



HEALTH, WELLBEING AND BENEFITS

FY 2025



At Stanwell, everything we do is for a bright future – your future. We're not just powering Queensland; we're powering your career. You're part of a team that is committed to providing reliable, affordable and clean energy, while fostering a workplace that's safe, respectful and inclusive.

We value you for the unique skills and experiences you bring. With flexible work arrangements, opportunities for personal growth, and a focus on health and wellbeing, Stanwell is a place where you can build a career that complements your life.

You deserve to be rewarded for your contribution to Stanwell's success, so take advantage of the great range of benefits on offer to you and your loved ones.

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Stanwell and SAMCo employees are eligible for the benefits outlined in this brochure. Many benefits are also available to share with your immediate family members. This symbol  indicates that a benefit applies to both you and your family.

Please note that terms, conditions and offers may be subject to change, or may be withdrawn from time to time. Please refer to Bright Spark for the latest updates.

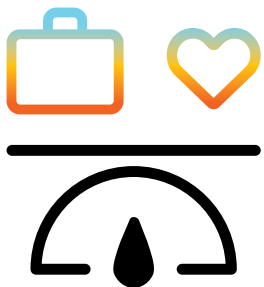
WORK / LIFE BALANCE



WORK / LIFE BALANCE

Working arrangements

Making time for the things you love



Leave

Supporting you through every phase of life

Purchased leave

Purchase up to 4 weeks additional annual leave each year, to enjoy the things you love.

Reproductive leave

Access up to 10 days per year (non-cumulative) paid reproductive health leave to use for the following purposes:

- For each parent to receive fertility/IVF treatment;
- Chronic reproductive health conditions (such as endometriosis, dysmenorrhea, adenomyosis, polycystic ovary syndrome, and menopause symptoms) that require absence from the workplace;
- Preventative screening associated with reproductive health, including breast and prostate screening (capped at 4 hours per year); and
- Treatment associated with reproductive health, including hysterectomy and vasectomy.

Parental leave

Access a range of leave provisions, including:

- Paid primary carer leave, irrespective of gender (up to 14 weeks)
- Paid secondary carer leave, irrespective of gender (1 week or as per Enterprise Agreement)
- Concurrent leave (2 to 8 weeks)
- Paid pre-natal, pre-adoption and pre-surrogacy leave
- Unpaid parental leave
- Flexi-parental leave (10 days)
- Special parental leave (both paid and unpaid)

Other special leave

For example, Community service, SES, Australian Defence Force reserves etc in accordance with the Employee Leave Entitlements procedure

Visit My Benefits on **Bright Spark** for more details.



Embracing Family: Michael's Journey with Stanwell's Parental Leave Procedure

At Stanwell, we believe in the importance of family and supporting our employees through all stages of their lives. We are proud to highlight the story of one of our dedicated team members, Michael Flynn, who has recently taken advantage of our Parental Leave Procedure to bond with his son, Maxwell.

We spoke to Michael just a few weeks into a three-month journey as Maxwell's primary carer, allowing his beautiful wife, Kirby, to take some much-needed time to focus on her career. This precious time enabled Michael to be there for Maxwell's early milestones, including swimming lessons, baby gym, and making new friends in their local community. Michael's experience underscored the value of parental leave, providing an opportunity to strengthen family bonds and create lasting memories.

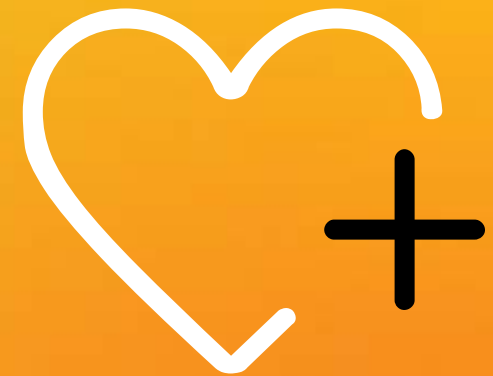
"Having this time with Maxwell was incredible," Michael shared. "I was grateful to Stanwell for the support and the chance to be there for Maxwell's early days. It made a huge difference for our family."

