



New Employee Attraction Campaign – Relocation Assistance

1.0 Campaign Purpose

The Hastings Deering New Employee Attraction Campaign (the Campaign) will be used to improve labour attraction rates and reduce time to fill for recoverable trade roles. The aim of the campaign will be to:

- a) Attract skilled trade labour to Hastings Deering
- b) Provide greater incentives to our current employees when referring skilled labour

2.0 Campaign - Eligibility Criteria

2.1 Company

Hastings Deering (Australia) Limited (Hastings Deering) is the eligible company.

2.2 Locations

The eligible campaign locations will include all **Queensland** and **Northern Territory** Hastings Deering sites and will incorporate field service and customer sites in those geographic locations where our employees work.

2.3 Positions

The campaign will focus on all permanent recoverable trade positions employed in the eligible locations. The eligible positions include:

- a) Diesel Fitters
- b) Mechanical Fitters
- c) Electrician & Auto Electricians
- d) Boilermakers
- e) Service Technicians
- f) Leading Hand (Trades)

2.4 Period

The campaign will apply to all recruitment activity during the eligible period commencing from **7 March 2022**.

The campaign will extend until **30 June 2025**, and subject to its successful implementation, will be considered for a further eligible period past this date.

3.0 Incentive

Relocation Assistance

To attract candidates from interstate and outside of the local areas where we operate, certain relocation costs will be reimbursed by Hastings Deering.

New eligible employees, commencing permanent employment in one of the eligible locations, will be offered a reimbursement of relocation expenses up to the value of **\$10,000** upon commencement of employment. Additionally, candidates will have the opportunity to salary package additional relocation expenses through RemServ.

All claims for reimbursement must be supported with receipts.

4.0 Terms and Conditions

- a) The campaign runs from **7 March 2022 to 30 June 2025** and is applicable to all new permanent employees who accept an offer of employment in eligible positions and locations during the campaign period.
- b) Labour Hire candidates who transition to Hastings Deering (Australia) Limited (Hastings Deering) will not be eligible to receive Relocation Assistance.
- c) Employees of Hastings Deering, its related entities or persons engaged in a consulting, contracting or labour hire capacity with Hastings Deering, will not be eligible to receive Relocation Assistance.
- d) Reimbursement of relocation expenses will be in accordance with the Australian Taxation Office (ATO) exempt benefits for expenses, such as removal and storage fees, airfares, rental vehicle, temporary accommodation, and resettlement expenses. Where an employee leaves their employment within two (2) years, they will be required to repay on a pro-rata basis depending on length of service.
- e) Hastings Deering reserves the right, at its sole discretion, to change, modify, add, or delete these terms at any time.
- f) Hastings Deering reserves the right, in its sole discretion, to determine eligibility for payment of Relocation Assistance.

Hastings Deering (Australia) Ltd.

A.B.N. 49 054 094 647

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A member of the Sime Darby Group

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