

Benefits @ Programmed

Perks, programs and support to help you
thrive at work and at home.



Wellbeing

We make health and wellbeing a priority, so you can be your best self, at work and at home.

- ▶ Access to our **Employee Assistance Program** (EAP) for all Programmed employees and their immediate family members through our EAP provider Converge.
- ▶ On-site psychologist support available at both our Burswood and Collins Street offices through our **Health In Mind** Program.
- ▶ Partnerships with a number of health insurance providers under our **Programmed Advantage Program**, offering employees exclusive corporate discounts with Medibank (AU), Bupa (AU), and Southern Cross (NZ).
- ▶ Access to the **Employee Xtras Wellbeing Centre** for permanent employees.
- ▶ Various **health and wellbeing webinars** and learning opportunities provided throughout the year, including our Mindfulness series in partnership with BUPA.
- ▶ Support available for those experiencing **Domestic and Family Violence**.





Wellbeing 2024/25 Financial Year in review

- ▶ Hundreds of employees and family members have used **EAP** across the business.
- ▶ **Over 580** employees are signed up with **discounted health insurance** under the Programmed corporate plans.
- ▶ **10+** wellbeing and mindfulness **webinars** were provided throughout the year.



Scan to find out more about
our [Employee Assistance
Program \(EAP\)](#).

Social Inclusion & Community

We recognise the diversity of our people and the communities we work within, as well as our responsibility as a business to positively contribute to our local communities.

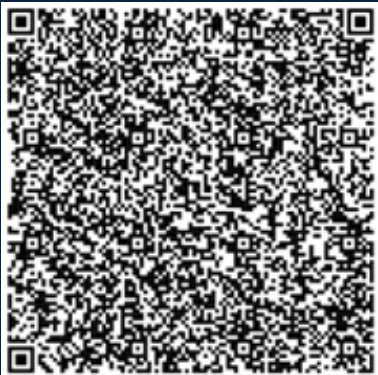
- ▶ We've introduced **Local Diversity Champions**, providing employees the opportunity to get involved and champion diversity initiatives and significant events at their local offices and branches.
- ▶ Our team host quarterly **First Nations Cultural Awareness Training**, which all team members are encouraged to attend.
- ▶ In December 2024, we introduced **Paid Volunteer Leave** to support and encourage employees to get involved and volunteer in their local communities.
- ▶ We continue to celebrate and raise awareness around significant diversity dates and events across Australia and New Zealand.
- ▶ We partner with community and diversity-focused organisations, such as the Clontarf Foundation, to support their mission and amplify impact where it matters the most.





Social Inclusion & Community 2024/25 Financial Year in review

- ▶ **4 First Nations Cultural Awareness Training sessions** held, with 54 employees attending.
- ▶ **2 Social Inclusion Workshops** held, with 19 employees attending.
- ▶ **9 employees** have signed up as **Local Diversity Champions** since launch in March 2025
- ▶ **Over 200 hours of volunteer leave paid** since introduced in December 2024
- ▶ We've strengthened our relationship with the **Clontarf Foundation**, with our teams getting involved in many events and hosting students at various offices across Australia.



Scan to find out more about becoming a Local Diversity Champion

Employee Benefits

Programmed have a variety of benefits and 'work perks' that you can enjoy.

- ▶ Access to Employee Xtras for eligible permanent employees, providing access to cashback or discount offers with a broad range of retailers which can be used online, in store, or over the phone. Retailers include Woolworths, JB Hi-Fi, Myer, Hoyts and Expedia - to name a few.
- ▶ A variety of corporate discounts available to all Programmed employees through our internal Programmed Advantage Program, including a variety of discounts across automotive, finance and insurance, health and wellbeing, ICT, retail, and travel.
- ▶ The opportunity for eligible employees to salary package through our salary packaging providers (including novated leases, income protection insurance, remote area benefits, portable electronic devices and e-bikes).
- ▶ Our employee referral program rewards you for referring successful candidates with industry experience in certain operational roles.
- ▶ Paid parental leave for eligible expecting parents.





