

# Employee benefits

TRILITY is an established industry leader, solely dedicated to the delivery of water, wastewater and reuse solutions across New Zealand and Australia's municipal, industrial and resource sectors.

This leadership draws on more than 25 years' experience of providing high-quality solutions for our public and private sector clients, including financing, design and construction, operations and maintenance, asset management, utility services, and equipment solutions. Our capabilities span the full life cycle of water, delivering services to millions of people every day.



## TRILITY people

Our staff are at the heart of everything we do. We are committed to being a 'partner of choice', working in collaboration with our clients to manage water, wastewater and environmental infrastructure for urban and regional communities and industry.

How we deliver results is as important as what we deliver. Our values are:

### Integrity

We act with Integrity in everything that we do.

### Commitment

We are committed to all our stakeholders, being our people, customers, communities and shareholders. We are trustworthy and reliable, and focus on building long term relationships and exceeding expectations.

### Progressive

We strive to find, create and implement better ways to do business.

### Teamwork

We work together as a team, supporting each other to reach our goals.

Our employees are rewarded for achieving results. We offer a competitive employment package accompanied by employee benefits you would expect to find within a business of TRILITY's calibre.

[Click here to watch a video from our employees, on what it is like to work at TRILITY](#)

## Flexible working arrangements

At TRILITY we believe in work/life balance.

We believe working from home has benefits including working around family and personal commitments, greater control over your own working schedule and can help reduce commute times.

As does working in the office; these include building and maintaining our valued company culture and enabling the crucial incidental exchange of information and knowledge.

We therefore have adopted a 'hybrid approach' with some required office attendance, and flexible working from home for roles that allow it.

# Professional development

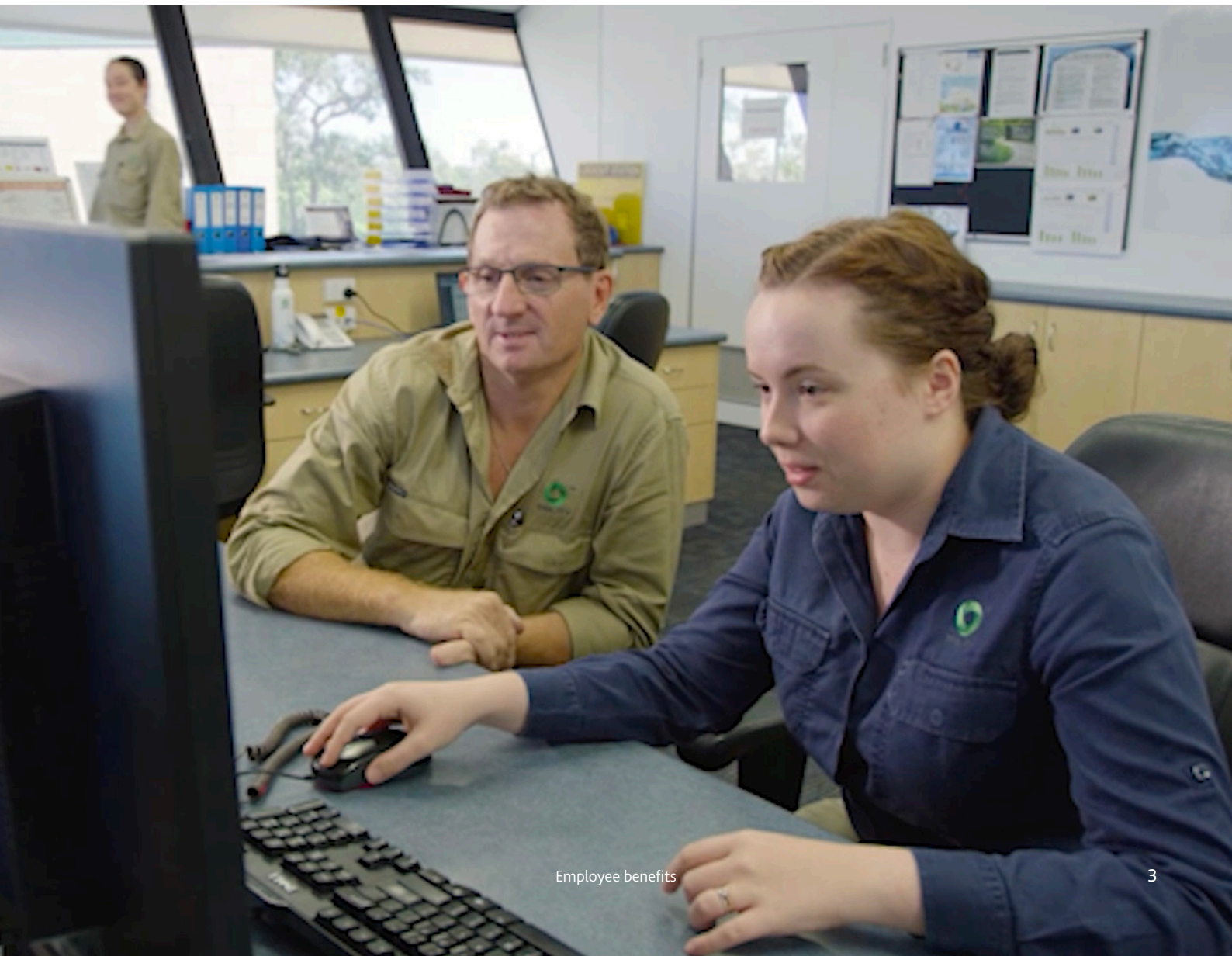
## Learning and development and professional memberships

