

A close-up photograph of green leaves, likely from a plant like corn or sorghum, with a strong diagonal pattern of veins. The image is vibrant and serves as a background for the top section of the document.

# WHY WORK AT ENERGY MATTERS?

## EMPLOYMENT BENEFITS SCHEME

You're a part of something special

At Energy Matters, we work together to deliver efficient solar solutions for all Australians. We recognise that our people are the foundation of our success. Separately we are impressive, but together we can be truly inspirational.

We reward our people and celebrate their success. We provide initiatives that develop careers, look after our people's health, and assist in obtaining work-life balance. In return, we have been recognised as an Australian employer of choice, and we enjoy excellent employee satisfaction and retention rates.

# EMPLOYEE BENEFITS

## SUPPORT FOR YOUR CAREER

Inspired people are always growing, learning and developing. At Energy Matters, we seek to ensure our people have the skills and competencies needed to achieve the outcomes required of their current role, and opportunities for professional career development.

## SUPPORT FOR A BALANCED LIFESTYLE

We like to practice what we preach and encourage our people to lead a balanced lifestyle by supporting staff involvement in a number of health and wellbeing initiatives. These include flu vaccinations, subsidised onsite remedial massage, subsidised onsite naturopathy, complimentary fruit and healthy snacks, health and safety seminars and bike sharing opportunities. We take work-life balance seriously and have a number of initiatives in place to support this, including flexible work practices, time in lieu and working from home options.

## OTHER BENEFITS

Energy Matters people have access to a wide range of additional benefits, including:

- Regular staff development seminars
- Salary sacrificing options
- High Performing Team awards and rewards
- Employee Referral Programme
- Progressive IT equipment
- Length of service rewards
- Special occasion recognition rewards
- Regular social activities
- Casual dress Fridays
- Monthly birthday celebrations
- Shower facilities

## ADDITIONAL BENEFITS AFTER 12 MONTHS

- Profit Sharing / Bonus incentive programme
- Income Protection Plan
- Educational assistance
- Study leave entitlement

**WE LOOK FORWARD TO YOU BECOMING PART OF OUR REVOLUTION**