



Benefits at Rest

We believe small actions can make a big difference.

V1.6 | April 2022

Rest

Our benefits

When you join our team, you play an important part in helping us achieve our mission; of helping our members achieve their personal best retirement outcomes.

Our benefits have been designed so you can tailor your experience with us. We value you and your hard work, offering inclusive, wellbeing and reward benefits.

The next few pages will guide you through what these are and how you can make the most of them.



An inclusive parental leave policy; including 16 weeks paid leave and flexible return to work options



Paid family and domestic violence leave of up to 10 days



Purchased Leave Scheme



Five days of pre-natal leave for medical appointments, or to support a pregnant partner with theirs



Reward & Recognition program that recognises you for going above and beyond



Diversity & Inclusion – we celebrate our differences here at Rest, ensuring you will always feel welcome



Salary sacrifice offering for Motor Vehicles through Rest's novated lease provider



Study leave from 1 to 2 days per subject per semester for approved tertiary, vocational and non-award courses



Rest continues to pay your super whilst you're on Parental Leave, ensuring that your retirement outcomes don't suffer



Two days paid Community Service Leave per year to volunteer or fundraise for community groups, registered charitable organisations and not-for-profit organisations as well as Emergency Services Leave



Health

At Rest, we pride ourselves on creating a culture that encourages you to lead a happy and healthy lifestyle, both physically and mentally.

Throughout the year we host a range of health and wellbeing programs to drive physical and mental wellbeing.

Some of the key benefits include:

AIA Vitality

Most employees of Rest automatically become a member of Rest's exciting health and wellbeing program "AIA Vitality". This is an incentivised health and wellbeing program that rewards you for being healthy by providing a range of discounts and offers including movie ticket, flight discounts, spa treatments, shopping vouchers and discounted gym membership.

As you make healthier choices like increasing your physical activity, eating better, or going for a health check, you earn AIA Vitality Points. These Points contribute to your overall AIA Vitality Status (Bronze, Silver, Gold and Platinum). The higher your status, the greater the rewards.

Flu Vaccinations

Rest offers employees free flu vaccinations annually.

Confidential counselling

Your emotional wellbeing is important to us, so you have access to professional, confidential counselling that supports you in times of need. Our EAP can help you manage or resolve any concerns you have that may be negatively impacting you at home or at work.



Balance

Work, Rest, and play are so important. That's why we strive to create a working environment with flex, allowing you to find the perfect balance between work and home life.

Additional leave

Rest offers the option to purchase additional leave of up to four weeks (pro-rated for part time employees).

Flexible work arrangements

Rest offers a hybrid working model to help you balance your lifestyle and caring responsibilities.

Inclusive Parental Leave

Parental leave arrangements are available for eligible employees, including:

- Sixteen (16) weeks paid gender neutral parental and adoption leave
- Pre-natal leave of up to 5 days to attend medical appointments or to support a pregnant partner with theirs
- Flexible return to work to options
- Continued super payments whilst on Parental Leave

Community Service Leave

Two days paid leave per year for employees who want to volunteer or fundraise for community groups, registered charitable organisations and not-for-profit organisations.

Emergency service leave

Up to four weeks of emergency service leave available.

Family and Domestic Violence Leave

Rest has taken a stand against family and domestic violence and is adopting the Family Violence Employer Charter drafted by Women in Super. Leave arrangements to support this Flexible Working Arrangements

- Ten days per year of paid family and domestic violence leave
- Additional paid or unpaid leave may be granted by agreement



Growth & Development

Rest wants to be known for its great people, so we're committed to continual development through our 'Grow Your Own Way' learning philosophy.



Grow your own way

By offering a wide range of learning opportunities, and incorporating a holistic approach and culture of learning from:

- doing,
- learning from others,
- and formal learning.

Known as **70:20:10** learning, employees are enabled to continually learn and become architects of their own careers.



Professional Memberships

Rest will pay professional membership fees relevant to the industry, up to \$1,000 per annum where the position is required to be a member of a professional association to fulfil their duties.



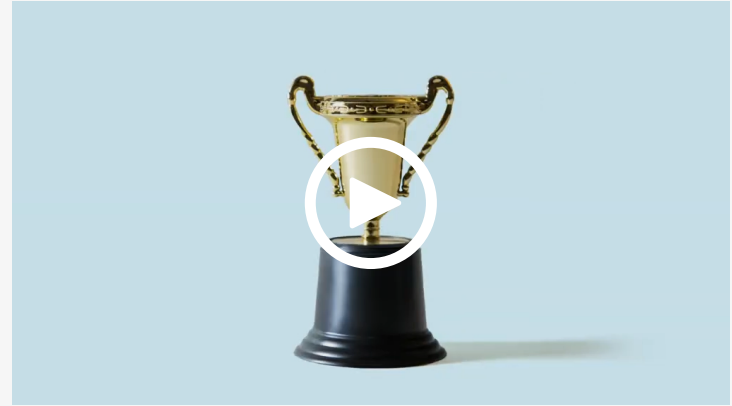
Study Assistance and Leave

Rest believes in developing and growing our people through approved tertiary, vocational and non-award courses that's why two days paid study leave per subject per semester is available along with financial assistance.



Introducing REX Awards

REX, our reward, and recognition program is a quick and easy way to recognise excellence whenever and wherever you see it.



This program, helps us celebrate, give thanks, and recognise each other for living the Rest Effect values.

The Rest Effect Excellence Awards offers a variety of recognition categories – some with points, some without. It enables us to recognise each other for going above and beyond as well as calling out the smaller but equally important things.

REX Values Award
Half Yearly Finalists
CEO Award &
2 x runners up

Additional benefits

Income Protection Insurance

Income protection cover provides you with a benefit if you are unable to work due to sickness or injury. As a permanent employee you automatically receive insurance covering your income which is paid by Rest.

Employee Referral Program

All employees can be advocates for Rest and bring in new talent that embody the Rest culture and values. This program rewards employees with Rex points to the value of \$1000 for any referral where that candidate is successful, accepts the offer and satisfactorily completes their probation.

Salary Sacrifice

Rest offers a variety of salary sacrifice options that can help you prepare for the future. these include superannuation and motor vehicle novated leases.



Want to know more?

For more information, please contact
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