TRILITY is committed to providing a working environment that supports and empowers our people to thrive. By committing to a formal Performance and Development Review process throughout the year, our goal is to work with our employees to identify their motivations and formulate a plan to help them achieve their personal goals.

We invest in our employees and support achievement of qualifications in their respective fields. To support this, we will contribute to the costs on external training and towards annual memberships to a professional association of their choice.

## Education assistance

Where an employee wishes to pursue external study that is directly relevant to their role within TRILITY, and/or that study is likely to provide benefits to TRILITY in terms of improving the employee's work skills, knowledge and/or ability, TRILITY may agree to provide study assistance to the employee. Depending on the nature of the study proposed, TRILITY may reimburse up to 50% of study fees.





# Leave

## Paid parental leave

At TRILITY we are a family friendly workplace. To support our staff we offer the following parental leave options to permanent employees with at least 12 months service:

- ✓ 12 weeks paid parental leave for the primary carer
- ✓ 12 months unpaid leave
- ✓ 1 weeks paid leave for secondary carer (2 weeks after 5 years of service)
- ✓ Consideration of flexible working arrangements when returning to work

## Purchased leave

Our employees have the ability to purchase one to eight weeks of additional leave in any 12 month period.

## Study leave

Dependent on the nature of the employees' study, TRILITY may provide study leave with or without pay or time off during normal working hours. This is dependent on the impact on TRILITY's operations.

# Financial benefits

## Incentive scheme

In addition to your base salary permanent employees are eligible to participate in TRILITY's incentive scheme. The rules of the scheme may change from time to time. Any payment is at the discretion of the company and payment is not guaranteed.



# Health and Wellbeing

## Employee Assistance Program (EAP)

TRILITY is committed to the wellbeing of employees both during and outside of working hours and aims to do everything possible to ensure employees remain challenged and satisfied in the work environment.

As part of this commitment, TRILITY offers an 'employee assistance program', utilising the services of AccessEAP. This confidential counselling service is available to all employees and their immediate family members and offers the following:

- ✓ Independent and confidential
- ✓ Emergency service available 24 hours a day, 7 days a week
- ✓ Three free counselling sessions for all employees, per year. Ongoing sessions can be arranged at the cost of the employee
- ✓ On or off the work site and via Skype
- ✓ Referral to outside agencies as appropriate

## Wellbeing platform

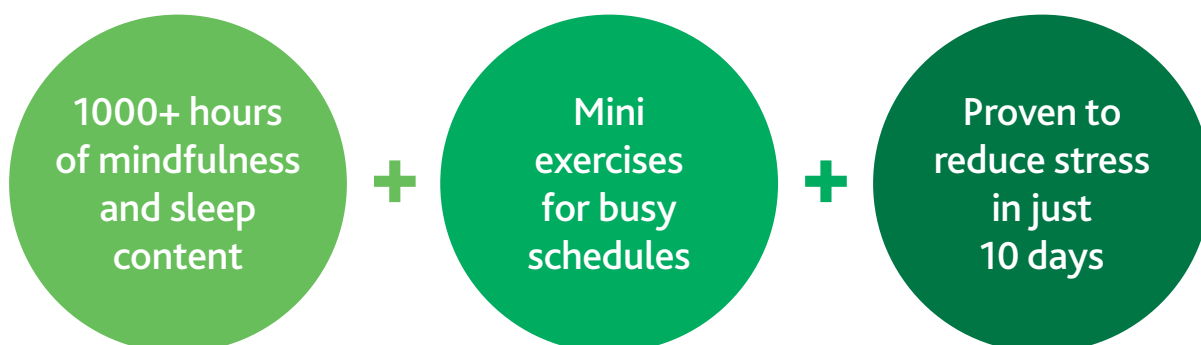
Our Wellbeing program is not simply there to put a tick in the box. At TRILITY, we genuinely care about our employees' health and wellbeing. Through our program, we provide informative, practical and thoughtful information across a range of topics, such as nutrition, exercise, family and health issues, mindfulness/ meditation and yoga.