Throughout his leave, Michael chose to stay connected with his leader to keep up-to-date with business developments, ensuring a smooth transition back to work. Michael now utilises flexible working arrangements, ensuring that he continues to spend quality time with Maxwell while balancing his professional responsibilities.

Stanwell encourages all expecting parents to explore the leave provisions available to them. Our People and Culture team is always ready to assist you to understand your options, and support your family's needs.

Let's celebrate the meaningful impact of our Parental Leave Procedure and the positive effects it has on our people.

HEALTH AND WELLBEING



MENTAL HEALTH AND EMPLOYEE ASSISTANCE

TELUS Health

Employee Assistance Provider (EAP) for you and your family

Stanwell's Employee Assistance Program (EAP) provider, TELUS Health, provides you and your family with immediate and confidential help for any work, health or life concern.



What is the service?

Stanwell's EAP is a confidential wellbeing resource, available 24/7, to assist you with issues around work, life, health, family, money, and more.

TELUS Health can offer expert advice, support, practical resources and referrals to help you manage life's issues and challenges – whether personal or professional.

Who can utilise the EAP?

The EAP service is available to all Stanwell and SAMCo employees, and their immediate families.

What can I expect from my EAP appointment?

TELUS Health EAP offers confidential support from an experienced clinician.

During your conversation, the clinician will gain an understanding about the issue you are experiencing and then provide you with helpful proactive strategies for how you can approach the situation. You can arrange to meet with a clinician face-to-face via phone, video or SMS.

Who pays for the service?

Stanwell provides this program to support you and your immediate family members' wellbeing, free of charge.

Is the service confidential?

Yes. TELUS Health takes the utmost care to protect the identity of anyone who uses the service.

Stanwell does not see anyone's appointments, personal information, or any detail regarding conversations between employees and the EAP.

Both Stanwell's EAPs (TELUS and Bunyarra) are independent businesses and protect client confidentiality.



TELUS Health offers the following and more:

Achieve wellbeing

- Stress
- Mental health concerns
- Grief and loss
- Crisis situations
- Sleep issues

Manage relationships and family

- Communication
- Separation/Divorce
- Parenting

Deal with workplace challenges

- Stress
- Performance
- Work-life balance

Tackle addictions

- Alcohol
- Drugs
- Smoking cessation
- Gambling

Get legal advice

- Family law
- Separation/Divorce
- Custody

Receive financial guidance

- Debt management
- Bankruptcy
- Retirement
- Financial wellbeing

Nutrition wellbeing

- Family nutrition
- Sustainable weight management
- Food intolerances and medical conditions



MENTAL HEALTH AND EMPLOYEE ASSISTANCE

Domestic and Family Violence

Supporting you and your family



At Stanwell, we recognise the profound impact of Domestic and Family Violence (DFV) on individuals, families and communities. We are always striving towards building safe, respectful and inclusive relationships in our homes, workplaces and communities.

Stanwell is committed to taking active steps to end DFV, and provides DFV support to employees and their immediate families. This support includes:

Domestic and Family Violence Guide

Stanwell has developed a Guide which details the internal support available for our people, external support services, and other safety processes in place to ensure the wellbeing of our people and their families.

Domestic and Family Violence Leave

Special leave is available to employees who are experiencing DFV; this can be requested by contacting your Leader or the People and Culture team. All matters are kept confidential.

Employee Assistance Program (EAP) TELUS Health and Bunyarra Wellbeing Co.

Provides professional and confidential DFV support to our people and their family members.

We are dedicated to continuing to create a safe, supportive and respectful environment for all our employees, customers, stakeholders and communities by:

- Implementing proactive measures to prevent domestic and family violence within our workplace and broader community, through awareness campaigns, sponsorships, and partnerships with local organisations.
- Ensuring confidentiality, sensitivity and support for all employees facing situations involving domestic and family violence, including access to the Employee Assistance Program (EAP) and Bunyarra Wellbeing counselling service.
- Continuously raising awareness through employee training programs and resources.
- Advocating for change by using our influence to support legislative and societal reforms that aid victims of domestic and family violence.

