

**SCHLAM**✦

# EMPLOYEE BENEFITS & WELLBEING



# SUPPORTING A MORE FULFILLED YOU

## YOU MATTER AT SCHLAM.

At Schlam, we're on a mission to build a team of the best people in the business. People who want to build and create things, who see a challenge and want to take it on, and who have a keen sense of a higher service.

To support you whilst you reach your full potential, we are thrilled to introduce Schlam's Benefits & Wellbeing Program.

This program is intended to help all Schlam employees, and their families develop and maintain a fulfilled lifestyle through increasing awareness of and encouraging participation in health, wellness and development activities offered by Schlam.

## THANKS FOR BEING PART OF THE TEAM!



# ABOUT OUR PROGRAM

## OUR PEOPLE ARE THE BACKBONE OF EVERYTHING WE DO.

As part of our commitment to you, Schlam is constantly seeking ways to improve your experience with us.

That's why we have designed a package of employee benefits, discounts and offers to ensure you are fulfilled both at work and at home. These offers include the following;

### BENEFITS AT WORK

[VOLUNTEERING PROGRAM](#)

[PARTICIPATION IN THE PERKINS RIDE](#)

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### BENEFITS FOR LIFESTYLE

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[EMPLOYEE ASSISTANCE PROGRAM \(EAP\)](#)

[DISCOUNTED HEALTH COVER](#)

[WHEREFIT DISCOUNTS & REWARDS](#)

[FREE FIRST AID TRAINING](#)

[FREE FLU JAB](#)

[DISCOUNTED EYE-CARE WITH SPECSAVERS](#)

[FREE ANNUAL SKIN CHECKS](#)

### BENEFITS FOR FINANCIAL WELLBEING

[DISCOUNTED FINANCIAL ADVICE](#)

[SALARY PACKAGING & NOVATED LEASING](#)

We invite you to take up these offers in this benefits & wellness pack. Our goal is to help facilitate a more happier, healthier and more cohesive team. We look forward to seeing how these benefits will impact you and your family.

It is important to note that Schlam receives no financial rewards or commissions through the partners we have secured in this package. If you feel the suppliers aren't delivering you the best outcomes, we want to hear about it. Please email [HR@SCHLAM.COM](mailto:HR@SCHLAM.COM) or speak to your supervisor if you have any questions or concerns. Enjoy!

“

It feels like everything is happening. There's a lot of opportunities that are going to open up for me. If the company is progressing, then you can develop along with them and develop your own future

”

# BENEFITS AT WORK



# GIVING THROUGH VOLUNTEERING

We aim to empower our people to enrich the community through engaging, leading, and impactful volunteering opportunities. The Schlam Volunteering System enables employees to donate time to assist one of the registered charitable organisations that we support.

Full-time, permanent employees are able to spend one day (up to 7.6 hours) per year volunteering during their assigned working hours, receiving their usual daily pay.

Your People & Culture representative will be able to provide you with more information.

# GET INVOLVED IN THE RIDE FOR PERKINS

Every October, The Harry Perkins Institute run The Cancer 200 ride, aiming to raise all important funds for cancer research. At Schlam, we hold community events and charitable initiatives close to our hearts, and are proud to register a team every year for this spectacular event!

Each year our team continues to grow and with the help of our incredible sponsors, our donation tally is also climbing. We are always looking for new recruits to join the team as they conquer 200km to Mandurah and back, could that be you?

If you are interested, please reach out to [marketing@schlam.com](mailto:marketing@schlam.com) for more information on registering.



# SCHLAM SUPPORTS YOUR COMMUNITY EVENT

At Schlam, we understand that everyone is different. We all have different skills, interests and priorities, so we know each person will support different charities and community events, based on their own personal experiences and connections.

So, if you have a community event you want to be involved in, whether it be the HBF Run for a Reason, City 2 Surf or the Rottnest Swim, Schlam will help you get there!

Each year, you can receive a total of \$200 towards your chosen events registration. Depending on the event you are registering for, this could either completely or partially cover your entry fees.

All we ask for in return is imagery of your participation, and permission to utilise the images on Schlam Payload socials!

Nothing is more important at Schlam than supporting our people - not only do we want to encourage involvement in community events, we also want to support your healthy lifestyle!

## WHAT IS ON OFFER?

[VALUABLE COMMUNITY INVOLVEMENT](#)

[SUPPORT TO ACHIEVE YOUR GOALS](#)

[REPRESENT SCHLAM IN THE COMMUNITY](#)

[FEATURE ON SCHLAM SOCIAL MEDIA](#)

## EXPRESS YOUR INTEREST

Simply contact

[MARKETING@SCHLAM.COM](mailto:MARKETING@SCHLAM.COM)

with more information on your chosen event!





## WELCOME TO NORTH STAR SCHLAM'S PEER RECOGNITION PROGRAM!

At Schlam, our values run deep. It is ingrained into everything we do. That's why we have our Peer Recognition program [North Star](#) to recognise those who live and breathe the Schlam principles.

Each month will focus on a different principle, challenging you to think outside the box when nominating your colleagues. Not only that, but our 'Everyone Goes Home' principle, represents our [Safety Star](#) award and can be nominated at any time throughout the year.

Nominations and prize winners will be announced monthly, with the grand prize announced at our End of Year Celebration.

Simply scan the QR Code's below, to let us know why you are nominating your colleague.

[Everyone goes home](#) | [Do what's right not what's easy](#) | [Stronger together](#)

[Keep it simple](#) | [Walk in their shoes](#) | [Think differently](#)

[Ensure the customer experience is exceptional](#)

NORTH STAR AWARD

SCHLAM SAFE AWARD



# SERVICE AWARDS

At Schlam, fostering a culture of appreciation and longevity is paramount. We understand that our success is built on the dedication and hard work of every team member. That's why we take pride in acknowledging and commemorating your contributions.

Schlam's Years of Service Awards are more than just recognitions; they symbolise our profound appreciation for the dedication and loyalty demonstrated by our team members.

Whether it's reaching the [5 year mark](#), the [decade milestone at 10 years](#), or the [impressive 15-year tenure](#), each step along this journey signifies not only your personal achievements but also your integral role in shaping the fabric of Schlam.

