

# Westgold Employee Benefits



Benefit	Provider	Description
Health and Wellness Allowance	Westgold	<ul style="list-style-type: none"> <li>• A \$3000 allowance to support employee health and wellbeing – think gym memberships, sports gear, nutritional counselling and more.</li> </ul>
Family Leave		<ul style="list-style-type: none"> <li>• Up to 10 weeks family leave to support employees and their immediate family in the event of a serious medical condition.</li> </ul>
Paid Parental Leave		<ul style="list-style-type: none"> <li>• Up to 26 weeks paid parental leave (13 weeks for employees with less than 5 years).</li> <li>• 6 weeks paid partner leave.</li> <li>• 13 weeks paid surrogacy leave.</li> <li>• 2 weeks paid IVF leave.</li> </ul>
Incentive Payments		<ul style="list-style-type: none"> <li>• Market competitive incentive schemes with the potential to earn more based on contribution.</li> </ul>
Professional Membership		<ul style="list-style-type: none"> <li>• Reimbursement for the expenses associated with professional memberships up to \$500 pa.</li> </ul>

Benefit	Provider	Description
Visa Sponsorship	Westgold	<ul style="list-style-type: none"> <li>• Eligible employees to receive payment for working visas that meet government requirements.</li> </ul>
Study Assistance		<ul style="list-style-type: none"> <li>• Available for approved employees and includes payment of accredited course fees and associated expenses.</li> </ul>
Career Development		<ul style="list-style-type: none"> <li>• Market leading growth and development pathways including operational, technical and leadership streams.</li> </ul>
Days in Lieu		<ul style="list-style-type: none"> <li>• Paid upon departure of employment.</li> </ul>
Health Insurance Discount	NIB	<ul style="list-style-type: none"> <li>• Up to 12% discount for eligible employees and their immediate family.</li> <li>• Ability to access discounts and offers on everyday items and experiences.</li> </ul>
Salary Continuance Insurance	Zurich	<ul style="list-style-type: none"> <li>• Eligible employees to receive 75% of insured income for a maximum period of 2 years.</li> <li>• Subject to 90 day waiting period.</li> </ul>
Salary Sacrifice	Easi Fleet	<ul style="list-style-type: none"> <li>• Pre-tax deductions on vehicle, flights for interstate employees and superannuation.</li> </ul>
Employee Assistance Program	Access Wellbeing	<ul style="list-style-type: none"> <li>• 8 sessions for employee and their family members.</li> </ul>
Livewell	Zurich	<ul style="list-style-type: none"> <li>• Employees receive access to Livewell, a health and wellness app that brings together resources and rewards to support and motivate people to stay healthy.</li> </ul>
Moneyfit	Gallagher	<ul style="list-style-type: none"> <li>• Tool to help employees assess their own financial wellbeing and implement customised solutions to help them have more control over their personal finances.</li> </ul>