For more information, reach out to our Health, Safety and Environment or People and Culture teams.

MENTAL HEALTH AND EMPLOYEE ASSISTANCE

Mates in Energy

Keeping you safe while connecting you to help



Stanwell proudly works alongside Mates in Energy (MIE) to help raise awareness about suicide and link people to mental health assistance. Stanwell supports our people to undertake training in the MATES program. A connector is a MATE who can keep you safe while CONNECTING you to help.

Respect Contact Officers

Independent initial advice and support

Stanwell provides a work environment where everyone is treated fairly. To support this commitment, we have a network of Stanwell Respect Contact Officers available to provide independent initial advice and support to employees who have a workplace concern or who may be considering lodging a grievance related to bullying, harassment, fair treatment and workplace equity.



GENERAL WELLBEING

Money101

Online financial wellbeing program for you and your family



Stanwell has partnered with Money101, a digital financial wellbeing program designed to empower you and your family to make better financial decisions.

Financial Wellbeing with Money101 provides you with online access to relevant financial and wellbeing education, as and when you need it.

As Money101 content is non-product based, it is a great way to assist you to become more informed, confident and productive in money matters. While it does not provide personal financial advice, the site is designed as a financial education hub, enabling you to make better financial decisions.

Before you get started, there are a few things you should know. While it's all handy info, Money101 doesn't recommend any products or services referred to and does not accept liability for them. Because the finance industry changes all the time, you should use the information as a general guide only. Nothing in these modules (or anything connected to these modules) is a recommendation. The information is general only and has been put together without considering your financial needs, circumstances and objectives. As such, it's not suitable to use as investment advice.



GENERAL WELLBEING

Medibank

Discounted Health insurance for you and your family

You and your family are eligible for a 7% discount when you switch your health insurance to Medibank, along with all the benefits that make life better.



Use your extras how you want

Medibank allows you to utilise a combined limit to use how you want on included extras, plus a separate amount for optical.



Claim anywhere

With Medibank Corporate Cover, you can claim back on included extras, at any recognised provider you like.

100% back on optical

Get reimbursed for 100% of your optical costs, up to your annual limit.



Mix 'n Match

Choose different hospital and extras covers to suit your needs.



Access gyms with no contracts

Purchase single-visit passes to any gym in the Medibank network for members with hospital and extras cover and you'll pay just \$8.50 per visit.

10% discount on other Medibank Insurance

Including travel, pet and life



PHYSICAL WELLBEING

Paraplegic Benefit Fund

Extra cover for you and your family

The membership cover applies 24 hours a day, seven days a week, and is not restricted to work activities.

Member benefit claims are processed as soon as possible after diagnosis is confirmed, so payment is usually made within weeks of injury, when the money is needed most.

Paraplegia and quadriplegia are among the most expensive chronic injuries a person can face. This payment provides vital financial assistance for house and car modifications, rehabilitation and other costs related to the life changes associated with spinal cord injury.

Stanwell employees can also choose to upgrade their cover and take out private membership* for their partners and families at discounted rates, \$25 per year for a couple and \$40 per year for family cover.



PHYSICAL WELLBEING

Fitness Passport

Discounted gym memberships for you and your family

Fitness Passport is a discounted workplace health and fitness program.

For a fraction of the price of a regular gym membership, you and your family can enjoy unparalleled access to a wide range of gyms, pools and fitness centres as often as you like, wherever you like!

There's no substitute for good health! You and your family could have unlimited access to 425+ facilities with a single pass, including:



Exclusive member benefits include:

- Unlimited visits across all fitness facilities in the program
- Individual or family memberships available
- Discounted fortnightly direct debit
- Simple, hassle-free swipe access
- Full facility access can include gyms, group classes and pools

Sign up today in 5 easy steps:

1. Visit fitnesspassport.com.au/SPT
2. View what you need to sign up, including different package and pricing options starting from \$15.80 per week, and facilities around your area
3. Click on the 'SIGN UP' button at the top or bottom of your page to start filling out your membership application.
4. Once your application has been approved by your employer, you will receive your membership card in the mail within two weeks.
5. Start accessing the facilities with your pass.



