

# DLL Benefit Highlights 2025

1. Inclusive, collaborative company culture with opportunities for growth
2. Flexible Hybrid Working Policy
3. Opportunity to develop your career (inter)nationally
4. Five Bonus Leave days per year
5. Two paid Community Service days per year



## Financial

- Annual performance bonuses tied to individual and company performance
- Bonus opportunity in selected and commercial roles
- Quarterly recognition awards
- Long service anniversary awards
- Member referral program - \$2000 for a standard role & \$4000 for a successful female candidate in a Manager role.
- Car allowances and/or leased cars for applicable roles
- Salary Packaging – Novated Leases
- Salary Sacrifice Super



## Other perks

- Inclusive, collaborative company culture with opportunities for growth
- Flexible Hybrid Working Policy
- Opportunity to develop your career
- Learning and Development scope for career progression & study support
- Working from home support, including screens and smartphones depending on role
- Opportunity to join Member-led committees (DEI, Health & Wellness, Network of Women, Social Impact, Community)



## Wellbeing



### Health

- Wellbeing SharePoint site with tips & tricks for a healthy lifestyle
- Free fruit at the office
- Optional annual flu vaccination
- Employee Assistance Program
- Local Mental Health First Aiders
- Various internal Social, Networking, Active and Volunteering events



### Time off

- Five days Bonus Leave per year
- Two paid Community Service days per year
- Flexible Leave Purchase
- Additional unpaid leave options
- Flexible schedule and hours available depending on role
- Paid Parental Leave – 14 weeks for primary carers, 4 weeks for secondary carers
- Domestic and Family Violence Leave



### Insurance

- Group Life Insurance Policy
- Salary Continuance Insurance Policy
- Discounted Private Health Insurance
- Business Travel Insurance