



Santova Graduate Programme

TALENT MANAGEMENT

| Graduate Programme | January 1, 2018

Introduction

In a world 'without boundaries', year-on-year sustainable earnings growth is a challenge for most companies across all sectors. The free flow of information and transfer of intellectual capital ("know-how") across borders has resulted in a highly competitive global economic environment which has restricted the earnings growth of most companies internationally. However, as a result of their **entrepreneurial culture**, a *select few* have been able to capitalize off such challenges and generate extraordinary growth over an extended period of time.

As Jim Collins in his book ("Good to Great") commented, truly great organisations think of themselves in a fundamentally different way than mediocre enterprises. They have a guiding behaviour or spirit about them (culture).

Santova Talent Management

Santova success to date has been founded on its culture, values and philosophies which ensures a sustainable common cause and sense of direction through the many challenges and changes of today.

Intricate to this culture is our recognition of the "changed work ethos".

"High performance employees today want more. They want something different. They are demanding, they want meaningful work, and they expect their employer to make work more rewarding in many ways. Today employees don't want a career, they want an experience."

We embrace this work ethos and believe that when a person is seeking employment or Santova is looking to recruit, both parties have to ensure that an 'ideal fit prevails' – company culture and the attributes and aspirations of the applicant.

Most importantly, however, is our value and assurance that with the year-on-year growth of our business ("performance"), career opportunities and the advancement and mobility of our people also increases.

Future Employee: "Fitting-in" with the Santova Culture

In recognition of our culture, values and philosophies, the following are characteristics of persons that would best be suited to building a career within the Santova Group:

- A stakeholder ("interest in"), not just an employee.
- Someone who requires meaningful stretch, wants purpose in what they do.
- Going to be innovative and challenge decisions, proactive not reactive.
- Thrive in an entrepreneurial and stimulating environment, embrace change.
- A real contributor (a proactive willing participant), thrives on responsibility.
- A business builder, entrepreneur and 'deal maker'.
- Strong leadership attributes, humble yet confident.

“You want people that grab ideas, that share them, that grow with them, that’s what you want. You want culture that just thirsts for them and doesn’t care where they come from. The stripes on the shoulder don’t determine the quality of the idea – the idea does. And the people that grab them are the heroes.” Jack Welch on Ideas

The Opportunity

The Santova Group is an international business listed on the Johannesburg Stock Exchange ("JSE") which has offices throughout South Africa, Hong Kong, China, Australia, the Netherlands, Germany, Mauritius and the United Kingdom.

The Santova Group, in collaboration with its international strategic partners in the supply chain, provides integrated "end-to-end" logistic solutions that ensure the seamless flow of products into the market place for imports/exports and consumers worldwide.

Its strategy is to continually develop and invest in key differentiators that set it apart from its competitors. This key differentiation is through its culture and its **people** who are not traditional in structure or strategy.

The graduate programme seeks to attract select ‘high-end’ candidates whose attributes are consistent with that of the culture and vision of the company.

The purpose of such a programme is to ‘coach and develop’ future leaders and business builders through a multi-faceted and in-depth programme. The journey would result in ‘key individuals’ within the Santova Group being at the forefront of extensive sophisticated solutions across geographies, including extremely effective business building skill sets. As the Group continues to ‘roll-out’ its presence, these candidates would be intricate to such strategic developments.