

# BENEFITS FOR OUR PEOPLE

Our people are our greatest asset. We will provide access to a range of financial and wellbeing benefits to help support and reward you.

## REWARDING OUR PEOPLE



top of market remuneration



generous bonus structure



salary continuance insurance



substantial recruitment  
referral program



annual Christmas gift



exclusive savings and discounts across  
dining, entertainment, hotels, health +  
fitness, gym memberships, health  
insurance and retail outlets



G+T awards to recognise our people  
who do extraordinary things

## SUPPORTING OUR PEOPLE



a blend of working in the office and remotely



IT equipment provided to our people to work remotely,  
through our “Project Wings” initiative\*



“Dress for your day” – we wear appropriate clothing for our  
workday

## HEALTH + WELLBEING OF OUR PEOPLE

- + Employee Assistance Program (EAP) – counselling and support services available to our people and their families 24/7
- + Grow + Thrive - offering information and tools on a range of health + wellbeing topics
- + Mental Health First Aiders – providing support for our people
- + CaLM – supporting our people and their families in the ageing care journey
- + sit to stand desks and ergonomic equipment
- + annual flu injections
- + skin cancer checks
- + end of trip facilities including lockers and showers
- + subsidised in-house café + one free breakfast per week (Sydney only)
- + fruit baskets and a range of savoury snacks, tea, coffee and biscuits available each day

## DEVELOPMENT OPPORTUNITIES

- + tailored learning + development programs
- + external study support including up to 5 days' study leave each year
- + support for our lawyers to meet their annual compliance requirements, including their professional development
- + support for our graduates to complete their PLT obligations (coursework, work placement and Continuing Professional Education)
- + G+T scholarships – successful applications have included scholarships to courses in London and the USA
- + client secondments both in Australia and overseas including providing leave of absence to support these opportunities
- + lack of hierarchy means our people can drive their careers and get involved in the best transactions and work

## SUPPORTING OUR PEOPLE PROVIDING COMMUNITY CARE

- + opportunities to participate in charity events and to contribute to our corporate social responsibility and pro-bono programs
- + 20 days' paid leave for our people to volunteer for disaster relief and emergency management activities
- + G+T matching of charitable donations made to the G+T Foundation
- + sustainability activities through our "G+T Green Team" who champion environmental initiatives within the firm, such as Plastic Free July

## CONNECTING OUR PEOPLE

- + partner and people led Diversity Council focusing on Cultural + Social Inclusion, Disability + Accessibility, First Nations, Gender and LGBTQ+
- + social gatherings and sporting groups including book club, running club, basketball
- + opportunities to contribute to innovation projects + provision of leading legal technology

**"IT'S ENCOURAGING TO WORK AT A FIRM THAT VALUES WORKING PARENTS AND HAS TAKEN TANGIBLE STEPS TO SUPPORT US, PARTICULARLY WHEN OUR CHILDREN ARE BORN."**

Elizabeth Lathlean, Lawyer

## GENEROUS PARENTAL LEAVE

- + up to 26 weeks' paid parental leave which can be taken at half pay or in two separate periods of leave
- + ability to take parental leave at the same time as your partner – no differentiation between primary and secondary carers
- + leave can be taken within 24 months following the birth of the child
- + no service period requirement to take parental leave – first 8 weeks of paid parental leave provided at commencement of leave with remaining up to 18 weeks' paid at the end of probation
- + superannuation paid on unpaid parental leave up to 12 months\*
- + family and parent rooms
- + working parents programs – coaching, resources, advice and tools

## INCLUSIVE CARERS' LEAVE

- + access to personal/carers' leave for a range of caring responsibilities including caring for elderly parents and family pets

## PUBLIC HOLIDAY SWAPS

- + up to 3 public holidays can be swapped for alternative dates each year\*

## LEAVE BUY-BACK

- + up to 10 days purchased leave in addition to annual leave\*

\*Terms and conditions may apply, benefits subject to change. For more information, contact [HRSupport](#) or your People Manager