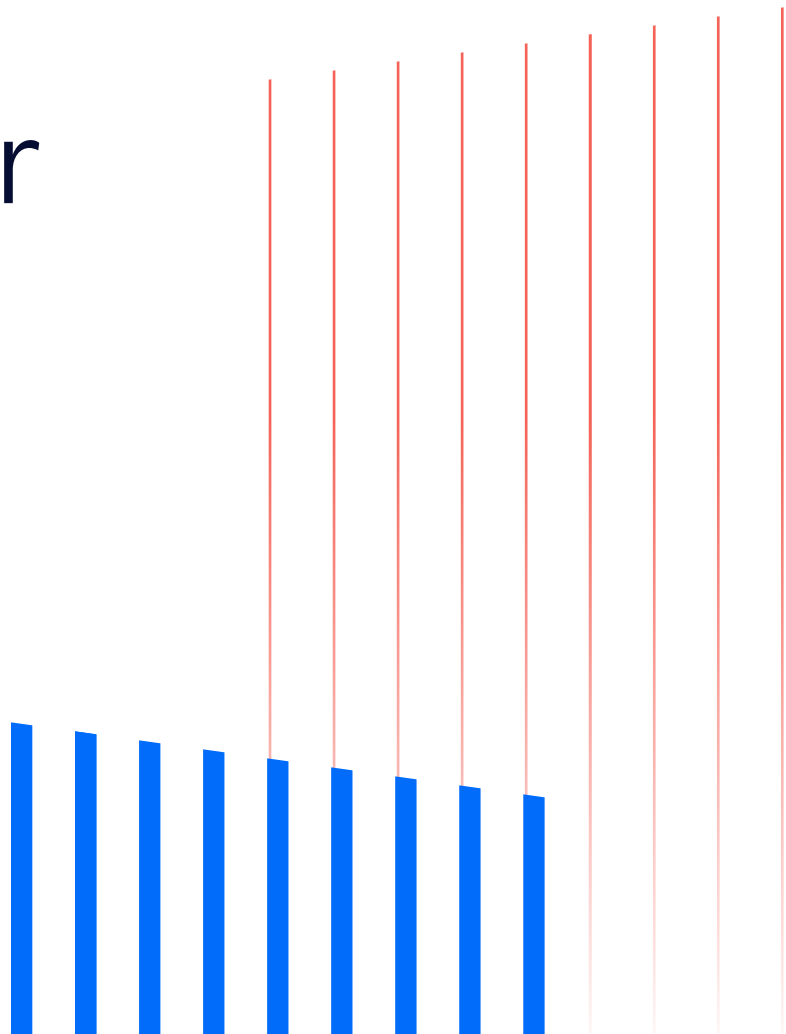




# Benefits for our people



# Our people are our greatest asset. That's why we offer a range of financial and wellbeing benefits designed to support and reward you.

## Our people

- We offer options to work from home for suitable roles or in the office.
- We provide IT equipment to help you work productively at home.
- Dress for your day – if you're not meeting clients, wear what works for you.

"It's encouraging to work at a firm that values working parents and has taken tangible steps to support us, particularly when our children are born."

Elizabeth Lathlean, Special Counsel



# Rewarding our people



Top of market remuneration



Generous bonus structure



Salary continuance insurance



Substantial recruitment referral program



Wellbeing support



Internal awards to recognise our people who do extraordinary things



Exclusive savings and discounts across dining, entertainment, hotels, health and fitness, gym memberships, health insurance and retail outlets



Generous annual leave, parental leave, Inclusive carers' leave, leave buy-back and public holiday swaps



Develop your career from day one with training and support for further study – including scholarships and study leave





## Health and wellbeing of our people

- Employee Assistance Program – counselling and support services available to our people and their families 24/7.
- Grow & Thrive – offering information and tools on a range of health and wellbeing topics.
- Mental Health First Aiders – providing support for our people.
- CaLM – supporting our people and their families in the ageing care journey.
- Sit to stand desks and ergonomic equipment.
- Annual flu injections.
- Skin cancer checks.
- End of trip facilities including lockers and showers.
- Subsidised in-house café (Sydney only).
- Fruit baskets and a range of snacks, tea, coffee and biscuits available each day.



## Development opportunities

- Tailored learning and development programs.
- External study support including up to five days' study leave each year.
- Support for our lawyers to meet their annual compliance requirements, including their professional development.
- Inclusion of pro bono and practice development matters to billable time.
- Support for our graduates to complete their PLT obligations (coursework, work placement and Continuing Professional Education).
- Scholarships – successful applications have included scholarships to courses in London and the USA.
- Client secondments both in Australia and overseas including providing leave of absence to support these opportunities.
- Lack of hierarchy means our people can drive their careers and get involved in the best transactions and work.



## Supporting our people providing community care

- Opportunities to participate in charity events and to contribute to our corporate social responsibility and pro bono programs.
- 20 days' paid leave for our people to volunteer for disaster recovery.
- Relief and emergency management activities.
- G+T matching of charitable donations made to the G+T Foundation.
- Sustainability activities through our G+T Green Team who champion environmental initiatives within the firm, such as Plastic Free July.





## Connecting our people

- Partner and people led Diversity Council.
- Internal groups for cultural and social inclusion, disability and accessibility, First Nations, gender and LGBTQIA+.
- Social gatherings and sport groups including book club, run club and basketball.
- Opportunities to contribute to innovation projects and provision of leading legal technology.

## Generous parental leave

- Up to 26 weeks paid parental leave which can be taken at half pay or in two separate periods of leave.
- Ability to take parental leave at the same time as your partner – no differentiation between primary and secondary carers.
- Leave can be taken within 24 months following the birth of the child.
- No service period requirement to take parental leave – first eight weeks of paid parental leave provided at commencement of leave with the remainder paid at the end of probation (up to 18 weeks). Superannuation paid on unpaid parental leave up to 12 months.\*
- Family and parent rooms in our offices.
- Working parents programs – coaching, resources, advice and tools.

## Inclusive carers' leave

- Access to personal/carers' leave for a range of caring responsibilities including caring for elderly parents and family pets.

## Leave buy-back

- Up to 10 days of purchased leave in addition to annual leave.

## Public holiday swaps

- Up to three public holidays can be swapped for alternative dates each year.\*

\*Terms and conditions may apply, benefits subject to change.  
For more information, contact HRSupport or your People Manager.

