science (Geology)

- Geophysics
- Geochemistry
- Geosciences

Health & Safety

Site-based

- Occupational Health & Safety
- Occupational Health & Safety Science
- Occupational Health and Safety Risk
- Applied Science or Science (Health, Safety & Environment Health)

- Env & Occupational Health & Safety Management

Environmental

Site-based

- Natural Resource Management
- Environmental Science
- Environmental Engineering

- Ecology
- Land Management

Metallurgy

Site-based

- Metallurgy
- Metallurgical Engineering
- Extractive Metallurgy

- Engineering (Process Metallurgy)
- Chemical Engineering

Mining Engineering

Site-based

- Mining Engineering
- Science (Mining)

- Engineering Science (Mining Engineering)
- Mining Engineering/Commerce

Geotechnical Engineering

Site-based

- Civil Engineering
- Geotechnical Engineering
- Geological Engineering

- Environmental Engineering
- Mining Engineering
- Geology

Information Technology

Sydney

- Tertiary qualifications in IT or a related discipline

Human Resources

Sydney

- Tertiary qualifications in HR or a related discipline

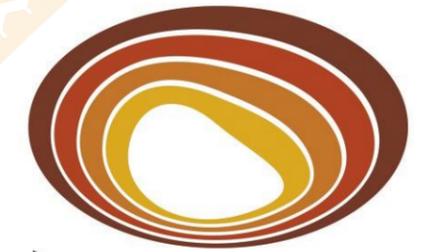
Finance/Commercial

Sydney or Site-based

- Accounting
- Commerce
- Business

- Economics
- Law
- Finance/Applied

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Evolution
MINING

Join the team!

If you want to be part of an organisation that takes people seriously, is small enough that everyone knows who you are and big enough to have the opportunities for you to develop, then this is the place for you!

To apply, go to evolutionmining.com.au/graduate and complete an online application. Applications will open on 12 March 2018 and close on 8 April 2018.



We say, we do, we deliver!



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