

# OneSappi and global value chains

## Our graduate-in-training programmes



### Engineering - Engineers in Training Programme (EIT)

In line with Sappi's commitment to building and nurturing young talent, the organisation has a comprehensive training programme aimed at young graduates in the Engineering field.

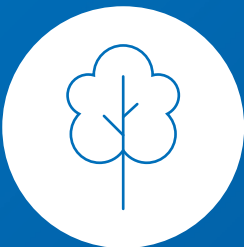
The Engineers In Training (EIT) programme runs for two years, and all individuals who are on the programme will be allocated a qualified Engineer as a mentor. The training provided is practical and aligned to the Engineering Council of South Africa's standards.

Our Engineers In Training earn competitive salaries, and we assist with Engineering Council of South Africa registrations and Government Certificate of Competency preparation.



### Forester in Training (FIT)

Sappi also has a Forester In Training (FIT) programme, covering Diploma practicals and a full one-year plantation programme. The learners are assigned a competent forester as mentor who provides on-site support.



### Forestry - Engineer in Training (FEIT)

Forestry Engineer In Training (FEIT) enables Forestry and Wood Science graduates to gain practical experience in tree breeding, forestry research and plantation management. The programme runs over 2 years. Learners are assigned a forestry research mentor.



### Recruitment Cycle

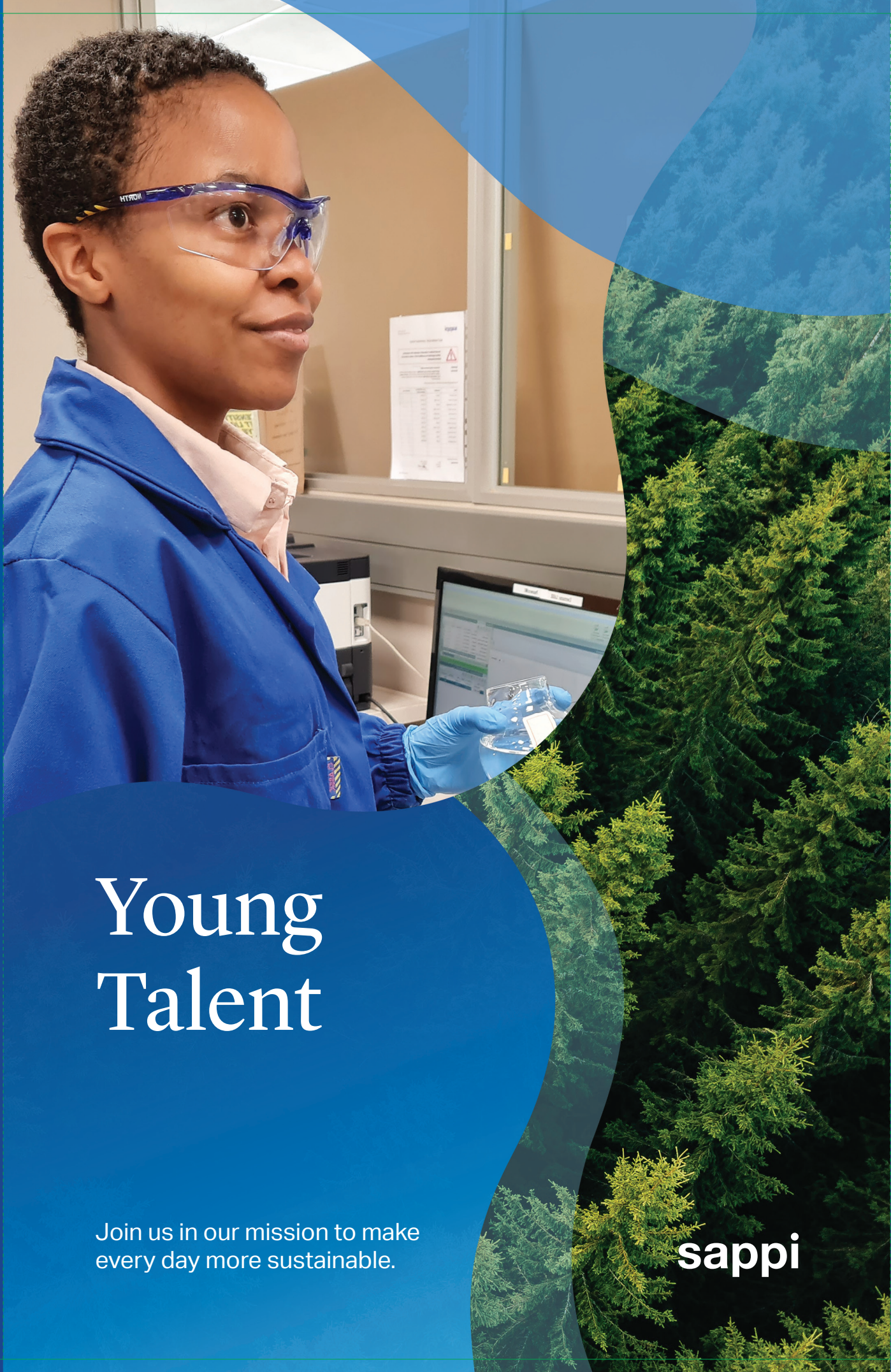
Formal interviews take place in October, November and December each year. Selected candidates should begin their work early the following year.

Contact us  
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Join us in our mission to make every day more sustainable.

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# How we create sustainable value

## Our Purpose

Sappi exists to build a thriving world by unlocking the power of renewable resources to benefit people, communities and the planet.