# SOCIAL EVENTS

Social events are key to strengthen bonds amongst colleagues and promote inter-department networking throughout the company. That's why we have implemented the Schlam Payload Social Committee, a selection of employees representing every department - [Events for the people by the people!](#)

Events will be held on a quarterly basis, including Schlam employees from both Forrestfield and Waroona. There will be something for everyone, with activities ranging from mini golf through to Escape Rooms!

The social calendar and invitations will be announced via email, so keep an eye out for any communications from [marketing@schlam.com](mailto:marketing@schlam.com)

## WANT TO JOIN THE COMMITTEE?

Simply contact [MARKETING@SCHLAM.COM](mailto:MARKETING@SCHLAM.COM) to express your interest and get more information on the Schlam Payload social committee!





# EMPLOYEE REFERRAL PROGRAM

Every now and again, a previous work colleague, friend or relative springs to mind and you think “they would love to work here and Schlam would really rate them”. Next time this happens, you should let us know!

As Schlam continues to grow and achieve success we encourage you to assist us in our pursuit of finding superstars for our critical, hard to fill roles. Schlam Payload would love to be introduced to your talented friend, family member or previous work mate, and we’d love to reward you for the introduction!

Welders, welders, welders... we’re always on the look out for skilled professionals to boost our production capacity... extra special rewards for identifying someone for our Waroona workshop!

Other hard to fill roles, like engineers, will also feature and we’ll let you know what we’re after as the need arises!

**So, what do these rewards look like? You’ll be paid every time your referred candidate successfully completes a stage of the recruitment process!**

## WELDERS

**\$200 SUCCESSFUL WELD TEST**

**\$200 BEGINS EMPLOYMENT IN WORKSHOP**

**\$600 3 MONTHS CONTINUOUS SERVICE**

**\$1,000 6 MONTHS CONTINUOUS SERVICE**

**\$1,000 12 MONTHS CONTINUOUS SERVICE**

## HARD TO FILL ROLES

**\$200 COMMENCES EMPLOYMENT**

**\$300 3 MONTHS OF CONTINUOUS SERVICE**

**\$1,000 6 MONTHS CONTINUOUS SERVICE**

**\$1,500 12 MONTHS CONTINUOUS SERVICE**



## FOUND OUR NEXT SUPERSTAR?

Scan the QR code or follow [the link](#) to submit your recommendation.

## HAVE QUESTIONS?

Email [Payload.Recruitment@schlam.com](mailto:Payload.Recruitment@schlam.com)



# PROFESSIONAL & SELF DEVELOPMENT

## Getting ahead - our commitment to your development

We all learn something new every day and likely have a desire to continue to build our skills and experience, Schlam Payload is happy to help! We want to create a culture of continuous professional and self-development.

We know you’re motivated to seek new learning opportunities; your manager is committed to help identify any training needs and to provide coaching; People & Culture will assist in identifying and coordinating staff development activities.

Schlam Payload is happy to discuss your training and development needs and will determine how we can assist in funding development interventions, that are linked to your role and ensure you have the appropriate knowledge and skills to complete your work competently and safely.



## WHAT DO YOU DO NEXT?

Schedule a meeting with your manager and discuss your ideas for development; complete the [training and further education request form](#), to confirm your training needs and secure our support!



“The kind of culture that we have, that we want here,  
is that we're there for each other and work in a team  
environment. We're not here to hurt anyone, or do things  
dangerously, or to communicate with people in the wrong  
way so that they have to take stress leave. That's not the  
culture that we want here”

# BENEFITS FOR HEALTH & WELLBEING



# EMPLOYEE ASSISTANCE PROGRAM (EAP)

**SCHLAM HAS PARTNERED WITH BSS PSYCHOLOGY TO DELIVER A COMPREHENSIVE EMPLOYEE ASSISTANCE PROGRAM FOR ALL EMPLOYEES.**

Schlam's Employee Assistance Program provides employees with the support, tools, and resources they need to deal with personal problems, health concerns, and professional challenges that can impact overall health and wellbeing. There is no cost to employees who receive counselling or other services directly by EAP.

BSS Psychology can deliver confidential counselling sessions via face to face, phone or online video. Appointments can be made by contacting the free call **AUS 1800 30 30 90** service, clicking Request an Appointment at [WWW.BSSPSYCH.COM.AU](http://WWW.BSSPSYCH.COM.AU) or accessing the **BSS PSYCHOLOGY APP**. Schlam will cover all sessions through our EAP. It is important to note that your immediate family members, such as your partner and children, are also entitled to access these services.

## WHAT IS ON OFFER?

**COUNSELLING**

**SLEEP PROGRAMS**

**GRIEF & LOSS SUPPORT**

**SUBSTANCE USE, SMOKING & ADDICTIONS**



# WELLNESS WEBINARS

Each month, BSS Psychology hosts a variety of webinars and online presentations to help you manage your mental health and wellbeing. Access to these complimentary presentations are available to all Schlam employees and their families.

The presentations cover a range of topics. Two topics per week are uploaded. Presentations will be uploaded at 10am AWST on the date listed online, and will be available for 5 business days.

Webinars can also be viewed directly through the BSS App under "Presentations" in the "Employee" section. These presentations are also available via the Training Portal online.

[HTTPS://BSSPSYCH.COM.AU/TRAINING-PORTAL](https://bsspsych.com.au/training-portal)

## EXAMPLE PRESENTATIONS ON OFFER

**MANAGING WORK-RELATED STRESS**

**MANAGING RELATIONSHIPS**

**GLUED TO YOUR PHONE?**

**I JUST WANT TO BE HAPPY!**

**USING DAYS OFF WISELY FOR YOUR MENTAL HEALTH**

**KEEP AN EYE OUT ON YOUR EMAILS AND BOB FOR MORE INFORMATION AND EVENT DETAILS.**

The Employee Assistant Program is free for all employees. Your sessions are completely confidential and are designed to assist you, no matter your concerns.