PHYSICAL WELLBEING

Other wellbeing initiatives offered by Stanwell

Take care of your health while you're at work

Skin Checks

Australia has one of the highest rates of skin cancer in the world, including melanoma and non-melanoma skin cancers. To help our people take care of their health, Stanwell offers free on-site skin checks each year.

Voluntary Wellness Program

Claim up to \$120 per annum to proactively attend your General Practitioner and complete a personal health assessment that is tailored to your individual health needs.

Reimbursement for this initiative can be lodged via Concur. Please refer to the Stanwell Voluntary Wellness Program Business Procedure for further information on this initiative and claimable services.

Flu vaccinations

Stanwell offers free flu vaccinations which are administered by the Occupational Health Nurses at each of our sites on an annual basis.

Further information on this vaccination program is available on GenNet.

Visit Health and Wellbeing on Bright Spark for more details.

InBody Composition Analyser

Stanwell has invested in an InBody Body Composition Analyser for each of our sites, to allow workers to measure body composition (fat, muscle and total body water) to assist with physical wellbeing goals.

To access the scanner:

SPS & TPS

Please see your local HSE team or Site Nurse for details.

Brisbane office

The scanner is located in the Health Room on Level 4 (near the Level 4 kitchen) and can be accessed by anyone, at any time. Just follow the instructions above the scanner.

Scans are completely confidential. Stanwell does not record or store any data from our InBody scanners.



REMUNERATION



REMUNERATION

Pay and Incentive

Understanding how you're paid



Pay

Enjoy a weekly pay cycle, running Sunday to Saturday each week.

Payments are made on a Wednesday afternoon and are available Wednesday afternoon or Thursday morning (bank dependent).

Annual Increases

Annual salary increases are aligned to your Enterprise Agreement when you're paid as an Enterprise Agreement employee, or based on performance for employees on Alternative Employment Arrangements (AEA).

Incentives

All Stanwell sites offer an annual performance-based incentive scheme. To be considered, you must meet the minimum requirements and expectations of your role, as outlined in your position profile. You must also consistently demonstrate behaviours that support and promote Stanwell's values.

Enterprise Agreement employees can earn up to 12% of their base salary.

Alternative Employment Arrangement (AEA) and Common Law Contract employees can earn up to 15% of their base salary, dependent on eligibility and performance.

Enjoy 100% cash or nominate a portion to be paid directly to your superannuation fund.

REMUNERATION

Superannuation

For your future

Stanwell currently contributes **12.75%** of your ordinary time earnings to your superannuation fund.

Additionally, Stanwell contributes an amount to allow you to fund Death, Total and Permanent Disability (TPD) insurance cover. The amount paid is in accordance with your Enterprise Agreement.

Brighter Super

Brighter Super is Stanwell's superannuation fund and provides Stanwell members access to a range of support resources, including financial advice, tools and calculators, and information sessions through the Brighter Super website: brightersuper.com.au.

Salary Sacrificing Superannuation

If you'd like to salary sacrifice additional contributions to your superannuation, you can do this via Stanwell's Payroll team.

Super Care

Stanwell offers Super Care to ensure superannuation contributions continue to be paid, and periods of parental leave without pay will be recognised as service for long service leave purposes, for the duration of maternity leave (up to a maximum of 52 weeks).

Income protection

Stanwell provides full income protection cover with a third-party provider, Windsor Income Protection.

Key features include:

- Up to 100% of income for the first 13 weeks, reducing to 85% for the remaining 91 weeks
- 45 day waiting period
- Workers' compensation top-up for up to 100% of income, in combination with the Workers' compensation benefit



BENEFITS



BENEFITS

Salary sacrifice

Stanwell partners with RemServ to offer a range of salary sacrifice options

Normally, tax is taken from your salary before you spend it. You then pay all your bills and expenses and, if you're lucky, the rest might go to savings.

