

Why join Growthpoint?

We are passionate about our employees feeling engaged and motivated in their work. Every person employed by Growthpoint is hired both on their professional credentials and their fit within our high-performing and inclusive culture.

We value your personal qualities and aspirations as part of our team and how that adds value to Growthpoint. We will work with you to ensure you grow and keep learning as you evolve your professional journey.

Take the opportunity to extend yourself and make your mark by becoming part of our team.



Benefits of joining our team.

space to thrive.

Developing potential

As a member of our small team, you will have the opportunity to work closely with senior managers and the executive management team and learn about the business outside of your core expertise

- > **Personal development** – up to 1.5% of remuneration is set aside for individual personal development
- > **Talent management framework** – we work with you to guide your development to ensure you grow with our business and your professional aspirations
- > **Financial study assistance** – continuous learning is a core offering at Growthpoint. Full or partial education fees can be reimbursed, and study leave is available for Growthpoint funded study
- > **Education affiliations** – reduced price training through our affiliations with the Green Building Council of Australia, the Property Council of Australia, and the Australian Institute of Management (AIM). Bespoke courses arranged where required
- > Other benefits include **networking opportunities, reimbursement of professional membership fees** and **regular lunch and learns**

Taking time out

- > **Tenure-based paid leave** – employees gain an additional day of annual leave for each year of employment, up to a maximum of five days annually
- > **Parental leave** – primary carers are entitled to 14 weeks of paid leave and secondary carers two weeks paid leave. Primary carers will also continue to receive full superannuation contributions during paid and unpaid parental leave
- > **Parental leave transition program** – facilitated by expert parental leave coaches
- > **Study leave** – additional paid leave of up to four days p.a. when undertaking Growthpoint funded study
- > **Family and domestic violence leave** – 10 days of paid leave p.a. for employees experiencing domestic violence
- > **Volunteer leave** – we encourage employees to give back to the community. All employees are eligible for two days of volunteer leave p.a.
- > **Opportunity to recharge** with offices closed over the Christmas and the new year period



Want to know more?
careers@growthpoint.com.au

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Be well at work

- **Employee Assistance Program** – a free and confidential counselling service available for assistance with wellbeing in your work and home life
- **Health and wellbeing** – our Well Workplace program is facilitated by Pinnacle Health Group with access to health and wellbeing seminars, skin and health checks, annual flu shots and an annual company-wide fitness challenge. Growthpoint also hosts both a women's and men's health week annually
- **Mental Health First Aiders** – Growthpoint has accredited Mental Health First Aiders located in all offices
- **Contact officers** – designated staff members available to provide support for employees experiencing discrimination, bullying or harassment in the workplace
- **RISE @ 101 Collins** – complimentary fitness and wellbeing classes available to employees working at or visiting our Melbourne office at 101 Collins Street
- **Other benefits** – Adjustable desks for all employees, fruit boxes delivered weekly

How we work together

- **Annual employee conference** – opportunity for employees to engage in strategy and team building events and get to know one another in a relaxed environment

- **Getting social** – we organise regular social events, volunteering days and group challenges to encourage our employees to socialise across teams
- **Volunteering** – we support the Property Industry Foundation (PIF) in making a tangible impact on homeless youth. We work with PIF in a number of ways, including through technical expertise on building projects and participation in events to raise funds throughout the year
- **Hybrid working** arrangements on offer

Other benefits

- **Generous incentive arrangements**
- **Employee Referral Program** – we love hiring great talent like you to join the Growthpoint team. Earn up to \$2,000 if your referral passes probation
- **Salary sacrifice** towards superannuation
- **Devices provided** to support the requirements of your role
- **Personal insurance** – automatic acceptance into corporately provided Life and TPD insurance
- **Employment Hero** – access to a range of member discounts and cashback programs. Manage your budget with instapay and pay split through the website or Swag app

All benefit programmes are subject to meeting eligibility criteria and acceptance of any terms and conditions. This document does not form part of your contract of employment and Growthpoint does not offer alternative programs if you can't participate. Growthpoint reserves the right to amend or withdraw benefits at any time.



Annual employee conference



Community volunteering days



Regular social events

Who we are.

Growthpoint is a leading ASX-200 property group with \$6.6 billion¹ total assets under management, including \$4.8 billion¹ of properties we own and manage and \$1.8 billion¹ of third-party funds under management.



Targeting net zero by 2025³

Industry leader on landlord satisfaction⁴

NABERS Energy rating

5.2★

with 100% of eligible office portfolio rated

\$520m

of existing debt converted to sustainability linked loans (SLLs)

1. As at 30 June 2023.
2. Overall Regional Sector Leader - Diversified - Office/Industrial.
3. Net zero 2025 target across 100% owned on balance sheet operationally controlled office assets and corporate activities.
4. Tenant engagement survey conducted by property research specialists Brickfields.

Our people are important to us.



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FY23 employee engagement score

74%

placing the Group 2% above the Australian benchmark

Of the Group's senior managers

40%

are women⁵ (maintained at or above 40% since FY21)

Gender diversity (all employees)



Other results from our externally conducted, annual employee engagement survey:

87%

of employees indicated they would recommend Growthpoint as a great place to work

100%

of employees feel they have access to the learning and development needed to do their job well

Our values

underpin everything we do:



Success



Integrity



Respect



Fun

5. Employees that report to an EMT member, excluding executive assistants.

space to thrive.

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growthpoint.com.au

GROWTHPOINT
PROPERTIES AUSTRALIA