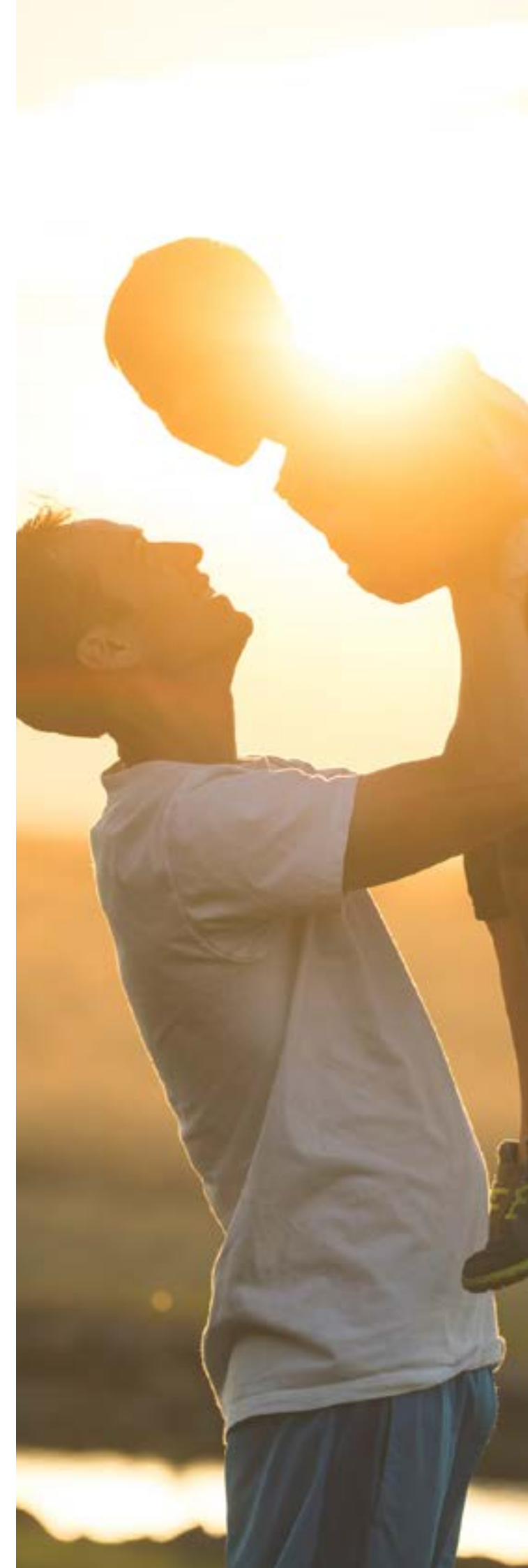
## NEED SUPPORT?

**BSS EMPLOYEE ASSISTANCE**

**P: 1800 30 30 90**

**A: 1029 WELLINGTON STREET, WEST PERTH**

**W: [WWW.BSSPSYCH.COM.AU](http://WWW.BSSPSYCH.COM.AU)**







Bupa  business

Great for your  
business

Great for your  
people

# HEALTH COVER DISCOUNTS



## HERE COMES LIFE. BE PREPARED FOR IT WITH BUPA - BECAUSE LIFE HAPPENS.

Health cover often means balancing what you need, with what you can afford. At Bupa, their aim is to give you better, tailored, and more flexible cover options from day one. As a Bupa Corporate Partner, Schlam can now help ease the costs of health cover for you and your family, allowing you to have peace of mind.

Bupa Corporate comes with all kinds of benefits. For starters, Bupa is known for providing great value health cover that you can count on. Plus, Bupa has a huge range of membership perks. And, with the cost of living rising, we've added another good reason for you to join...

## BUPA ARE OFFERING YOU AN ONGOING CORPORATE DISCOUNT OF UP TO 8%

### WHAT IS ON OFFER?

[TELEHEALTH SUPPORT](#)

[MEMBER REWARDS \(RETAIL & ENTERTAINMENT OFFERS\)](#)

[SUPPORT FOR YOUR MENTAL HEALTH](#)

[SKILLED MIGRANT WORKER COVER](#)

# COVER THAT SUITS YOUR NEEDS

## HEALTH COVER PACKED WITH VALUE

Join Bupa Corporate and you'll get:

- 2 and 6 month waiting periods waived on Extras cover
- Ongoing Corporate discount of up to 8%
- When requiring hospital treatment as the result of an accident, Bupa will refund you the hospital excess you paid for that admission.
- Avoid unwanted financial surprises with unlimited emergency ambulance cover trips including air services and on-the-spot treatment Australia-wide when provided by recognised providers.

Find out why over 1.4 million people have chosen Bupa to cover them already.



## GET YOUR QUOTE

Head to the Schlam Landing Page to request your quote: [bupa.com.au/corporate/schlam-group](https://bupa.com.au/corporate/schlam-group)





