



Support for parents.

The toughest gig calls for the strongest support. Our 'Becoming a Parent' program recognises that parenthood takes many forms and comes with many challenges. The program is our way of playing a small part during a momentous life event, to be there for our people - and their little people - when it matters most.

This guide outlines the five key areas of support and what we offer our people as they embrace the joys and challenges of parenthood.



Parenthood's not always straightforward.

Egg or sperm collection and freezing, and IVF support.

This crucial support is available for all of our employees and their partners. They can access financial support up to \$10,000. In addition, employees can claim a discount from the global leader in assisted reproductive services, Virtus Health. And crucially, flexible working hours give our people the space and balance they need as they go on their journey.





There for the tough times.

Early pregnancy loss.

Our people and their partners are never alone. For anyone going through this heartbreaking experience we offer different kinds of support.

For miscarriage and early pregnancy loss, employees can take two weeks of paid bereavement leave and have access to a library of resources in partnership with the Pink Elephants Support Network.

For pregnancy loss after 16 weeks of pregnancy, employees can access 16 weeks of paid leave.

Employees also have access to our internal Mental Health First Aid Officers and Uprise EAP for confidential counselling support.





Support when you need it most.

Pregnancy, adoption and fostering support.

We understand that bringing a new member into your family can be a complex process, whether through pregnancy, adoption or fostering. We provide flexible working arrangements to enable you to attend medical appointments. Employees have access to ultrasound reimbursements up to \$1000.

Employees can take 16 weeks of paid parental leave when having a baby, adopting or fostering. This can be taken at half pay and it can be taken in different ways within the first two years of birth, adoption or fostering. Superannuation will be paid during the paid parental leave.

Employees who become grandparents can access one week of grandparent leave to be there for their loved ones.

And, as a little congratulations gift, new parents will receive a one-off payment of \$500 in the first pay following the commencement of their parental leave.



The early days.

Support for new parents.

During paid parental leave, our people are encouraged to continue to access the benefits available to them. Our People and Culture team will also keep employees informed during their absence on major initiatives being implemented or changes to the organisation.

When preparing to return to work, employees are encouraged to talk to their manager to explore the type of flexibility they need to help them balance being a parent with their work life.



It doesn't stop there.

The gender-neutral policy for on-going support.

We want to support our people beyond the initial few years of parenthood. As part of this, we recognise the important milestone when children commence primary school and the transition parents face.

We offer two weeks paid leave for parents to prepare their children (and themselves) for school life.

Additionally, we offer access to a Nutritionist through our wellbeing program who runs a health seminar on eating habits and lunch packs for children.

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