Healthy Body and Mind Hub is our online wellness education platform which will give you access to a range of mind and body resources that will support your health and wellbeing ongoing. This includes monthly webinars, live and on-demand webinars presented by qualified professionals, live and on-demand stretching and mindfulness classes each week and much more! Each month there is new information and a new focus.

## Headspace

TRILITY is proud to partner with Headspace to offer meditation for modern living. Meditation is a way to give your mind the time to pause, detach and re-energize in order to manage stress, increase happiness and boost productivity for sustainable high performance.

Get Headspace at no cost, from TRILITY! Features include:



## Staff events

TRILITY strives to have a supportive and enjoyable environment on offer. Each office takes time to plan events and initiatives that allow employees time to be social outside of the office.

## Recognition awards

### Excellence award

An excellence award is recognition made to individuals or teams for performing above and beyond their usual tasks or role profile, for improving business performance or for living the TRILITY core values and consists of a monetary reward and a personalised letter of acknowledgement from the Managing Director.

### Service award

Service awards are recognition of the contribution made by long serving permanent employees of TRILITY and consists of a monetary reward.





## Diversity and inclusion

TRILITY is committed to attracting and retaining a diverse workforce that represents the communities in which we work. TRILITY recognises that this is the right thing to do and that valuing diversity is a fundamental approach for business success and providing competitive advantage. We need diversity of thought, skills, experience, and perspective in our business to ensure our success, and a culture of inclusion to ensure we retain this diversity and allow it to flourish.

To help us achieve this goal, TRILITY has an Inclusion and Diversity Committee made up of a cross representation of the organisation and supported by the Senior Management Team. This Committee recommends practical steps to implement our approach to diversity and inclusion, provides feedback to the Senior Management Team in relation to inclusion and diversity, raises any concerns, and promotes inclusion and diversity across the business.

## Reconciliation Action Plan (RAP)

TRILITY has also developed a Reconciliation Action Plan and has a separate Committee focussed on achieving the outcomes in this Plan, which provide a specific focus on the employment, education and inclusion of Aboriginal and Torres Strait Islander Peoples.



# Recruitment

Our people are the key to our success. TRILITY employee nearly 300 capable, highly skilled employees from a range of industry backgrounds. We are always on the look out to hire and retain top talent. All our vacancies being advertised on our Careers page, SEEK and LinkedIn.

We actively promotes diversity in our workforce. We encourage people from any background/culture, age, gender, sexual orientation, or people with an impairment to apply for vacant positions.

TRILITY New Zealand have partnered with Te Tatau o Te Arawa <https://www.tetatau.nz/> to assist in recruiting local Māori people. All advertised roles are sent to Te Tatau o Te Arawa group to be promoted across their network.

TRILITY Australia advertise all positions on <https://atsijobs.com.au/> to connect with Aboriginal and Torres Strait Islander job seekers.

## Internal promotions

At TRILITY we value our staff. Many of our employees are long standing and have built a strong knowledge of our culture, processes and methodologies and have established relationships throughout the organisation and the industry. We value this and strive to retain the best talent.

All of our vacancies are advertised internally, and staff are strongly encouraged to apply. We also have succession planning and learning and development opportunities designed to support our employees as they build their careers.

## Employee referral program

If employees know someone who they think would be a good fit for a position at our company, we encourage them to refer them. If we end up hiring their referred candidate, they will be eligible for a \$500 referral bonus. Should they stay with TRILITY for at least 6 months and pass their probationary period, the employee is then eligible for another \$500 bonus.

## Apprenticeships and traineeships

At TRILITY we take on a wide range of apprentices and traineeships from Electrical to Water Operations. We believe taking on an apprentice or trainee can bring 'new life' into our workplace through a fresh perspective and innovative ideas. It also provides an opportunity for our long term team members to impart their knowledge and skills, ensuring valuable 'tricks of the trade' are passed on to future generations.

## Internships

We have partnered with some of the most established universities in Australia to offer internship opportunities in areas such as environmental, science, data science/analytics. The aim of the program is to provide student with hands-on experience through defined and challenging project work, improving their technical skills and enhancing their personal development.

We are able to host students throughout the year, with the internship duration of minimum 12-week to a maximum of six months.





## Safety culture

Safety is at the core of our business and the communities we serve. We strictly enforce compliance with health and safety protocols at each of our construction, operating and administrative facilities to ensure our employees and the community are safe at all times. This is readily apparent to anyone who visits a TRILITY facility.



## Environment

TRILITY plays a vital role in our modern world by providing water, wastewater and environmental solutions which contribute to a better quality of life. TRILITY is involved in the delivery of 100s of water infrastructure projects, currently servicing over 450 facilities. We have extensive operations, spanning from the far south of Tasmania to the most northern trip of the country and across the Tasman! TRILITY has a demonstrated commitment to sustainable business practices across each of our construction, operating and administrative sites.



