



GWF Benefits

We offer a great range of benefits to help our people 'Be Yourself- at your best'

Arriving Our aim is to ensure our people can hit the ground running – so we provide company and site specific induction with a focus on understanding GWF's business, culture, values and behaviours as well as our number one priority – safety.

Career opportunities We offer a broad range of career opportunities across our diverse businesses including role changes and promotions, special assignments, secondments and project work. We also offer international opportunities through UK parent Associated British Foods plc. We work actively with people on their careers as we know they have aspirations and ambition to keep challenged in our work environment.

Communications We share information and insights to help our people understand our company strategy and performance. We encourage two-way communication, with lots of opportunities to provide regular feedback and share ideas about making GWF a better place to work eg team briefings, people surveys, road shows. Company policies and a range of guides and tools are available on our People Portal.

Community We are an active supporter of the communities in which we operate, as well as encouraging our people to become involved in community giving. GWF shares expertise, skills and resources and creates partnerships which have a positive impact on our wider communities including a major partnership with The Smith Family, donation of products to Foodbank and support for KidsCan in New Zealand.

Development We believe in equipping people with core skills, knowledge and tools to be successful in their role. This includes development in competencies, behaviours, technical & functional skills and leadership; and development opportunities such as on-the-job experiences, coaching and training. GWF subsidises the cost of external studies for approved tertiary courses as well as study leave.

Diversity We are growing a diverse workforce reflecting the diverse customers, consumers and communities we serve. Increasing diversity increases our success by drawing on broader experiences, insights and talent. GWF encourages applications from people with disability; and are committed to making reasonable workplace adjustments to provide a positive, barrier-free recruitment process and supportive workplace.

National Relay Service (NRS) : <http://relay.service.gov.au/>

Flexible work Broad range of flexible work practices ;

- Flexible work hours (between 8am-6pm)
- Compressed work week and Rostered Day Off arrangements
- Personal leave (to support family member)
- Part time hours for parents returning from parental leave
- Job share and telecommuting
- Alternative shifts to meet needs of changing family circumstances
- Opportunity for people to rotate through different positions and tasks in line with their capability
- Leave without pay

Insurance Additional benefits via GWF's Superannuation Fund ie Income Protection and Life Insurance at no cost for salaried people and available for purchase for weekly paid people.

Leaders Supporting leaders to grow and develop by defining core leadership behaviours and offering coaching and programs to build leadership capability. Assessment and feedback using the LifeStyle Inventory (LSI), annual Leadership conference, leadership briefings / webinars, mentoring, resources and tools on a dedicated Leadership Portal and on-going coaching & feedback.

Leave Annual Leave (20 days paid)
Additional Unpaid Leave (1 - 8 weeks max) via salary sacrifice
Cash-out Leave (4 wks pa max Aust); (1 wk pa max NZ)
Maternity Leave (12 weeks paid leave)
Paternity Leave (2 weeks paid leave)
Personal Carer's and Compassionate Leave
Study Leave and Long Service Leave

Recognition 'a simple thank you' recognition program - recognising people for their contribution to GWF's business performance and living the GWF values and behaviours.

Remuneration Our reward philosophy recognises high performers who achieve business results and live our values ie results x behaviour. Market competitive salary packages that pay for performance.

Safety *Safety for everyone, everyday*
GWF is committed to providing a safe, productive and supportive workplace for all people involved in our business. Safety Induction at site is mandatory for everyone. Our GWF-wide Safety Audit Program is supported by Safety training modules and Health and Safety committees.

Talent & Succession It is important we plan for the future of our business by managing succession and identifying emerging talent. We aim to have open and transparent conversations with our people to allow them to develop and manage their career aspirations. We look for challenging experiences and development which can increase their overall capability and meet the needs of our business.