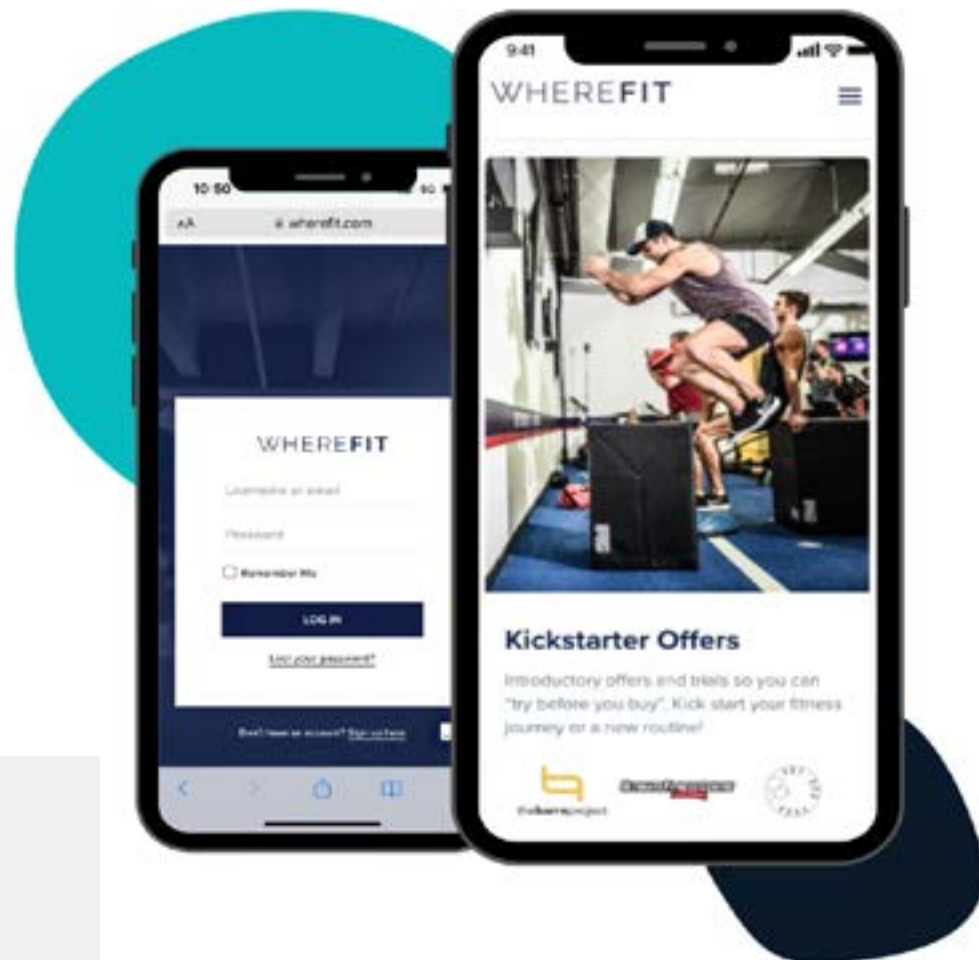
# WHEREFIT CORPORATE BENEFITS

## SCHLAM HAS PARTNERED WITH WHEREFIT, PROVIDING EXCLUSIVE FITNESS AND WELLBEING BENEFITS FOR YOU AND YOUR FAMILY!

WHEREFIT's easy-to-use digital platform provides fitness and wellbeing benefits that can cater to everyone, regardless of your health and fitness levels. There are over 500 gym and studio partners across Australia, offering over 2,000 unique offers at up to 50% off.

"The Vault" also provides exclusive discounts for activewear, healthy eating, recovery, supplements, nutrition and more to help you perform at your best! Even better, your benefits will continue to grow over time, with new benefit partners and offers being added each month.

Together, we're committed to making fitness and healthy living accessible and affordable for our employees, promoting a happier, healthier, and more productive workplace. We're looking forward to the positive impact we'll create together!



### SET UP YOUR ACCOUNT!

Head to: [wherefit.com/schlam](https://wherefit.com/schlam)

Access code: SCH23AU

Email [marketing@schlam.com](mailto:marketing@schlam.com) with any questions.

# WHEREFIT WELLBEING PARTNERS



### HELLO FRESH

Up to 40% off first box + save on your next 12 boxes



### NEW BALANCE

20% off all orders

### ADOREBEAUTY

### ADORE BEAUTY

\$20 off orders over \$130



### YOUFOODZ

Up to 40% off your next 13 boxes



### HISMILE

25% off all orders



### THE AUSSIE MAN

Save 20% off skincare



### SPEED FIT

Save 10% on all memberships



### ANYTIME FITNESS

Save up to 10% on memberships



### ELEMENT PILATES

Up to 10% off on membership

### AND THERE'S MUCH MORE!

Opt in now to start receiving offers at over 500 partners nation wide.

Your mind and body will thank you!





# FIRST AID TRAINING

Schlam has partnered with St Johns to provide first aid training at their convent venues.

## FIRST AID FOR MENTAL HEALTH (1 DAY)

Learn how to recognise the signs of mental health issues – in others and yourself – with the St John WA First Aid for Mental Health Course.

This mental health course will help you build your knowledge and understanding about stress, depression, anxiety and suicide, and learn the importance of the crucial first steps in helping someone to seek professional ongoing care.

## TOPICS COVERED IN THE COURSE

UNDERSTANDING MENTAL HEALTH

BUILDING MENTAL HEALTH KNOWLEDGE

PUTTING FIRST AID FOR MENTAL HEALTH INTO PRACTICE

TAKING CARE OF YOURSELF

## GENERAL FIRST AID (1 DAY)

The course provides an excellent general grounding in first aid and will enable you to perform appropriate first aid procedures and basic life support skills.

## TOPICS COVERED IN THE COURSE

DRSABCD ST JOHN ACTION PLAN

RECOVERY POSITION, INCLUDING INFANT AND ADULT

PERFORM CPR IN ACCORDANCE WITH ARC GUIDELINES

OPERATION OF AN AUTOMATED EXTERNAL DEFIBRILLATOR (AED) DURING CARDIAC ARREST

PROVIDING FIRST AID IN ACCORDANCE WITH FIRST AID PRINCIPLES AND PRACTICES

PARTICIPATION IN A VARIETY OF SCENARIOS

## HOW TO BOOK

For further information or to book a course email

[TRAINING@SCHLAM.COM](mailto:TRAINING@SCHLAM.COM)

# FREE FLU JAB PROGRAM

## SCHLAM HAS PARTNERED WITH CORPORATE CARE TO RUN OUR OFF-SITE FLU VACCINATION CAMPAIGN

To help you through the process, should you choose to participate, please find step-by-step instructions below:

### 1. Visit [FLUVOUCHERS.COM.AU](https://FLUVOUCHERS.COM.AU)

- Enter an address to find a local pharmacy.
- Locate the most convenient chemist on the map.
- Once located, click on the green box “**view profile.**”
- Scroll down and click on “**Buy.**”
- Enter your name, email, and company name, then click “**continue.**”
- It is mandatory to obtain authorisation from management when requesting more than one voucher. Please ensure that you have obtained approval before proceeding with your request.

## WANT MORE INFORMATION?

Your HSE Team will be able to assist with your enquiries and concerns, Contact [SCHLAMSAFE@SCHLAM.COM](mailto:SCHLAMSAFE@SCHLAM.COM)



### 2. Schlam promotional code.

- The promo code for Schlam **SCERED8549**
- DO NOT use your credit card to download a voucher, no refunds are provided by Corporate Care.

Sharing the promo code with anyone outside Schlam is strictly prohibited.

