

WHAT WE OFFER

LEAVE

FLEXI LEAVE

Designed to provide you with an opportunity to take time out to help balance your work and personal life and may be used for a range of purposes such as celebrating a special occasion, moving house or attending a family member's sporting event.

CULTURAL LEAVE

We recognise and value the diversity in our people and acknowledge the importance of cultural practices and the ability to participate in cultural celebrations outside the workplace. Cultural leave is a day to take part in activities associated with your culture or ethnicity or for religious, ceremonial or cultural purposes.

PARENTAL LEAVE

Whatever your gender and whichever type of parent or carer you are (or want to be), our policy flexes to support your choices. There are a range of leave options to help you adjust to being a new parent or to welcome further children, and to help you thrive with your family and in your work.

Tabcorp provides up to 18 weeks of fully flexible paid parental leave, to be taken within the first 24 months of your child's birth or adoption, with no qualifying period. Leave can be taken by all new parents, regardless of gender.

Sometimes things don't go to plan, and we provide leave to support you and your family during this time as well. That includes IVF, pregnancy-related illness or loss.

VOLUNTEER LEAVE

We encourage team members to become involved in their communities. You can participate in volunteering activities with one of our partner organisations, or a self-organised volunteering activity.

PURCHASED LEAVE

Available to all permanent employees, purchased leave provides you with more flexibility to balance your work and personal life. You can salary package up to an additional four weeks annual leave.

GROW AT TABCORP

We believe in creating a workplace where everyone is empowered and enabled to drive their own development and career. Whether you're looking to lead a team, become an expert in your field, or excel in a role that fulfils your aspirations, we want you to grow and succeed with us.

At Tabcorp, our learning and development approach encourages employees to learn continuously throughout their time with us. We provide access to leading edge programs, courses, tools, innovative technologies and communities so our people have new ways to learn, share knowledge, network and collaborate.

LEARNING AND STUDY ASSISTANCE

We're committed to a culture of learning and development to help our people be the best they can be. All permanent employees have access to LinkedIn Learning which offers a library of online training modules.

Tabcorp aims to provide a workplace where team members can develop and grow. Team members can access study assistance through formal study relevant to your current or future role. Permanent employees can also access up to five days of paid study leave each year.

WELLBEING AND PERSONAL SUPPORT

At Tabcorp, your overall wellness is important to us. This means not only being safe but being both mentally and physically healthy as well. We are dedicated to helping you achieve this balance with our wellbeing program.

Our employee assistance program, My Coach, is a free and confidential personal and professional development resource that offers a range of services for you and your immediate family members.

FLEXIBLE WORK OPTIONS

We know that work is just one part of your life and that changing one simple thing – like the hours you're in the office – can make a real difference when it comes to loving your job. That's why we don't place a premium on finishing at 5pm on the dot, or expect to see you at your desk at the crack of dawn. Enjoying your life at Tabcorp means choosing the when, where and how that works for you (and for us).

SUPPORT

MATCHED FUNDRAISING

As a way of helping our team members contribute, Tabcorp matches the fundraising efforts of teams of employees to registered charities. Donations are capped at \$10,000 per organisation.

GENDER AFFIRMATION SUPPORT

Tabcorp is committed to creating a safe and inclusive workplace, where everyone feels free to be their authentic self. Our Gender Affirmation Statement of Support is a way of providing real, tailored support to team members who are affirming their gender, through leave inclusions, flexibility in working arrangements and financial assistance.

DOMESTIC AND FAMILY VIOLENCE SUPPORT

Tabcorp is committed to promoting a safe workplace and a culture of inclusion that's free of sexism and harassment. We stand united against abuse because we believe everyone - whatever their gender or sexual orientation - should be helped, supported and made to feel safe by every means possible.

Our policy provides a number of options including unrestricted paid leave, flexible working options (including different locations), safety plans, emergency relocation, financial assistance, and access to professional counselling and support.

CORPORATE DISCOUNTS

We have partnerships in place with a number of organisations to bring discounts and special offers to our team members. Some of these currently include Dyson, Jabra, JB HI-FI, Virgin Australia, Optus, Bupa and HCF to name a few.

HOME OFFICE REIMBURSEMENT

Permanent and fixed-term employees who work from home can access a one-off \$295 (inclusive of GST) home office reimbursement, designed to assist in setting up a remote workspace.



Tabcorp