



Compensation Policy

This is a high-level summary for all staff. Full details are set out in the Compensation Policy.

Purpose

This document summarises the key principles of the Company's Compensation Policy. It is designed to ensure remuneration practices are fair, transparent, and compliant with Australian workplace laws, including the *Fair Work Act 2009 (Cth)* and applicable Awards or Enterprise Agreements.

Key Principles

- Remuneration is based on performance, skills, experience, and market competitiveness.
- The Company applies a pay-for-performance approach aligned to business outcomes.
- All remuneration practices comply with:
 - Applicable Awards or Enterprise Agreements
 - Superannuation and taxation obligations
 - Equal employment and anti-discrimination laws

Remuneration Components

Your total remuneration may include:

- Base Salary
Fixed annual salary paid in accordance with your employment agreement and legal requirements.
- Salary Reviews
Typically conducted annually.
Salary increases are not guaranteed and depend on:
 - Individual performance
 - Market positioning
 - Internal equity
 - Business performance and budget availability
- Incentives & Bonuses
 - May include commissions or discretionary bonuses.
 - Linked to individual, team, or Company performance.
 - Bonuses are discretionary and do not form part of your contractual entitlement unless stated otherwise.

Important Conditions

- You must be actively employed at the time of payment to receive most bonus or incentive payments (unless otherwise required by law).
- On termination, eligibility for any incentive or bonus will be assessed in accordance with:
 - Your employment contract
 - Applicable legislation or industrial instruments

Compliance with Awards & Legal Requirements

The Company will ensure:

- You are paid at or above minimum Award rates (where applicable).
- Overtime, penalties, and allowances are paid in accordance with relevant industrial instruments.
- Accurate time, wage, and payroll records are maintained.

Equity & Fairness

The Company is committed to:

- Equal pay for work of equal or comparable value
- Non-discriminatory remuneration practices
- Fair and consistent decision-making

Governance & Approvals

- All remuneration decisions are subject to internal approval processes.
- Any exceptions require formal approval from senior leadership and HR.

Acknowledgement

I acknowledge that:

- I have read and understood the Compensation Policy – One Page Summary;
- I understand this summary does not replace the full **Compensation Policy**;
- I agree to comply with the full policy and all related Group policies;
- I understand that non-compliance may result in disciplinary action.



I further acknowledge that this summary should be read in conjunction with the full **Compensation Policy** which is available on the intranet.