



YOUR FUTURE
STARTS HERE!

DETERMINATION

Seeing AND
doing things
DIFFERENTLY

INTEGRITY

RESILIENCE

INNOVATION

PASSION

**MORE
FUN**

**More
You**

**MORE SPEED
MORE IMPACT**

Perseverance

So Hungry for
Success?

A TASTE OF RCL FOODS



RCL FOODS is a leading South African food manufacturer that produces a wide range of branded and private label food products in various categories, ranging from staples to value-added high-end speciality offerings, which we distribute to our retail and food service customers through Vector Logistics, our own route-to-market supply chain specialist.

With R8,4 billion in market capitalisation and more than 20 000 employees, we are one of the top 100 companies listed on the JSE. Driven by Our Ambition and Our Passion, and guided by Our Values, our strategy is about creating the future Our Way.



OUR COMPANY'S STRUCTURE

FOOD DIVISION

Our Food Division produces a wide range of quality culinary, pet food and beverage products through its five business units. *Spreads is managed on behalf of Remgro by RCL FOODS.

We are continually expanding our portfolio with new brands to diversify our offering and provide a greater range of food options to the end customer. Our aim is to provide products that cater to various tastes, budgets and nutritional needs, with an enduring dedication to value and high-quality ingredients.



Baking



Groceries



Sugar



Spreads*

*Managed on behalf of Remgro by RCL FOODS

CHICKEN DIVISION



⦿ Prep Time: 5 min | ⦿ Cooking Time: 10 min | 🍴 Yield: 28

Our Chicken Division provides a range of fresh and frozen chicken products, including popular value-added ranges, for consumer and food service channels. The division also produces quality grain-based animal feeds.

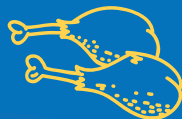


Chicken



Feed

A SMOOTH BLEND OF 30 BRANDS



○ Prep Time: 25 min | ○ Cooking Time: 30 min | 🍴 Yield: 4



AN ESSENTIAL
INGREDIENT

Vector LOGISTICS



○ Prep Time: 25 min | ○ Cooking Time: 30 min | 🍴 Yield: 4

Vector Logistics has been an essential ingredient to our success, providing RCL FOODS and numerous third parties with multi-temperature warehousing and distribution, supply chain intelligence and sales solutions. In addition to facilitating our own integrated supply chain, Vector has partnered with several leading food manufacturers, foodservice customers and retailers to distribute food products on their behalf across Southern Africa.



Sales
Solutions



Supply Chain
Intelligence



Warehousing



Distribution



Imports/
Exports



Credit
Management

OUR FOOTPRINT

With 22 multi-temperature distribution centres in South Africa, Namibia and Botswana, Vector has a unique reach across the Southern African market. In line with our strategy, we plan to continue expanding further afield to meet the growing demand for supply chain expertise and logistics services on the African continent.



116 million

Over 116 million cases delivered annually



11

11 plant-based
cold stores



460

Distribution
vehicles



137 000

Storage capacity for
over 137 000 pallets

Responsible for
100%

of Pick n Pay and Shoprite's
frozen product distribution

6 000

Over 6 000 customer
drop points



18

Distribution sites

1

Bulk storage site
(Midrand B)

2

Integrated
Service Centers



840 000

Nearly 840 000 tons
transported annually



5 400

Over 5 400
employees

How is our
management trainee
programme different to
any other corporate
graduate programme?

WELL

Career CUISINE is OUR SPECIALITY!

At RCL FOODS, we give graduates in South Africa the opportunity to start their career with more impact and develop their unique recipe for success in their professional journey.

Our Management Trainee Programme offers exceptional development opportunities to self-motivated, talented individuals who are full of flavour, enabling them to achieve a successful future. Through a fast-paced, accelerated learning environment, Management Trainees will receive essential career ingredients from their trainers. They'll receive the development training, experience and mentorship needed to take them to leadership levels within RCL FOODS.

Our aggressive fast track development programme is the perfect entrée for career success, forming an integral part of building our future RCL FOODS leadership pipeline, by preparing graduates to take on leadership roles within 4 to 5 years.

It's only with the perfect mix of essential ingredients and the flavour for MORE that creates the recipe for success in your career.

**FOR BEST RESULTS, YOU'LL NEED TO
WORK HARD AND PERSEVERE!**

Our Mix of Functions

Which function will you blend well with?

