

# Building better opportunities

Working at RMBL



At RMBL, we understand that your job is just one part of your life.

We support our people with an abundance of staff benefits and perks, educational assistance, and career opportunities.



# Our perks and benefits

Whether it's creating a greater work life balance for you and your family, helping reach your professional goals or looking after the little things so you don't have to – we're invested in building a better future by your side.

## Company Benefits

We offer you:

- Flexible work arrangements where possible
- The option to purchase one or two additional weeks of leave per year
- Study assistance and leave days for approved study
- Learning and development programs
- 20 weeks paid parental leave
- Access to salary sacrifice arrangements
- Subsidised car parking in secure carpark
- A commitment to living our company values, incorporated in our annual performance process.

## Social

When you work with amazing people its not hard to have a good time. We provide many opportunities on a weekly, monthly and annual basis to get together and get involved, including:

- End of financial year dinner
- End of year event and Christmas celebrations
- Occasional celebration events and trips away
- Regular opportunities to engage with teammates in a social setting such as morning teas, quarterly team lunches and monthly afternoon drinks.

# Our perks and benefits

## Employee Health and Wellbeing

Beyond healthy snack options and workspaces, we provide a range of options to promote and support health and wellbeing, including:

- Bi-weekly massages in office
- Physical activity subsidy to a gym or activity of choice
- Standing desks
- Annual flu vaccination
- Weekly fruit platter
- Option to participate in Melbourne Teams Corporate Triathlon, Run for the Kids and other active causes!
- Holiday season / New Year office closure.

## Employee Assistance Program

Our EAP enables all employees and their immediate family members to seek independent and confidential counselling services whether it be work or personal related issues at no cost to you.

- 100% confidential and anonymous
- 24/7 triage
- Service provided by Allos Australia.





# Our perks and benefits

## Environmental, Social and Governance (ESG)

We are a signatory to the UN supported Principles of Responsible Investment and have a strong commitment to ESG practices, including:

- Operating from an office with a 6 star energy rating
- Ethical lending practices
- Active sponsorship of health and community organisations including two employee volunteer days per annum for an approved charity of choice
- Company matching employee donations to approved charities
- Providing financial support to a range of health and community-based organisations vis the RMBL Foundation and sponsorships.

## Reward & Recognition

In addition to competitive compensation, we seek to recognise and reward our people and their contribution through informal and formal programs that celebrate achievement, effort and initiative. Other financial benefits include:

- Years of service milestone awards
- Recruitment referral program.

*RMBL acknowledges the Traditional Custodians of the lands on which we operate and recognise their ongoing connection to land, waters and community. We pay our respects to First Nations Elders past, present and emerging.*



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