



**Your Guide to
Brownes Employee Benefits**



Additional benefits available to our employees and often, their family. At Brownes Dairy we are “PASSIONATE ABOUT OUR PEOPLE”. Some of the benefits Brownes employees can benefit from are:

ANZ

Thanks to our relationship with ANZ, you can enjoy a range of exclusive benefits and discounts. With anz@work, you could receive exceptional benefits on your everyday banking, as well as extra support and discounts across a range of more complex banking products like loans, insurance and wealth management.



Australian Unity

One of Australia’s leading health insurers and our preferred supplier is offering generous discounts on Corporate Health Plans. Australian Unity plans will cover you and your family in a range of hospital only, extras only or a combination of both.



Bankwest

As a valued business partner of Bankwest, Brownes offers a range of special perks to make everyone at work a little happier. Together, we’re delivering Work Perks, a program that gives you a great deal on Bankwest products and services. You can discuss what’s best for you with your dedicated Lending Specialist when they visit site or they can even visit you at home. They are happy to chat about their range of products and explain anything you’re not sure about.



Crown Hotels

Crown would like to extend exclusive rates for Brownes staff and family at their hotels in Perth and Melbourne. This includes Crown Promenade, Crown Metropool and Crown Towers, you will also receive discounts on breakfast and also crystal club access.



Employee Assistance Program

Do you need external support? An employee assistance program which is an initiative to provide you and fellow colleagues with confidential counselling, coaching and support for workplace and personal issues.



Free Parking onsite

Do not worry about paying \$25.00+ and walking lengthy distances for parking, here at Brownes parking is free and within a stone’s throw away from your working area.



Financial Advice with Stature Financial Group

As a member of a corporate client of Stature Financial Group, employees will have access to highly experienced financial advisors and their team of equally experienced support staff. Above all, Stature Financial Group is committed to and respects the need for personal communication.



Gym Membership with Good Life Health Clubs

Good Life Gyms are offering Brownes staff a discount off all memberships. They have shower and change room facilities onsite so you could pop into the gym on your way into work or on the way home. With 14 locations in WA there is bound to be a club near you.



Key Performance Indicators (KPI's)

KPI's are quantifiable measurements that reflect the critical success factors of an organization. At Brownes Foods the aim is to continually enhance the performance and therefore the sustainability of Brownes Foods Operations.

**Only applicable to employees covered by the Operations and Brunswick Enterprise Agreements.*



Income Protection with Lockton

Lockton provides the full suite of insurance broking and risk advice to their clients. We have teamed up with Lockton to source our Income Protection for relevant employees onsite.



** Only applicable to employees covered by the Operations and Brunswick Enterprise Agreements.*

Novated Leasing with nlc

If you're in the market to buy a new vehicle or looking to novate your current vehicle call nlc. Find out how you can avoid paying all GST on your vehicle expenses and reduce your taxable income through salary sacrifice. nlc have a procurement team who source new vehicles through their dealership network, to get you the best price possible.

**Applicable to all permanent employees onsite.*



Pre-employment Medicals

As part of the recruitment process employees are sent to a Sonic Health Plus branch to undertake a fit for work appraisal before commencing employment, the Company offers this free of charge which is great not only for your pocket but also for your piece of mind.



Private Health Insurance

Two of Western Australia's leading health insurers have offered generous discounts on Corporate Health Plans. HBF and BUPA have plans that will cover you and your family in a range of hospital only, extras only or a combination of both. They also offer a range of other insurances including travel, car, home and contents and many more.



Salary Sacrifice

The company understands an employees need to think of the future, we are happy to enter into a Salary Sacrifice arrangement with an individual employee to help them maximize their Superannuation.



Service Awards

We want to recognize you for your loyalty and dedication to us. For every 5 years continuous service, Brownes will reward you with a bonus in your next pay!



Social Club

Join the social club for amazing discounted events, some free for members! The Social Club Committee keep us entertained all year round with a range of activities including Sundowners, race days at Ascot, Christmas in July, Melbourne Cup just to name a few. We even have tickets to the Western Force, Fremantle Dockers and West Coast Eagles games; join the social club to enter the raffle! We also want to hear about any ideas you have for future events.



Staff Giveaways/Free stock

Brownes regularly has bulk stock available for staff to take home. In conjunction with this employees have the opportunity to take advantage of 1 free 2L white milk of their choice each week. Brownes also make available free products in the fridges around site, for consumption on site.



Superannuation Brownes Plan

AMP Signature Super is an employer-sponsored superannuation arrangement designed for employers, who wish to provide their employees with access to significant benefits in addition to making superannuation contributions to satisfy Superannuation Guarantee requirements.



Working from home/Flexible working hours

When your position fits the criteria, you may be able to enjoy flexible working arrangements including working from home, job sharing and part-time hours, just to name a few.