With salary packaging, you get to pay for some of your expenses before you get taxed. This could reduce your taxable income, meaning you could pay less income tax and increase your disposable income.

One of the benefits of working for Stanwell is that you could save thousands of dollars each year with salary packaging. Stanwell partners with RemServ to administer salary packaging options.

Salary sacrifice options include:

- Cars (novated leasing)
- Disability / income protection insurance
- Financial Advisor Fees
- Airport lounge memberships
- Remote area assistance (TPS/ Meandu)
- Professional Memberships / Subscriptions
- Bus travel expenses
- Self-education expenses

Note: It is important to seek independent financial advice before considering salary sacrificing, to ensure it's right for you.



BENEFITS

AutoTender



AutoTender is an online car-buying (automobile tendering) service that may help you save money, time and effort on the purchase of a new or used car.

The service is free for Stanwell employees (normally costs \$149 per vehicle tender).

We all know buying and financing cars can be intimidating and overwhelming, especially sourcing and haggling over the price. That's where AutoTender comes in.

The process is simple and only takes a few minutes.

Leasing your new car

AutoTender can also help with sourcing lease financing. They provide an alternative to RemServ, our salary packaging provider for sourcing and financing of your new vehicle. You can even ask for a quote from both AutoTender and RemServ and compare the deals.

Regardless of who you source your vehicle and finance through, the ongoing administration of all novated leases must go through RemServ.



BENEFITS

Other benefits

Employee Referral Incentive

You may be eligible for a monetary reward for introducing a successfully appointed external candidate to a vacancy, in line with eligibility criteria outlined in the Employee Referral Incentive procedure.

TaxTank

TaxTank is an all-in-one solution that delivers year-round control of your money, tax and overall financial health.

Whether you're aiming to maximise deductions, gain transparency across your investments (including property, shares and crypto) or efficiently manage your sole trader incomes, TaxTank stands as the comprehensive tax and personal finance software you can rely on.

As a Stanwell employee, you are eligible for an exclusive 20% discount on Tax Tank subscriptions.

Committees and Clubs

Across our sites, there are a number of committees and clubs to get involved in, including Health, Safety and Environment, Equity, Diversity and Inclusion, and social clubs.

Home Internet Discount

Enjoy \$10 off Aussie Broadband for 12 months from the initial installation date, when signing up as a first time customer. To secure this offer, use promo code #StanwellABBBP when ordering.

Apple Discount

With our Employee Purchase plan, Stanwell employees can access discounts off a selected range of Apple products.

Microsoft Workplace Discount

Purchase a licensed copy of Microsoft Office at a 30% discount, to use on your home computer.

taxtank.



Microsoft


BENEFITS


Site-specific benefits Local benefits that work for you


Stanwell and Tarong Power Stations




 Dedicated on-site nurses

 Self-Managed Time (SMT) or Time Off in Lieu (TOIL)


 4-day work week (for certain roles)

 On-site canteen


 Periodic Health Assessments


 Uniforms and Personal Protective Equipment (PPE) supplied


 Free buses to and from work


 A range of additional allowances depending on roles and location

Brisbane Corporate Office


 Convenient CBD location

 Fully equipped end of trip facilities


 Secure bicycle parking


 Onsite eatery and coffee shop

 Secure individual lockers


 Technology, including individually allocated laptop, mouse and keyboard

SAMCo

 Great travel opportunities across Queensland

 Uniforms and Personal Protective Equipment (PPE) supplied

 Individual professional development

 A range of additional allowances depending on roles and location

LEARNING AND CAPABILITY



LEARNING AND CAPABILITY

Igniting the pathways for our people to learn, grow and lead

Your career growth is a priority. Whether you're seeking new skills, leadership opportunities or cross-functional experiences, we empower you to take charge of your growth journey.

Access a range of learning, development, mentoring, coaching and leadership programs.

Work with your leader, who will be supported by the Learning and Capability team to develop a GROW plan that suits your career aspirations.