Human Resources

BTech Human Resources Management / BCom Human Resources Management / BCom Industrial Psychology / B.Social Science Honours in Industrial, Organisational and Labour Studies (Human Resource Management) / Bachelor of Arts Honours in Industrial Psychology / Bachelor of Business Science in Human Resources Management

Engineering

Chemical, Mechanical, Electrical and Industrial - B.Engineering / BSc. Engineering / BTech Engineering Irrigation Engineer - B.Engineering / Bsc Engineering / Btech Engineering in Agriculture, Mechanical or Civil

Marketing and Customer

B.Com or B.Social Science or B.Business Science degree with majors in Marketing / Supply Chain / Logistics / Economics / Management B.Com (Sales & Marketing) / BA (Sales & Marketing) / B Social Science (Sales & Marketing)

Research & Development

BTech/BSc or BSc(Hons) in Food Science, Microbiology, or Biotechnology

Internal Audit

BTech: Internal Auditing/ BCom: Accounting/ BCom: Internal Auditing/ BCom: Finance/ BCom Honours: Internal Auditing/ Business Science: Finance with Accounting/ BCom: Accounting Honours/ MCom: Accounting Sciences/Mcom: Audit





Essential Recipe Requirements:

For us to help you craft your career recipe for success, there are some essential ingredients we look for in you first.

- Completed studies or currently completing final year of studies.
- South African citizen or permanent resident.
- Good academic results in your final year and second last year of studies.
- Excellent communication skills.
- Must be computer literate.
- No more than 2 years' experience within a related field of work.

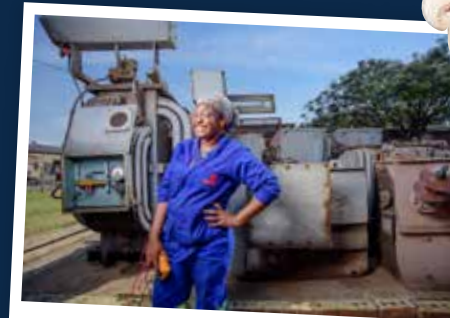


If you're a graduate with a blend of the above ingredients and who wants to be developed into a business leader of tomorrow, get in touch and let's chat about what opportunities we have for you!

Industrial Engineering

Your Industrial Engineering recipe will yield a pot of knowledge and experience using a big cup of process efficiency, a large scoop of system implementation, some data management and a sprinkle of sustainability integration.

If you're hungry for this, our Supply Chain teams might find what you have to add particularly tasty!



⌚ Prep Time: 5 min | ⌚ Cooking Time: 10 min | 🍴 Yield: 22

Mechanical Engineering

A successful career in mechanical engineering requires a recipe with a clear passion for improving processing and operational efficiencies; someone who wants to make an impact on our value chain by applying practical knowledge to an business operation.

If you've got these ingredients, our Engineering teams might want to show you their methods!



⌚ Prep Time: 5 min | ⌚ Cooking Time: 10 min | 🍴 Yield: 36



Chemical Engineering

Have you got a big bowl of passion for identifying and finding solutions to problems? Maybe a large scoop of interest in manufacturing site design? If your recipe also includes the study of operation and design of chemical plants, as well as methods of improving production, you could be writing your recipe for success soon!

Our engineers are waiting to find out if you could be their missing ingredient.



⌚ Prep Time: 5 min | ⌚ Cooking Time: 10 min | 🍴 Yield: 12



You will need:
Problem Solving Skills

Electrical Engineering

A successful career in electrical engineering requires a passion for finding solutions to problems, and drive to improve the design in our manufacturing sites.

If your recipe also includes the study of operation and design of manufacturing plants, as well as methods of improving production, you could be just who we're looking for and our Engineering teams might want to show you their methods!



⌚ Prep Time: 5 min | ⌚ Cooking Time: 10 min | 🍴 Yield: 28

Instrumentation Engineer

Yes, we're looking for graduates like you to take control in our kitchen! If you believe you can use the knowledge from your engineering studies to add a big scoop of efficiency, a large cup of safety and a big dollop of reliability to our systems at RCL FOODS, we want to hear from you.

Partnering with management, they will be able to provide invaluable operational knowledge and industry insights to the company. If you can bring these tasty ingredients to the table, our engineers are waiting to find out if you could be their missing ingredient.