## Community responsibility

TRILITY is committed to improving the communities we serve. As a supplier of essential services, we understand the impact our facilities have on the communities we operate. This means we are focused on ensuring our employees adhere to our values and commit to exemplary performance across all aspects of our footprint in the community. This runs across everything we do.

## Staff survey

Every two years TRILITY conducts a staff survey to formally gain feedback from our employees on TRILITY's culture and working environment. This survey has been conducted every two years since 2012 and provides a valuable insight into how we operate as an organisation.

TRILITY currently uses the Denison Organisational Culture Survey tool. This survey measures specific aspects of our organisation's culture looking at the areas of Mission, Adaptability, Involvement, Consistency, Innovation and Employee Engagement. Individual responses are collectively tabulated into a graphic profile that compares our organisation's culture to a database of 1,000 other organisations.

The survey results are used to assist TRILITY in planning for the future; specifically, in the way we manage our business and build relationships not only amongst ourselves, but also with our customers and suppliers. The Senior Management Team (SMT) pay close attention to the feedback that is received from these surveys, and this influences the decisions made and the goals set.

A copy of all past staff surveys is available under the Employee Surveys page under Human Resources on the intranet.

## Partnerships and discounts

### WHEREFIT (available for Australian and New Zealand employees)

TRILITY is excited to announce our new benefits partnership with WHEREFIT. As a TRILITY employee, you now have access to exclusive discounts at leading fitness and wellbeing brands to help you perform at your best. With over 2,000 unique offers at up to 50% off, there is something for everyone!

Here are some of your new fitness and wellbeing benefits that are available through WHEREFIT:

#### 400+ gyms and studios (Australia)\* - e.g:

- ✓ Anytime Fitness (up to 20% off)
- ✓ F45 Training (up to 30% off)
- ✓ Studio Pilates (10% off)
- ✓ UFC Gyms (up to 17% off)

#### Activewear, apparel and footwear - e.g:

- ✓ THE ICONIC Sport (20% off)
- ✓ Speedo (20% off)
- ✓ Under Armour (10% off including sale)
- Adidas (10% off), and more.



## Partnerships and discounts (cont.)

### Healthy meals and supplements - e.g:

- ✓ HelloFresh (up to 40% off)
- ✓ My Muscle Chef (\$25 off + 10% off)
- ✓ Elite Supps (15% off)
- ✓ JSHealth (15% off), and more.

### Self-care, equipment and tech - e.g:

- ✓ Adore Beauty (15% off including sale)
- ✓ Stryke Recovery (20% off)
- ✓ Hismile (25% off)
- ✓ BLACKROLL (25% off), and more.

\* selected locations

Please note this benefit is currently only available in Australia, however, the offering will hopefully be made available in New Zealand later in the year!



### Discount car hire with Avis

AVIS offer a discount rate to TRILITY staff booking hire cars for personal use. Information about how to access this is under the Staff Benefits page under Human Resources on the intranet, or you can contact the Travel Team [travel@trility.com.au](mailto:travel@trility.com.au) with any enquiries.

### FCM travel club

FCM is the travel company that organises all of our corporate travel. FCM also offers all of our employees free membership to the FCM Travel Club. As a member of this club, staff can get access to amazing travel benefits, including your own leisure travel expert to customise your dream holiday, discounted holidays, discounted travel insurance and other hot deals. As part of the Flight Centre Travel Group of companies, you can benefit from the expertise and cost savings of one of the world's largest leisure travel companies.

### Discount on Qantas and Virgin travel lounges

As part of the Qantas and Virgin business rewards program, staff can receive a discount on Qantas Club and Virgin travel lounges.

### Ford partnership program

As a Ford Platinum Partner, Ford provides TRILITY employees with additional bonuses and great deals on the Ford range of new vehicles.

For more information please go to the Employee Benefits page under Human Resources on the intranet.

TRILITY employees also have the opportunity to buy TRILITY used company vehicles at the end of the vehicle's term. Fleet management will send an email to all staff as vehicles become available for purchase.



## Partnerships and discounts (cont.)

### EMA Member Rewards (NZ employees)

TRILITY NZ employees have access to the EMA Connect app, that links you to fantastic discounts on appliances and technology, building and maintenance products, food and grocery items, hospitality deals and car hire.

Along with these discounts from great companies such as JB Hi-Fi, Noel Leeming, Dulux, Pita Pit, Hirepool, Repco and The Coffee Club, you'll also be able to view the EMA's comprehensive range of services.

To access exclusive offers and discounts from New Zealand's favourite brands, download the EMA Connect app through the Apple App Store or Google Play and register your TRILITY email address.

### For more information

Contact us at: [hradmin@TRILITY.com.au](mailto:hradmin@TRILITY.com.au)

Read more at <https://trility.com.au/careers/>



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