

REWARD



14 WEEKS
Paid Parental Leave



ANNUAL
Salary Review

HOUSING
for certain positions
in the Pilbara



SALARY SACRIFICE



12.5 DAYS
personal leave



**Employee
Recognition
Program**

13%
Superannuation



**LONG
SERVICE
LEAVE**
5 years pro-rata



SHIFT for shift
workers
ALLOWANCE

4

weeks annual leave plus
1 extra week if you live in
the Pilbara



On Call &
Availability
Allowance

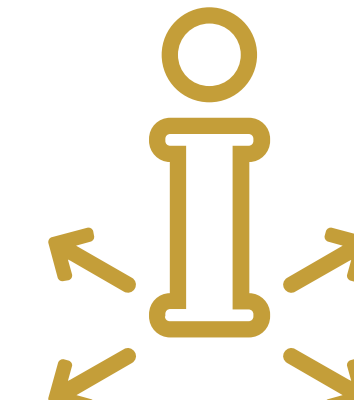
**LOCATION
ALLOWANCE**
For all Pilbara based positions



**Quality
TRAINING**



YOUTH TRAINING
Marine Cadets | Apprentices | Graduates | Trainees



Lunch &
Learn
Sessions

Leadership
Development
Program



DEVELOPMENT
opportunities



STUDY
Assistance



**PROFESSIONAL
COACHING**



PERFORMANCE CONVERSATIONS

Regular Feedback | Goal Setting | Planning



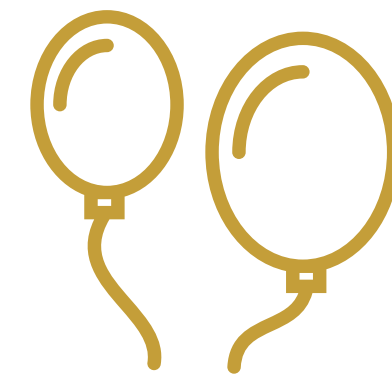
**SERVICE
RECOGNITION**
GIFTS AFTER 5 & 10 YEARS SERVICE



**Employee Assistance
Program** + free online wellness
presentations

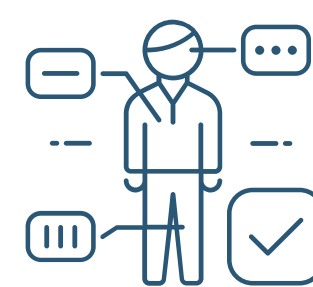


COFFEE
machines @ each site

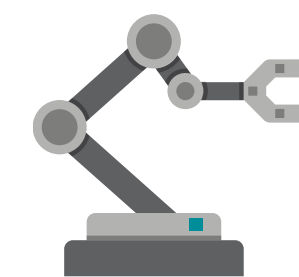


Birthday &
End of Year
Celebrations &
Gifts

Discount with HBF &
Medibank insurance



Corporate & PPE
Uniform Provided



**WORK
ENVIRONMENT**
well equipped quality facilities



Ergonomic
assessments

**STRONG
SAFETY
culture**



**HEIGHT ADJUSTABLE
WORKSTATIONS**

end of trip
FACILITIES



FREE REFRESHMENTS

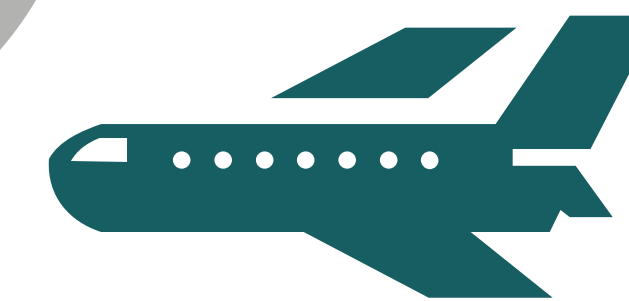
MILK FRUIT BISCUITS



Discounted gym
membership in
Port Hedland



FREE skin checks
& flu jabs



Work Travel



**COMMUNITY
ENGAGEMENT**
Welcome to Hedland
Community Projects

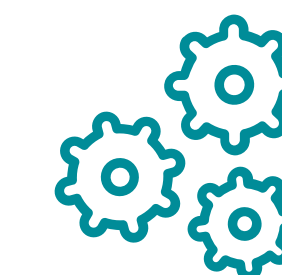


INCLUSIVE
Culture That Celebrates Diversity

CURRENT



& best of breed
TECHNOLOGY



FLEXIBLE
work arrangements



**INNOVATION
INITIATIVES**



**COMMUNITY
GRANTS**

**EXPERTISE
KNOWLEDGE &
SKILL SHARING**



SOCIAL CLUBS

at each site plus PPA contributions



SUSTAINABILITY FOCUS
mangrove mates program
free mulch annually



celebration of
**MULTICULTURAL
EVENTS**

ORGANISATION

OPPORTUNITY

WORKFORCE