External study assistance

If you'd like to complete a tertiary, TAFE or certification/registration course, you may wish to apply for study assistance. There are different levels of support provided and this is dependent on a variety of factors. Study leave may also be available.

LinkedIn Learning

Access thousands of expert-led courses with recommendations tailored to your career goals and job functions, for free.

Whether you want to learn a new skill or build on existing knowledge, you can use pre-tax dollars to pay for self-education expenses. This benefit applies to many forms of education - as long as it is related to your job. Self-education initiatives may include:

- Courses or seminars
- Journal subscriptions
- New reference books

Salary packaging of self-education expenses

Whether you want to learn a new skill or build on existing knowledge, you can use pre-tax dollars to pay for self-education expenses.

Salary packaging means you don't have to wait until tax time to claim on your job-related education efforts.

Visit [remserv.com.au](https://www.remserv.com.au) to find out more.



BRIGHT SPARK



BRIGHT SPARK

Reward, recognition, benefits and discounts

Bringing you all your Stanwell benefits in one place!

Bright Spark promises a range of exciting features aimed at enhancing the Stanwell employee experience.



Reward

Nominate or be nominated for your contributions, in alignment with our values.



Service Recognition

Our service recognition program celebrates and commemorates major career milestones.



Recognition

Send and receive recognition, and send eCards for birthdays and anniversaries, or to simply say 'thanks'.



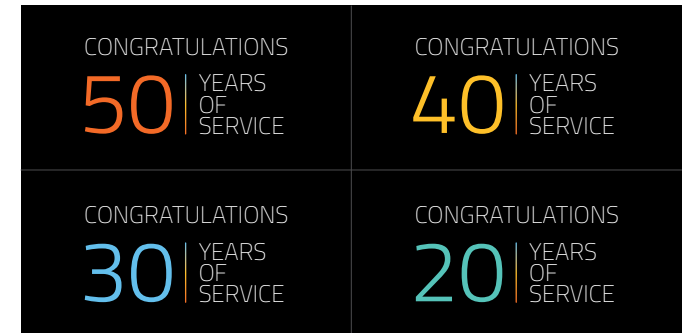
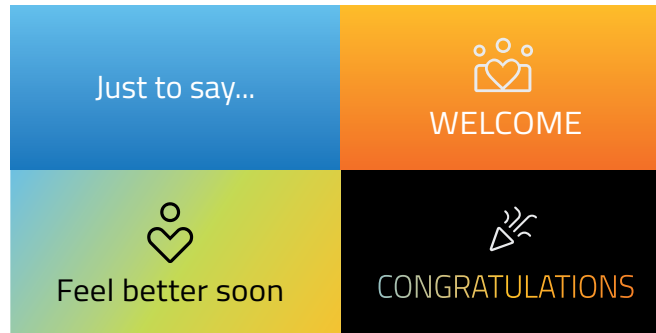
Discounts at over 480 retailers

Enjoy discounts and cashbacks at a range of retailers, to help your family's dollar go further.



BRIGHT SPARK

Reward and recognition Celebrating the moments that matter



Reward

At the end of each month, senior leaders review nominations and allocate rewards to be spent in our Reward Marketplace.

Choose from a range of retailers, including dining, experiences and travel options for you and your family to enjoy.

Recognition

Send and receive eCards via Bright Spark to recognise great work aligned to our values or the moments that matter, such as birthdays.

Service recognition

Stanwell values the contributions, knowledge and experience of long-term employees. We celebrate when you reach your 10-, 20-, 30- and 40-year milestones with a reward via Bright Spark.