### 3. Apply the promotional code and place the order.

- At the bottom of the screen, click on “**Have a promo code?**” and apply the code provided by your employer.
- A green pop-up will appear saying “**Successfully applied promo code “Your promo code.”**”
- The cost of the voucher will be reduced to \$0.
- You can download the voucher or send it to your email after clicking “**Place Order.**”
- Instructions on booking your appointment with the selected pharmacy will be provided via email and your flu voucher.

### 4. Bring your MEDICARE and ID card to the appointment.

- You’ll be asked for your residential address if you don’t have a valid Medicare card.
- This is a requirement for uploading your records to the Australian Immunisation Register.
- Please note that the promo code you have received from Schlam can only be used to download the voucher from FluVouchers.com.au, and cannot be used to book your flu shot directly with the pharmacy.



# SUPPORTING EYE HEALTH



## SCHLAM HAS PARTNERED WITH SPECSAVERS TO HELP YOU LOOK AFTER YOUR EYE HEALTH.

Unless your vision has changed, you may not give your eyes much thought when it comes to your overall wellbeing. But your eyes can actually tell us a lot about your general health. That's why it's so important to have your eyes tested regularly.

Maintaining perfect eyesight is such an important part of being able to work well and live your life to the full, but did you know that a fully comprehensive eye examination is an important health check too?

That's why we have teamed up with **SPECSAVERS OPTOMETRISTS** to give you discounted eye care throughout the year. Better still, the offer can be extended to your family members too! To view and redeem these offers, please register at the link below for a voucher to present in-store.

Keep an eye out for more hot deals and offers to come.

### WHAT IS ON OFFER?

**DISCOUNTED EYE CARE AT ALL SPECSAVERS LOCATIONS**

**[EG. 25% OFF 1 PAIR, FROM THE \$149 RANGE AND ABOVE]**

**VARIOUS HOT DEALS AND OFFERS THROUGHOUT THE YEAR**

**T'S & C'S APPLY**

### REDEEM YOUR DISCOUNT

To view and redeem your voucher, jump on: [HTTPS://CORPORATE.SPECSAVERS.COM.AU/SCHLAM](https://corporate.specsavers.com.au/schlamm) and click **CREATE VOUCHER**. Choose your preferred store location.

# SKIN CHECK PROGRAM

## SCHLAM HAS PARTNERED WITH WORK HEALTH PROFESSIONALS TO DELIVER AN ANNUAL ONSITE SKIN CHECK SERVICE

Skin cancer checks are extremely important! Over 95% of skin cancers can be successfully treated when found early. What's more, this includes 90% of melanomas. Regular skin checks are the only way to guarantee early detection.

Each Schlamm employee is invited to participate in our annual onsite skin check program held at your workplace.

Skin Screening Practitioners are all accredited with the Certificate of Dermoscopy. They use the latest dermatoscope technology to ensure you receive a high-quality skin screening service.

It is recommended having the full body screened as skin cancer can occur anywhere – including the bottom of the feet, in-between the toes and even the scalp. The practitioners will work within the comfort level of each participant.

## KEEP AN EYE OUT ON YOUR EMAILS AND BOB FOR MORE INFORMATION AND EVENT DETAILS.

### WHAT IS ON OFFER?

**15-MINUTE FULL BODY SKIN SCREENS USING DERMOSCOPY**

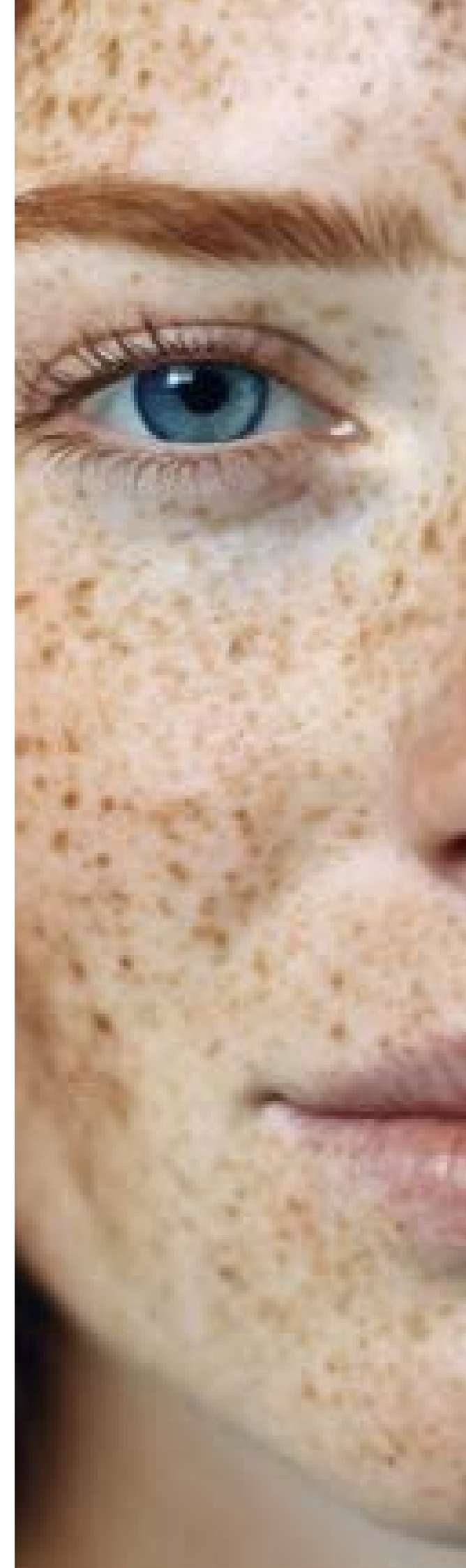
**EDUCATION ON SKIN CANCER PREVENTION**

**DETAILED REFERRALS FOR ANY SUSPICIOUS SPOTS**

**ADVICE SPECIFIC TO SKIN TYPE AND WORKING SAFELY OUTDOORS**

### HOW TO ACCESS

Keep an eye out on your emails for more information on dates and how to book!





“

Schlam is somewhere where you are actually happy to come to work. As much as work is a chore, you are like “I can’t wait to go in, I wonder how this person is going with whatever is happening”. You have genuine conversations with people.

