

# Working at **australianethical**



## Bonus and employee share ownership plans

Share in the company's success

- an annual bonus based on the profits of the company is paid to all staff. All staff receive an equal proportion of the bonus pool based on full-time equivalent (FTE) hours. Bonus amount is set by the board.
- the company has an employee share incentive scheme.

## Recognition of family and personal responsibilities

Flexible working arrangements

- full-time staff have flexibility to choose a working pattern which fits with their personal needs subject to business requirements.
- 30% of our staff work part-time.
- potential to work off-site subject to business requirements.

## Good leave provisions

- annual leave – 20 working days per 12 months of continuous service plus a bonus of three days leave on the normal working days between Christmas and new year.
- sick leave/carers leave – 15 working days on full pay, per 12 months of continuous service.
- maternity, paternity, carers, compassionate and adoption leave.
- long service leave – 25 working days after completion of five years of service.

**All leave provisions are calculated pro rata for part-time staff.**

## 'Green' building in great location

- comfortable work environment with natural light and ventilation.
- lock-up bike storage and showers.
- free car parking.
- located close to bus and bike routes
- excellent lunch room/social area with tea, coffee and newspapers.

## Great working atmosphere

- flat management structure.
- informal dress code.
- strong relationships between staff.
- informal social events.
- fully financed Christmas party.
- recognition of special events, 10 year service awards.
- supportive/collegiate environment.

## Professional and personal development

- study leave provisions.
- training and career development discussed at annual review.
- reimbursement of approved training costs within defined policy limits.
- reimbursement of up to \$95 per FTE twice a year towards some personal development cost (for example gym memberships, yoga, swimming).