BRIGHT SPARK

Discounts and cashbacks

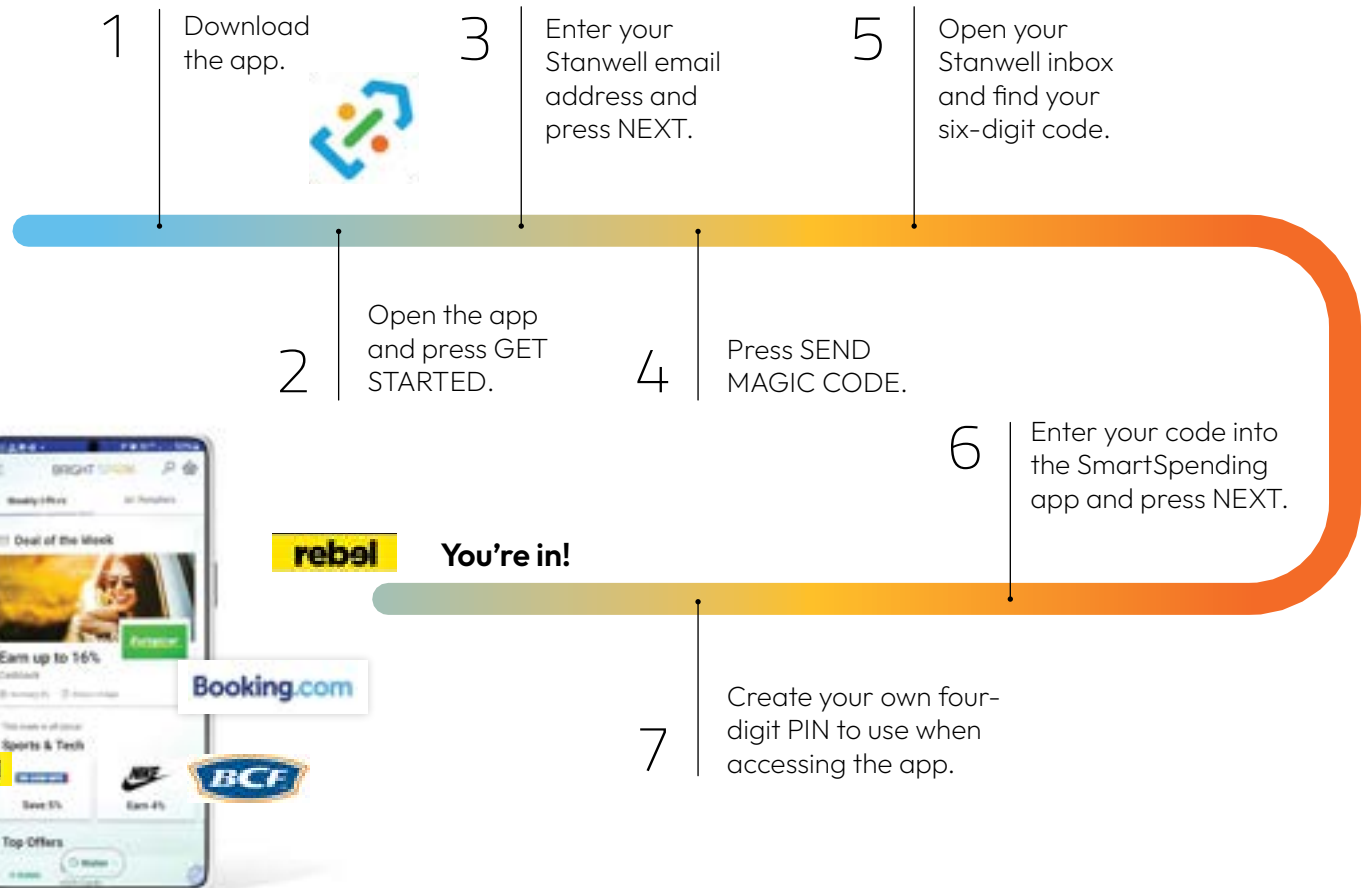
Save at over 480 retailers

Accessing discounts and cashbacks

Purchase gift cards or visit retailer websites via Bright Spark to qualify for cashbacks or download the SmartSpending app from your app store.

The first time you access the SmartSpending app, a secure “Magic Code” will be sent to your Stanwell email address for authentication.

Ensure you can access your email before you begin the steps below.



Important Notes:

- Every retailer has different T&Cs, so always check these before purchasing a gift voucher.
- Download and use of the SmartSpending app is voluntary.