”

# BENEFITS FOR FINANCIAL WELLBEING



# FINANCIAL WELLBEING



## SCHLAM HAS PARTNERED WITH HPH SOLUTIONS TO DELIVER DISCOUNTED FINANCIAL PLANNING ADVICE AND EDUCATION

Financial wellness means having a comfortable sense of financial security and having enough money to meet all needs and demands in your life. Taking care of your financial wellness is just as important as looking after your physical and mental health.

At certain times in our lives, finances can cause stress or anxiety, so dedicating time to setting and working towards financial goals is essential. That's why we have partnered with **HPH SOLUTIONS** to connect you with experts who can help you navigate your finances and hopefully steer you on a path to financial wellness.

### ABOUT HPH SOLUTIONS

HPH Solutions is an award-winning financial planning and advisory firm founded in 2002. They seek to empower people to live healthier, happier and more prosperous lives. They help clients plan and track their financial and lifestyle goals so they can live a fulfilling life now and into the future.

### WHAT IS ON OFFER?

#### FINANCIAL PLANNING ADVICE FROM HPH SOLUTIONS

**COMPLIMENTARY 90 MINUTE INITIAL MEETING TO EXPLORE YOUR FINANCIAL GOALS & NEEDS**

**20% DISCOUNT OFF THE FIRST-YEAR ADVICE**

**QUARTERLY FINANCIAL WELLNESS PRESENTATIONS**

### HOW TO BOOK

To book a complimentary initial meeting email [INFO@HPHSOLUTIONS.COM.AU](mailto:INFO@HPHSOLUTIONS.COM.AU) or call **08 9200 3123** and mention you are an employee of Schlam. Learn more at: [WWW.HPHSOLUTIONS.COM.AU](http://WWW.HPHSOLUTIONS.COM.AU)

# YOUR PATH TO FINANCIAL FREEDOM

## FREE FINANCIAL WELLBEING PRESENTATIONS FOR SCHLAM EMPLOYEES

HPH Solutions have been invited to present a series of financial wellbeing presentations designed for the team at Schlam. These 1-hour presentations will be held in person at both Forrestfield and Waroona on a quarterly basis. Forrestfield sessions will also be recorded and a video will be distributed for those who are unable to attend in person.

### MONEY FOR LIFE

- How financial wellbeing affects your quality of life
- Financial wellbeing indicators and self-assessment
- Strategies for boosting financial wellbeing
- Detractors from financial wellbeing and how to avoid them
- Cash flow management

### FUNDAMENTALS OF MONEY MASTERY

- Three key areas of money mastery
- The stages of wealth creation
- Best starting strategies in each key area

### INVESTING WISELY

- Planning for financial independence
- Understanding your tolerance of risk
- Mainstream investment types to start with
- Investing inside superannuation vs outside

### BUDGETING, SAVING AND GETTING OUT OF DEBT

- Three key elements of a savvy spending system
- How to create a thorough budget
- How to identify savings
- How to structure your accounts
- In which order to repay your debts

**KEEP AN EYE OUT ON YOUR EMAILS FOR MORE INFORMATION.**







# SALARY PACKAGING & NOVATED LEASING



## SCHLAM HAS ENGAGED SALARY PACKAGING AUSTRALIA (SPA) AS OUR NEW PREFERRED SALARY PACKAGING AND NOVATED LEASING SUPPLIER

Salary Packaging is an Australian Tax Office (ATO) approved way of receiving benefits by way of a pre-tax deduction. As a valued member of the Schlam team, you have the ability to salary sacrifice to save tax, and enjoy lifestyle benefits.

### HOW DOES IT WORK?

Salary packaging allows you to pay for certain benefit items with pre-tax dollars. You pay for these items BEFORE you get taxed. You then get taxed on your remaining income, so therefore, you will pay LESS tax!

### WHAT CAN I SALARY SACRIFICE?

There are a number of items you could potentially salary sacrifice - Vehicles, Superannuation, Insurance, Mortgage, Rent, Work Equipment, Education and Memberships.

### WHAT DOES SPA OFFER?

[SET UP / EXPLANATION OF SALARY PACKAGING FOR EMPLOYEES](#)

[PROCESS REIMBURSEMENTS AND EXPENSE CLAIMS](#)

[PROVIDE ACCOUNT BALANCES FOR EMPLOYEES](#)

[A DEDICATED BRM AND ACCOUNTS TEAM TO ANSWER QUESTIONS](#)

### HOW TO ENQUIRE

To find out what benefits you could potentially salary package, please contact Salary Packaging Australia on **1300 786 664**, or visit [WWW.SALPACAUS.COM.AU](http://WWW.SALPACAUS.COM.AU)

## SAVE MONEY, PAY LESS TAX

### WHAT IS A NOVATED LEASE?

A Novated lease is a tax effective way to purchase your next car. A Novated lease allows you to pay for a proportion of the lease and running costs with PRE-TAX dollars. This means you can make significant savings on your next vehicle purchase. These running costs include:

**FUEL | INSURANCE | REGISTRATION | TYRES | ROADSIDE ASSISTANCE**

### HOW MUCH CAN I SAVE?

Your individual circumstances will determine how much you can save when salary packaging. An average tax saving for a novated lease is about \$2500 per year compared to privately financing the vehicle. To find out how much you can save call SPA for an obligation free quote.

### WANT TO FIND OUT MORE?

Salary Packaging Australia is our experienced preferred salary packaging/novated leasing supplier.

The team at SPA are there to assist our staff to determine options available to package, and the potential tax benefits you could experience.

### SALARY PACKAGING AUSTRALIA

**P: 1300 786 664**

**E: [ENQUIRIES@SALPACAUS.COM.AU](mailto:ENQUIRIES@SALPACAUS.COM.AU)**

**W: [WWW.SALPACAUS.COM.AU](http://WWW.SALPACAUS.COM.AU)**



“

The flexibility that I've got is a big benefit for me - especially with young kids and being able to start a little bit later or come in a bit earlier and finish a bit later when I need to. Having that flexibility, being able to come and go as long as I get my hours done - that flexibility is massive. Being able to watch my daughter at her sports carnival, all the little things like that. It's important to me

”

# BENEFITS FOR LIFESTYLE





# TRAVEL DISCOUNTS



## EDGE CONNECTIONS IS AUSTRALIA'S AWARD-WINNING AGENCY FOR LIFE-CHANGING LEISURE TRAVEL.

What better way to look after your mental and physical health than taking a well-deserved break!

