

# GILBERT + TOBIN: OUR BENEFITS

At G+T, our employees are our greatest asset. We therefore provide access to a range of benefits, including:

## FINANCIAL

We pride ourselves on rewarding high performing employees with top of market remuneration. We also offer a generous bonus structure rewarding high performance, a substantial employee referral program, relocation assistance (where required) and discounts to various retailers, including 10% off Virgin flights for you and your travel companions!

## LEAVE OPTIONS

In addition to 20 days paid leave, we offer the option to purchase an additional two weeks of annual leave, leave of absence opportunities, as well as rewarding employees with one annual “G+T day” and study leave\*.

## PARENTAL CARE

We are proud to offer up to 18 weeks’ paid leave for eligible employees taking primary parental leave and 3 weeks’ paid leave for eligible employees taking secondary parental leave. We also pay superannuation on unpaid parental leave\* and offer a family room and a lactation rooms in each of our offices.

## FLEXIBILITY

We support and encourage flexible working to suit employees’ needs. This may include part time work schedules, varied start and finish times, longer breaks for personal errands or to attend fitness classes and an open plan office environment to enable greater access to employees and partners. In addition, our “Project Wings” initiative provides IT equipment to eligible employees to work from home\*.

## HEALTH AND WELLBEING

We foster healthy working through our discounted gym memberships, stress management programs and seminars, annual flu injections, skin cancer checks and our Employee Assistance Program (EAP).

## COMMUNITY CARE

We offer a variety of opportunities to participate in charity events, to contribute to our Corporate Social Responsibility and pro-bono programs.

We also offer 20 days paid leave for employees wishing to volunteer, or requested to volunteer, to assist their community with disaster relief and emergency management activities through recognised national emergency management bodies.

\*Conditions apply.

## OUTSTANDING LEARNING AND DEVELOPMENT INITIATIVES

L+D is paramount to the success of our employees at G+T. This includes both classroom and on-the-job learning sessions, as well as external study and scholarships.

## SECONDMENTS

We offer secondment opportunities both in Australia and overseas, either with our clients or in another overseas firm within our “best friends” network. These opportunities are an invaluable part of career development, offering great personal and professional development.

## INNOVATION

We embrace innovation in everything we do. Using in-house technology to automate routine legal tasks, we also provide consulting advice to our clients’ in-house counsel. Internally, we bring together individuals from across the firm who share an interest in and commitment to the future of legal services, moving the law forward, and creating new opportunities to better serve our clients.

## A BEAUTIFUL WORKING ENVIRONMENT

Be it Sydney, Melbourne or Perth, we provide a safe, comfortable, enjoyable and productive working environment in the best location within each city. This includes:

- + *Regular social gatherings and sporting groups* including morning/afternoon teas, monthly drinks, book clubs, trivia, bingo, EOFY and Christmas parties, futsal, netball and power walk teams
- + *Ergonomic stand up desks and leading IT equipment*
- + *“Dress for your day” clothing policy*; encouraging employees to wear appropriate clothing for their workday.
- + *A subsidised in-house café* (Sydney only), free fruit baskets and a range of savoury snacks, tea, coffee and biscuits
- + *In-house concierge assistance* through our “Service HQ” (Sydney only) team for out of hours admin support and other facilities such as discounted dry cleaning
- + *Sustainability activities* through our “G+T Green Team” who champion environmental initiatives within the firm, such as Plastic Free July, and publish a quarterly newsletter with updates and stories about what G+T employees are doing to be ‘green’.