

# Your Zipster benefits



Write your story.



## WORK LIFE BALANCE



### Hybrid working culture

Combine time spent in one of our amazing hub offices with work from home, or wherever suits you and the team. Our 'hybrid' model gives Zipsters an opportunity to connect while still providing flexibility and choice.



### Work from anywhere

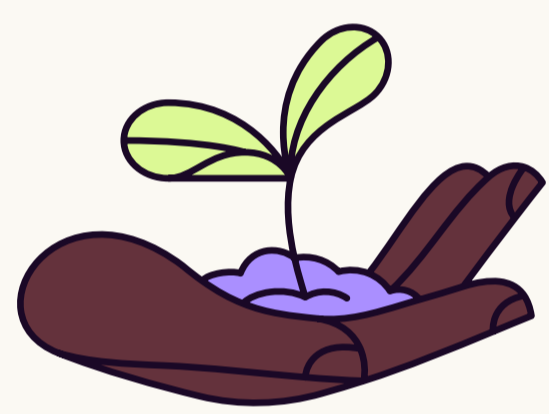
Depending on the nature of your role and your working rights, you may be able to work in a location that suits your circumstances, globally or domestically, for up to four weeks per year.



### Additional leave

Enjoy birthday leave on us, plus up to two days cultural or religious leave each year, with the option to apply for unpaid leave should you need it.

## WELLBEING AND LIFESTYLE



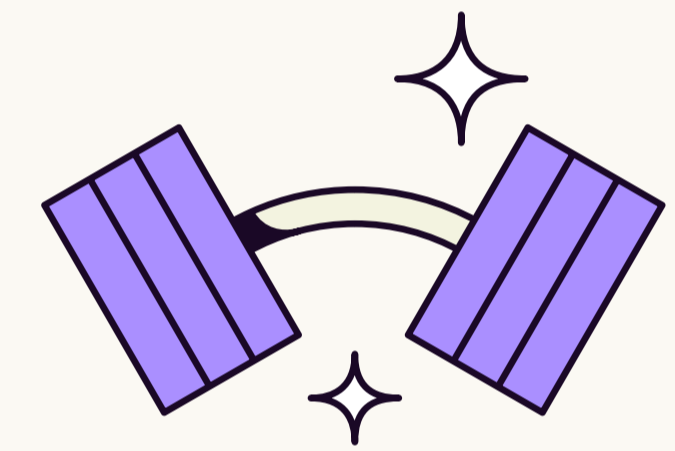
### One Wellbeing Day per quarter

Plus an annual allowance of \$299 so you can recharge, focus on your mental health and/or an activity of your choice that supports your wellbeing. With birthday leave and 20 days paid leave, that's 25 days off a year!



### Leading Family Support

Including miscarriage bereavement leave, domestic abuse leave and up to 16 weeks paid parental leave for primary carers - with fully paid transition back to work options - and up to 4 weeks for supporting carers.



### Mental Health and Wellness

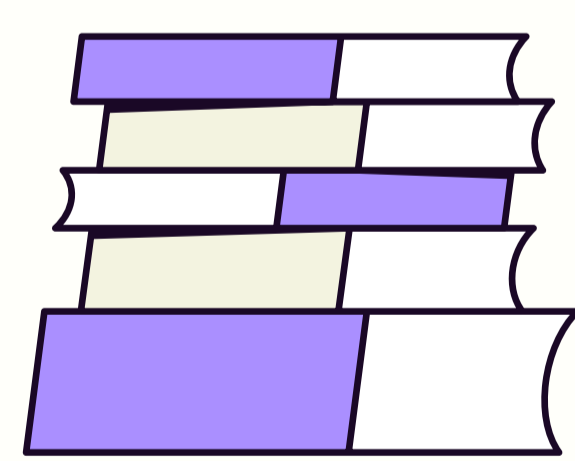
Free access for you and family members to our Employee Assistance Program Sonder, discounted private health insurance, and great rates on fitness sessions through ClassPass.