⌚ Prep Time: 5 min | ⌚ Cooking Time: 10 min | 🍴 Yield: 14

Research & Development

As our Research & Development Management Trainee, you'll develop new products for various project briefs. This means screening raw materials to ensure suitability for manufacturing plants, testing alternative ingredients for cost and quality improvements, completing product shelf-life tests and reports, and interpreting data collected from quality assessments. You'll also conduct competitive benchmarking and tasting sessions to ensure our products are always cream of the crop, adding to our shelves of successful recipes!

So, if you're ready roll up your sleeves and start innovating for a company that takes their food seriously - and in a way that will help you develop your career seriously - then we want to hear from you.



⌚ Prep Time: 10 min | ⌚ Cooking Time: 20 min | 🍴 Yield: 44



Customer

TO PROVIDE MORE FOOD TO MORE PEOPLE, MORE OFTEN, our grocery stores in South Africa need a big, smooth blend of deals and promotions this is what our Customer teams are responsible for.

Our Customer career success recipe requires a natural influencer and relationship builder who can sell the socks off someone's feet. If you think you would be the best fit... let's talk!



○ Prep Time: 5 min | ○ Cooking Time: 10 min | 🍴 Yield: 22

Marketing

Have you got a big bowl of passion for building brands in South Africa, together with a large scoop of creativity?

Imagine combining your love of proudly South African brands with working with a bunch of imaginative, curious big-ideas people, all on a mission to provide **MORE FOOD TO MORE PEOPLE, MORE OFTEN**. If you're hungry for this, let's chat.

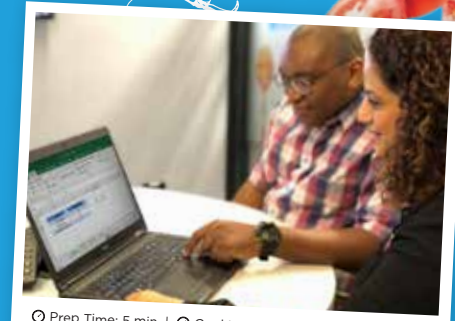


○ Prep Time: 5 min | ○ Cooking Time: 10 min | 🍴 Yield: 22

Internal Audit

This is a crunchy recipe, requiring someone who lives for crunching numbers. This career will involve a blend of analytical skills, an eye for detail, and a knack for getting a business into the best financial shape. Get a mix of exposure and experience in Auditing, Risk Management as well as gain an in-depth, up-close understanding of the processes, policies and procedures of the business.

Partnering with management, they will be able to provide invaluable operational knowledge and industry insights to the company. If you can bring these tasty ingredients to the table, our Finance teams might want to meet you.



○ Prep Time: 5 min | ○ Cooking Time: 10 min | 🍴 Yield: 27

Human Resources

Our human resources team believes that people are the most important ingredient at RCL FOODS!

A successful career with us in HR requires a blend of talent! Not only are we looking for someone who's a brilliant communicator with problem solving and decision-making skills, but also someone who's got sound judgement supported by a good knowledge base in employment legislature, career management and performance. If you are passionate about people and culture, you could be the perfect mix of ingredients for us!

If you can bring these ingredients to the HR table? The team would love to meet you.



○ Prep Time: 5 min | ○ Cooking Time: 10 min | 🍴 Yield: 22



Recipe for Our Wins!



Method:

Yield: 22
Cooking Time: 10 min
Prep Time: 5 min

1

Top Employer: We have been certified as a Top Employer by the Top Employer Institute for 2020.



2

RCL FOODS is one of the first companies to receive recognition for participating in the Youth Employment Service (Y.E.S.) Programme



3

LinkedIn: We have been recognized as the Best Talent Acquisition team for South Africa in the above 500 employees' category at the 2018 & 2019 South African LinkedIn Talent Awards.



4

SAGEA: We have won silver for the best Digital Campaign at the 2019 South African Graduate Employee Association awards evening.



5

SAGEA: We have won silver for the best Integrated Campaign (up to 20 graduates) at the 2019 South African Graduate Employee Association awards evening.



6

SAGEA: We have won Gold for Best Integrated Campaign 2021, less than 15 graduates at the South African Graduate Employee Association awards evening.



**STILL HUNGRY?
YOUR FUTURE STARTS HERE!**

**OUR RECIPE FOR SUCCESS IS
BEST SERVED WITH A BIG
DOLLOP OF ACTION!**



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