



HULAMIN



HULAMIN PIPELINE DEVELOPMENT

Think **future**. Think aluminium.

# Talent Strategy

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**People** : Integral part of Hulamín – pillar of our business strategy

**We have a comprehensive talent strategy that** forecast, plan and execute talent management strategies to ensure a highly-skilled workforce is in place to meet current and future business needs

# TALENT MANAGEMENT STRATEGY



## Learnerships

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- 18.2 Learnership : Pipeline focus on African representation (70%); higher weighting towards females (60:40 split)

### **Metal & Engineering Manufacturing Processes NQF 3**

- 1 Coloured Female
- 1 Coloured Male
- 2 African Males
- 6 African Females

### **National Health and Safety NQF 3**

- 2 African Males
- 8 African Females
- REQUIREMENTS
- Maths & Physics : Grade 12
- Ages 18 -35 (linked to Youth Wage Concept) : Unemployed

## Future Focus

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- Informed by BBBEE Requirements
- Due to the nature of our business – limited opportunities for people living with disabilities
- Hulamín endeavours to accommodate this category where opportunities arise without compromising the safety of people living with disabilities : Administration

# Questions & Answers