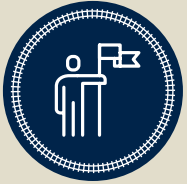


***pacific*national**

EMPLOYEE BENEFITS





OPERATING WITH PURPOSE

Our purpose is to deliver what matters for our people, customers and shareholders. Which is why, Pacific National is committed to conducting business activities in a way that minimises adverse environmental impacts and delivers continual improvement in environmental performance. We take a comprehensive approach to social responsibility, considering our obligations to the many and varied communities in which our people live and work, as well as the communities in which our business operates. Strategic guidance, governance and effective oversight of management and the performance of Pacific National, is the responsibility of the Pacific National Board.



EMPLOYEE LEAVE

Paid parental leave

Pacific National offers employees who have 12 months of continuous service and who are the primary caregiver, 12 months parental leave of which 12 weeks are paid leave at full pay, or 24 weeks at half pay. All secondary caregivers are entitled to one week paid parental leave and two weeks of unpaid leave at the time of birth/adoption.

Cashing out annual leave

Eligible Pacific National employees may request to have their annual leave cashed out. The National Employment Standards set out the circumstances under which we can agree to a request from an employee to cash out part of the employee's annual leave entitlements.

Purchasing annual leave

Eligible Pacific National employees are entitled to purchase additional annual leave through salary packaging.



FINANCIAL BENEFITS

Superannuation

Pacific National has partnered with Australian Super to provide Pacific National employees advantageous rates for its default superannuation fund. Employees can also choose their preferred superannuation fund.

Novated leasing

Eligible employees are able to enter into novated leasing arrangements to purchase and run leased vehicles through their salary packages. Salaried employees (CLC) and certain categories of employment agreement employees are eligible.

Vehicles are to be packaged on a novated Finance Lease basis only. The administration of the vehicle is fully managed by the novated lease provider. Lease terms from 2 to 5 years are at the choice of the employee. Residual values are at the choice of the employee, subject to ATO guidelines. Vehicle type is at the discretion of the employee.

Salary Continuance Insurance

Salary Continuance Insurance provides an income stream in the event of an employee being unable to work due to ill-health or injury. Pacific National will provide 75% of FAR (Fixed Annual Remuneration or salary package) for a maximum period of either two years, or up to age 65. This benefit is available to all salaried employees (under Award Agreement otherwise known as Common Law Contract).

Financial advice

Pacific National employees are able to access financial advice to plan for their future through our provider Shadforth Financial Group. This includes strategic planning, investment recommendations, portfolio management, stockbroking, superannuation, as well as personal insurance advice.

Personal banking

Pacific National employees have access to **anz@work**, a financial well-being program consisting of personal benefits and discounts brought to you by ANZ.

Reward and Recognition

The Pacific National reward and recognition program uses the ACHIEVERS platform to bring to life our value of Gratitude. Celebrate success and earn points to redeem in the Achievers Reward Marketplace.



HEALTH AND FITNESS

Health insurance

Health insurance protects Pacific National employees in the event of an unexpected serious illness or injury that could be very expensive. In addition, you are more likely to get routine and preventive care if you have health insurance.

Our health insurance partners offer discounts on health insurance products that cover a range of medical expenses.

Fitness discounts

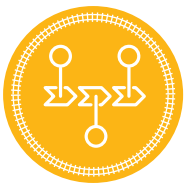
Pacific National employees can access discounts for selected health and fitness activities, including gyms and yoga studios. These vary from state-to-state.

Wellbeing

Mental Health & Wellbeing is a top priority at Pacific National. A thriving Mental Health & Wellbeing Program allows employees to access digital Wellbeing resources and Mental Health First Aid Training to support their wellbeing and that of their loved ones.

Access wellbeing tools

All employees gain free access to Unmind and WhereFit, providing you the tools to support your health and wellbeing journey.



LEARNING AND DEVELOPMENT

Online learning

Employees can explore opportunities for learning via the Pacific National Learning HUB. Here you will find a suite of online and face-to-face courses. Employees can contact their line manager or People and Culture Business Partner to discuss career development planning and support.

Study leave

Pacific National may provide an employee with financial assistance to undertake tertiary qualifications or study where it is considered relevant to the employee's current or future role with the company.

Pacific National may reimburse 100% of course fees plus 50% essential textbooks upon substantiation by the employee that they have completed and passed each unit of study.



TECHNOLOGY

Tech discounts

Pacific National has partnered with major technology suppliers to provide employees with advantageous discounts. Employees can get the latest Microsoft 365 or Office Home and Business 2021 for use at home.

Additionally, DELL offers employees the opportunity to purchase their PCs, notebooks, printers and more at up to 40% off.



FLEXIBLE WORKING ARRANGEMENTS

Pacific National is committed to exploring flexible working arrangements, subject to the operational needs of the business. Flexible work practices can include variations to:



Days of work (part-time or job-sharing);



Hours (varying standard working hours); and



Work location (working from home or remotely);



May include other variations to standard working arrangements.



TRAVEL

Hotel

Pacific National employees can now access industry rates for holiday accommodation. This access can also be shared with families and friends.

Car rental

Pacific National's car hire discount allows all employees to access corporate discount rates when hire a car.

Flights

We have partnered with Corporate Travel Connections to offer employees and their families a discount of up to 20% for domestic flights.

pacificnational

Contact us



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