PRINCIPLES

- Maintaining ethical behaviour and compliance.
- Procuring responsibly.
- Contributing to society.
- Facilitating economic well-being.
- Demonstrating agility.
- Enhancing efficiency through machine learning & digitisation.
- Increasing the sustainability of our products through circular design and adjacent markets.
- Developing & commercialising innovations in addition to adjacent businesses.



PROSPERITY



PEOPLE

- Ensuring the safety of our employees and contractors.
- Promoting wellness and well-being.
- Engaging more closely with our employees.
- Supporting sound labour relations.
- Attracting, developing and retaining key skills.
- Creating a positive social impact in our communities.



PLANET

- Sourcing sustainable woodfibre.
- Prioritising renewable and clean energy.
- Responding to climate change.
- Focusing on water stewardship.
- Safeguarding and restoring biodiversity.
- Accelerating circular business models.

## Our Values

As OneSappi, we do business safely, with integrity and courage, making smart decisions that we execute with speed.



# Bursaries

Sappi awards a number of bursaries each year based on our annual skills audit and business needs. Our bursary scheme is intended to cater for talented, motivated and innovative young South African citizens; it is a talent-based approach where applicants who meet the minimum criteria are invited to a selection interview.

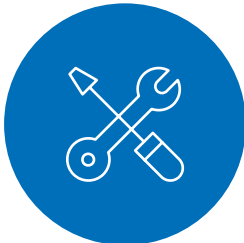
## Our bursary programmes are in the following fields of study



BSC/BENG ELECTRICAL  
ENGINEERING



BSC/BENG CHEMICAL  
ENGINEERING



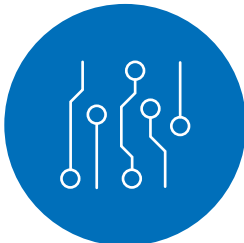
BSC/BENG MECHANICAL  
ENGINEERING



BSC/BENG INDUSTRIAL



BSC/BENG CIVIL  
ENGINEERING



BSC/BENG MECHATRONICS



BSC/BENG FORESTRY  
& WOOD SCIENCES



NATIONAL DIPLOMA IN  
PULP & PAPER

### WHO SHOULD APPLY?

South African citizens between 18 and 25 years of age, studying or intending to study full time in the above fields of study at any accredited South African university, are welcome to apply.

### HOW DO I APPLY?

Apply online through [www.sappi.com/careers](http://www.sappi.com/careers) and attach all required documentation.



### REQUIRED MINIMUM QUALIFICATIONS CRITERIA

- Average of 70% and above in Mathematics (not Maths Literacy). In Physical Science average of 70% and above, and 60% in English.
- Learners must have qualifying points for entrance to the university of choice, or a current acceptance letter.
- Current university results are considered for undergraduate students. Preference is given to students in their second year of studies.

### BURSARY RECRUITMENT CYCLE

Applications for bursaries close on 30 September of each year. Formal interviews take place during October, November and December, and learners will be awarded bursaries in January, once school and university results are published.



### FORESTS

Our 100% Forest Stewardship Council™ (FSC™) and PEFC-certified plantations in South Africa give us a low-cost woodfibre base on which our business depends, and are thus a key pillar of competitive advantage. (FSC-N003159). Our leading-edge tree improvement programmes aim to grow better trees faster, thereby ensuring this advantage is maintained and enhanced.



### MANUFACTURING EXCELLENCE

We focus on enhancing machine efficiencies, digitising our processes to make the smart factory a reality, reducing variable costs through new practices in logistics and procurement, as well as implementing go-to-market strategies, which lower the cost of serving our customers and increase customer satisfaction.



### BIOPRODUCTS

We are unlocking the chemistry of trees and meeting the challenges of a carbon-constrained world by establishing a strong position in adjacent businesses, including nanocellulose, sugars and furfural, lignosulphonates, biocomposites and bio-energy. Extracting more value from each tree is strengthening our core business model.



### PULP

DP is a truly sustainable raw material. Our customers transform our DP into products that meet the needs of people around the globe every day. Products that enable fashion, household comfort, personal beauty and hygiene, as well as a healthy lifestyle.



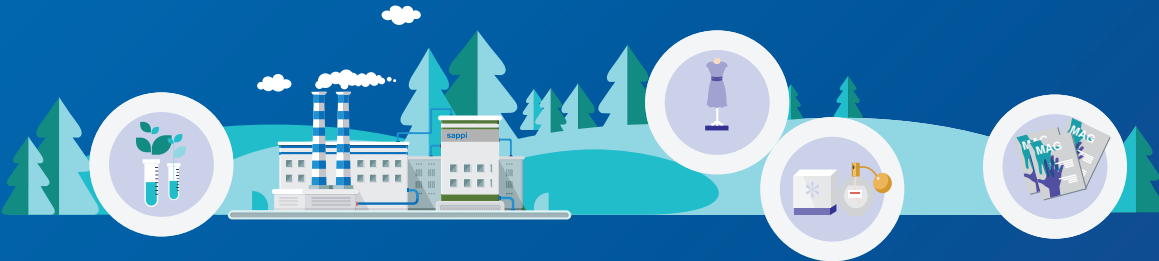
### PACKAGING AND SPECIALITY PAPERS

Our customers use our packaging and specialty papers to add value to niche markets, enable product differentiation and offer environmentally conscious consumers an alternative to fossil-fuel-based packaging. Our focus on innovation helps our customers to meet and anticipate the challenges of changing market dynamics.



### GRAPHIC PAPERS

While the digital age has impacted the use of paper, our graphic papers continue to meet the needs of consumers and marketers around the world. They rely on paper for a tactile, emotional experience no other communication medium can replicate.



“ We are embracing new thinking and emerging technologies so that every solution we create through our value streams supports our goal of making our products and processes more sustainable.