Thanks to Schlam's existing partnership with **EDGE CONNECTIONS**, we are thrilled to extend our corporate discounted rates to employees, which could provide big savings on your next holiday! You will be able to speak with highly experienced travel consultants with a wealth of knowledge on international and domestic fares who will be able to help you find the best deals and rates to suit your travel needs.

Think health retreats, relaxing cruises, chartered yachts, private jets, morning yoga or a round of afternoon golf. Perhaps far-flung or cultural and culinary experiences are more your style? Travel recommendations from Edge Connections will be offered based on your unique appetite for adventure or desire for downtime!

### WHAT IS ON OFFER?

[BESPOKE ITINERARIES](#)

[CRUISE HOLIDAYS](#)

[PACKAGE HOLIDAYS](#)

[SPECIAL INTEREST TOURS](#)

### HOW TO BOOK

Simply reach out to the leisure consultants at Edge Connections by emailing:

[SCHLAM@CTCONNECTIONS.COM.AU](mailto:SCHLAM@CTCONNECTIONS.COM.AU)

Be sure to make mention you're a Schlam employee upon enquiry.

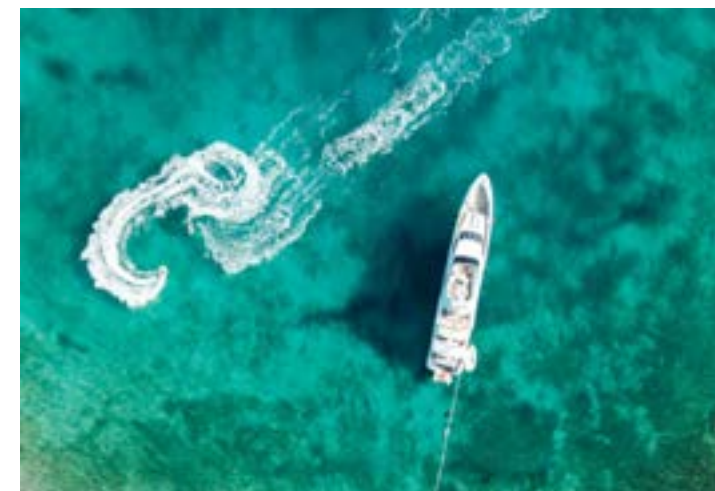
## YOUR NEXT ADVENTURE AWAITS

### LET EDGE CONNECTIONS TAKE YOU SOMEWHERE SPECIAL, AND MAKE YOU FEEL AT HOME!

Whether you're travelling solo, with loved ones, your family or for business, Edge Connection's end-to-end services streamline every part of your time away.

Edge Connections are proud to collaborate with the 'best of the best' across the globe. Their exclusive memberships grant their clients the most exclusive benefits across all of Preferred Partner Hotels, along with a direct line to those looking after you.

Allow them to negotiate special rates, benefits, extra amenities, and exclusive offers on your behalf. Contact them today.



### EDGE CONNECTIONS

**P: +61 (08) 6315 2000**

**E: [SCHLAM@CTCONNECTIONS.COM.AU](mailto:SCHLAM@CTCONNECTIONS.COM.AU)**

**A: GARDEN OFFICE PARK, LEVEL 4, BUILDING C, 355  
SCARBOROUGH BEACH RD, OSBORNE PARK, 6017**

**W: [WWW.EXECUTIVEEDGE.COM.AU](http://WWW.EXECUTIVEEDGE.COM.AU)**





# ENTERTAINMENT® REWARDS



## ENTERTAINMENT® | PLAY, DINE, SAVE APP

Schlam has secured a deal with **Entertainment® | Play, Dine, Save** to provide you with great savings and discounts for you and your family to enjoy.

As a Schlam employee, you can choose to enjoy discounts offered by Entertainment® Rewards. The platform has many health and wellness discounts and offers to choose from, as well as hundreds of retail and dining offers to save you money.

## ABOUT THE MEMBERSHIP

The membership lasts for 12 months with offers that you can use via the app. It's as easy as scanning the barcode on the app to redeem the offers at selected retailers and merchants. The Entertainment ® (used to be called Entertainment Book) has been around for years and they used to come in a book form (for those of you who remember this!)

## MULTI-CITY OFFERS

There's more! Your membership has been upgraded to 'multi city' which means that you will be able to use the app and enjoy the benefit when you go interstate within Australia and New Zealand.

## HOW TO REDEEM YOUR MEMBERSHIP

This is an **OPT-IN BENEFIT** and you need to request your membership. Please email our People and Culture team and request access at [HUMANRESOURCES@SCHLAM.COM](mailto:HUMANRESOURCES@SCHLAM.COM)



# LIFESTYLE DISCOUNTS AND OFFERS



## ROTTNEST EXPRESS

25% off certain ferry tickets



## AQWA

25% off general admission



## FORTY WINKS

30% off regular price items



## PRICELINE PHARMACY

10% Off priceline gift cards



## CLEAR SKINCARE CLINICS

25% Off any clearskin product



## SALT FLOAT STUDIO

25% Off the regular price of a 60, 90 and 120 minute float tank session.



## CROWN PROMENADE

Up to 15% off during promotional periods or 10% best available room rate



## QATAR AIRWAYS

Save up to 10% on your next Qatar Airways flight



## REBEL SPORTS

10% off Rebel Sport gift cards

## AND THERE'S MUCH MORE!

There are hundreds of health, wellness, retail and dining discounts and offers to choose from. Jump on [ENTERTAINMENT.COM.AU](https://entertainment.com.au) to check it out!





# STAYCATION WITH ALOFT

## SCHLAM HAS PARTNERED WITH ALOFT PERTH TO PROVIDE A DISCOUNTED RATE ON YOUR NEXT PERTH STAYCATION

Stay and play with the special deals at one of Western Australia's first Aloft Hotels. Schlam employees can enjoy a discounted rate and free breakfast when visiting Aloft Perth.

Aloft Perth offers guests convenient access to the international airport and the city's bustling CBD. Walk from the hotel to Crown Perth, Optus Stadium or the Swan River.