## CAREER DEVELOPMENT AND RECOGNITION



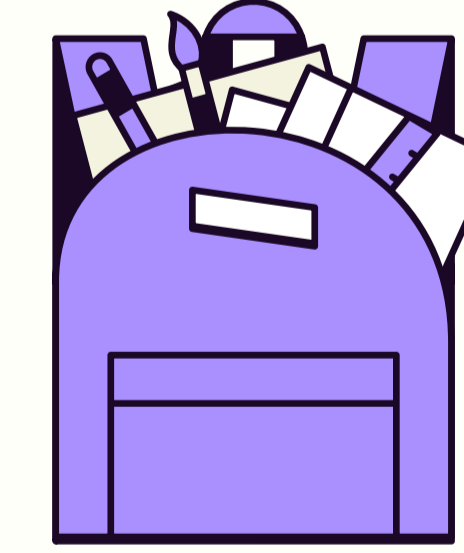
### Zipstars

Celebrate your wins with our Recognition Program, with the freedom to choose how you're rewarded.



### Professional development

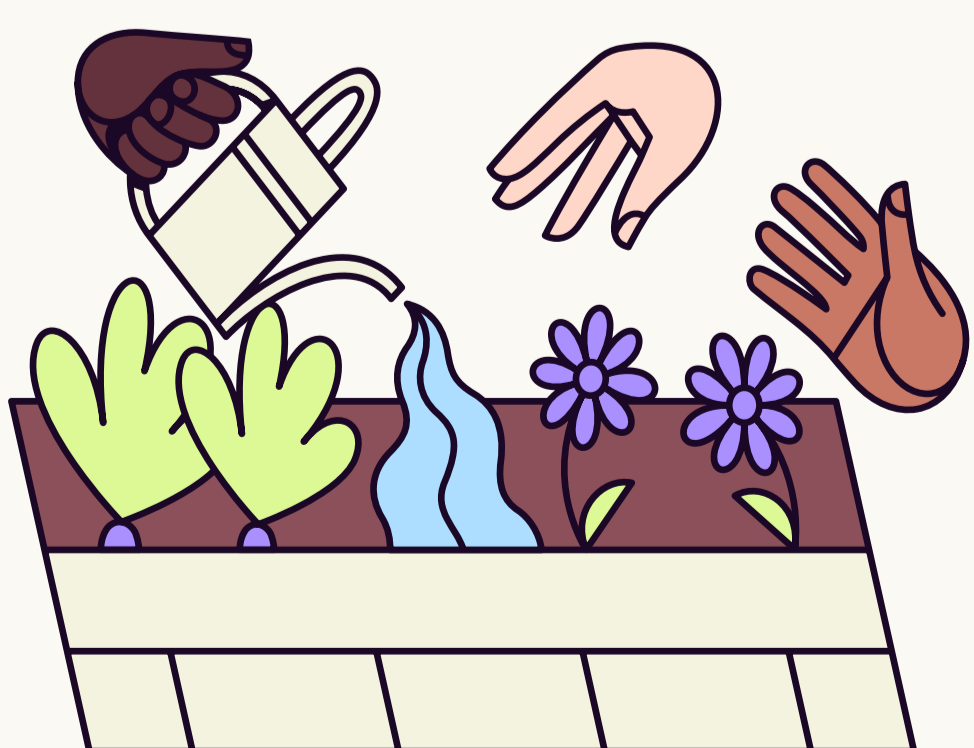
Support to attend short courses, conferences, formal training and formal education, subject to approval.



### Study leave

Up to two days professional development leave, subject to approval. Additional days and exam leave may also apply!

## COMMUNITY



**Two days paid volunteering leave** to volunteer in any way you like, for a cause that matters to you.

**Dollar matching for Zipster donations** to company-wide fundraisers throughout the year.

## FINANCIAL PERKS



**Short term incentive (STI) award opportunities** for contributing to our growth and mission.

**Special discounts with our merchants and account fees waived on all Zip products.**

**ZIP SPEED LINKS**



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