

# EMPLOYEE VALUE PROPOSITION



## SUPPORT YOUR WORK/LIFE BALANCE

We recognise the diverse needs of our large workforce and strive to provide balance, predictability and flexibility.

- Flexible Working Arrangements, including compressed working week, work from home, and scheduled hours.
- 4 weeks' annual leave per year.
- Closure periods across Christmas and New Year for your time.
- Cultural awareness and working hours accommodations.
- Parental leave with flexible return to work options, keeping-in-touch days, and work-from-home arrangements.
- Time-off-in-lieu and predictable rosters for eligible roles.

## SUPPORT YOUR CAREER DEVELOPMENT

We invest in developing talent and creating career pathways across hospitality, events, facilities, and corporate functions

- Professional development aligned to a structured performance development process linked to remuneration.
- Career pathways with a strong commitment to internal promotion.
- Engagement with Leading Teams for leadership, culture, and team development.
- One-on-one career coaching using the CliftonStrengths (Gallup) methodology.
- Group programs to strengthen teamwork and communication.
- Opportunities for industry development (speak to your SLT member).
- Access to the Downer Learning online platform.

## PHYSICAL AND MENTAL WELLBEING

We prioritise physical, psychological, and emotional well-being in a safe, inclusive environment.

- Zero Harm safety culture and comprehensive HSE systems.
- Psychosocial safety is supported by internal specialists and a robust risk management framework.
- Employee Assistance Program offering confidential counselling for employees and their families.
- Regular Mental Health First Aid training.
- Annual flu vaccinations.
- Corporate private health insurance discounts.
- Uniforms and PPE provided.
- Drycleaning as appropriate.
- Staff lunch options in Vansons.
- Liberty Café discounts.
- Complimentary fruit.

## DIVERSITY AND INCLUSION

We celebrate our diverse workforce and ensure every individual feels respected and valued.

- Zero tolerance for discrimination or harassment.
- Inclusive recruitment through networks, including Hospitality Disability Network.
- Celebration of diversity and cultural initiatives throughout the year.
- Safe, open-door culture where employees are encouraged to speak up.

## FINANCIAL WELL BEING

We provide competitive remuneration, recognition programs and financial support tools.

- 12% Superannuation, aligned to Superannuation Guarantee increases.
- Perks@Downer platform offering discounts across supermarkets, retail, travel, entertainment and more.
- Financial coaching through the EAP.
- Reward & Recognition program acknowledging performance, service and contribution.