Employee Benefits 2024/25 Financial Year in review

- ▶ Programmed employees have **saved over \$100,000** via **Employee Xtras**.
- ▶ We've introduced **new partnerships under Programmed Advantage**, including Autoflip, Westpac, Jetts Fitness (AU), Tool Kit Depot (TKD) and Hirepool (NZ).
- ▶ **184 employees** have a **salary packaging arrangement** and/or novated lease in place.
- ▶ We've paid **207 employee referral bonuses**, totaling **\$105,000**.
- ▶ **128 employees** have accessed **parental leave**, with **2727 days paid** across Facility Management, Property Services, and Group. This included **319 days of paid partner's leave**.
- ▶ Our monthly **Employee Benefits @ Programmed** newsletter keeps everyone across the business informed about our great benefits.



Scan to find out more about our [salary packaging opportunities and policy](#).

Reward & Recognition

We recognise and reward the contributions of our people, fostering a culture where every achievement is valued and celebrated.

We believe that meaningful recognition and tailored rewards are powerful tools for engagement, motivation and performance.

Through a blend of financial and non-financial initiatives - including thank-you gestures, well done gift cards, service awards, Programmed Difference Awards, career development opportunities, and peer-to-peer recognition - we aim to create a workplace where individuals feel appreciated, empowered, and inspired to thrive.

Along with our formal recognition programs, we encourage local recognition across all levels of the business. At Programmed, we value sincerity and see great value in informal day to day recognition of all the great work done by our people.





Reward & Recognition 2024/25 Financial Year in review

- ▶ Over 275 promotions.
- ▶ 76 Programmed Difference Awards awarded, totaling over \$9,000.
- ▶ 750 Well Done Gift Cards issued, totaling over \$103,000.
- ▶ 1130 Service/Anniversary Awards issued, totaling over \$189,000.



Scan to make a Programmed
Difference Award
nomination

Learning & Development

We provide opportunities for learning, development, and advancement to help our people reach their goals and build meaningful careers.

- ▶ **Clear career pathways** across various disciplines and through every stage.
- ▶ A suite of **over 11,922 courses, modules and online learning activities** available through our PageUp online Learning Library.
- ▶ A range of fantastic internal courses and learning activities built and run by our very own Learning & Development team.
- ▶ **Professional development and study assistance** through our education assistance program, including financial support and time off.
- ▶ Custom learning pathways for **apprentices, trainees, and graduates**, including on-the-job learning.
- ▶ An **Internal Mentoring Program** that connects team members with experienced colleagues to support career growth, skill development, and workplace confidence.
- ▶ **Review and Reflection** to help individuals track progress, celebrate achievements, and identify future development goals.





Learning & Development 2024/25 Financial Year in review

- ▶ **275 promotions and 112 formal acting/higher duties opportunities** provided.
- ▶ **14,558 training activities** completed.
- ▶ **Over 300 participants** completed 2-day **Leadership Essentials Program**, facilitated by our very own Learning & Development team.
- ▶ **Over 147 apprentices and 10 graduates** currently working across our Facility Management and Property Services businesses.
- ▶ **24 team members completed their apprenticeships** during this period.
- ▶ Over 130 employees participated in our Internal Mentoring Program.
- ▶ Closed out **1033 salaried Review and Reflections and development plans** for 2024/25 and set up **1409 salaried plans** for 2025/26 - field employees are currently underway.

Other Support & Benefits

We offer a flexible and supportive work environment to make it easier for you to achieve the right balance.

- ▶ We offer a **flexible and supportive work environment** to make it easier for you to achieve the right balance between your work and personal commitments.
- ▶ We've introduced **welcome boxes** which are sent to all permanent new starters upon commencement to warmly welcome them to the Programmed team.
- ▶ We send **baby gifts** to celebrate new additions to Programmed team members' families.
- ▶ We've introduced the option to **substitute public holidays**, in accordance with our Public Holiday Substitution Guidelines, and as approved by your line manager, to allow for more flexibility.





Other Support & Benefits 2024/25 Financial Year in review

- ▶ We currently have **162 employees** working part time and many other employees with flexible working arrangements in place, allowing balance of work and personal responsibilities.
- ▶ We've sent out **over 1000 welcome boxes** to permanent new starters.
- ▶ We've sent out **over 77 baby gifts** to celebrate new additions to Programmed families.
- ▶ Since the introduction of our Public Holiday Substitution Guideline, **over 25 employees** have observed a different day off in substitution for a public holiday.



Scan to find out more about
our Public Holiday
Substitution Guideline