Unwind in stylish hotel rooms with bright pops of colour and tech-friendly amenities like fast, free Wi-Fi and 55-inch flat-screen TVs. Stay fit at Re:charge, the hotel's 24-hour gym, or take a dip in the Splash pool and soak up some sun in Perth. Dine all day at Springs Kitchen, serving fresh Australian cuisine, or visit WXYZ bar and Re:mix lounge for their vibrant social scenes, great cocktails and fabulous music.

### WHAT IS ON OFFER?

**ROOMS STARTING FROM \$195 PER ROOM PER NIGHT**

**BREAKFAST INCLUDED FOR ONE PERSON**

**ADDITIONAL BREAKFAST \$32 PER DAY**

### HOW TO BOOK

Quote your unique corporate booking code: **D12** upon booking to receive your discount.

**P: +61 (08) 6147 2460**

**E: [RESERVATIONS.PERTH@ALOFTHOTELS.COM](mailto:RESERVATIONS.PERTH@ALOFTHOTELS.COM)**

**W: [ALOFTPERTH.COM](http://ALOFTPERTH.COM)**



# STAYCATION WITH TRADEWINDS HOTEL

## SCHLAM HAS PARTNERED WITH TRADEWINDS HOTEL TO PROVIDE A DISCOUNTED RATE ON YOUR NEXT FREMANTLE STAYCATION

Tradewinds Hotel offers quality accommodation, dining, and meeting & conference room hire in Fremantle, Western Australia. Situated on the picturesque Swan River, Tradewinds Hotel is an iconic venue in East Fremantle and a short thirty minutes from Perth CBD – or walk to the nearby vibrant streets of Fremantle!

Tradewinds Hotel offers a range of well-appointed, spacious hotel rooms and short stay apartments to suit a business traveller or a holiday-maker. Anticipating your every need and meeting your every want, Tradewinds Hotel provides guests with free WiFi, on-site parking, access to our fitness centre and pool, and a 24-hour front desk.

Seeking modern, sophisticated and relaxing accommodation in Fremantle with all the extras included?

Book your staycation today!

### WHAT IS ON OFFER?

**10% DISCOUNT ON THE BEST AVAILABLE RATE**

**ACCESS TO LUXURIOUSLY SPACED ROOMS & SUITES**

**\*\*DISCOUNT CODE AVAILABLE UNTIL 31/12/24**

### HOW TO BOOK

Use code SCHLAM10 under 'promo code' when booking through the website.

**P: +61 (08) 9339 8188**

**E: [RESERVATIONS@TRADEWINDSHOTEL.COM.AU](mailto:RESERVATIONS@TRADEWINDSHOTEL.COM.AU)**

**W: [TRADEWINDSHOTEL.COM.AU](http://TRADEWINDSHOTEL.COM.AU)**





# OUTBACK SPLASH DISCOUNTS



**SCHLAM HAS PARTNERED WITH OUTBACK SPLASH TO PROVIDE A DISCOUNTED RATE ON YOUR NEXT FAMILY DAY OUT!**

Get ready for Perth's most thrilling waterslide experience; the waterpark attractions and family activities at Perth's Outback Splash guarantee a great day out for all ages!

Located at the doorstep of the Swan valley, just 30 minutes from the City, Perth's Outback Splash has long been one of WA's top outdoor entertainment destinations. In addition to thrilling waterslides and resort-style attractions, the park offers fun family activities including mazes, mini golf and sensory play.

**Whether you want a season pass or tickets for one day, you'll receive an exclusive 10% discount!**

Codes are applicable to the 2024/2025 season, and available for redemption from 1st August 2024 via the website - <https://www.outbacksplash.com.au/>

## WHAT IS ON OFFER?

**FUN DAY OUT FOR YOU AND YOUR FAMILY**

**10% DISCOUNT ON SEASON PASSES AND DAY RATES**

**\*RATES ARE AVAILABLE FOR 2024/2025 SEASON**

**\*CODES ARE SINGLE USE, REDEEMABLE 1.8.24 - 27.4.25**

## HOW TO BOOK

Contact [marketing@schlam.com](mailto:marketing@schlam.com) to receive your unique single use code.

Bookings to be made via the website. Use your code under 'apply discount' when checking out.

# PERTH ZOO MEMBERSHIPS

## READY FOR A WILD DAY OUT?

Schlam Payload is giving you a chance to unlock a world of wild wonders with an annual Membership at Perth Zoo.

Enjoy unlimited access to fascinating exhibits featuring incredible animals from around the world. With exclusive access to member events and discounts at food outlets and the Zoo shop, you're bound to have a wild day out.

Each year Schlam will provide two 'opt in' opportunities, for a 12 month Perth Zoo Membership.

Register your details by scanning the QR code below.

## OPT IN DATES

**19 AUGUST 2024 (MEMBERSHIP STARTS SEPTEMBER 2024)**

**17 MARCH 2025 (MEMBERSHIP STARTS APRIL 2025)**

## WHAT IS ON OFFER?

**12 MONTH PERTH ZOO MEMBERSHIP FOR 2 PEOPLE**

**10% DISCOUNT AT ZOO SHOP AND FOOD OUTLETS**

**FREE ENTRY TO ASSOCIATED ZOOS AROUND AUSTRALIA**

**PRIORITY ENTRY THROUGH PEAK SEASONS**

**ACCESS TO MEMBER EVENTS AND MEMBER-FIRST CONTENT**



## HOW TO BOOK

Scan the QR code submit your details for the upcoming 'opt in' date. Memberships must be collected from the zoo - further instructions will be provided. **TERMS AND CONDITIONS APPLY**

Any questions, contact [marketing@schlam.com](mailto:marketing@schlam.com)







## WE'RE HERE FOR YOU

AUSTRALIA [08] 6148 5555  
INTERNATIONAL +61 8 6148 5555  
EMAIL [HUMANRESOURCES@SCHLAM.COM](mailto:HUMANRESOURCES@SCHLAM.COM)

[schlam.com](https://schlam.com)

### ABOUT SCHLAM

What we do at Schlamm is make mining equipment more productive. How we do it is by solving the payload and maintenance challenges that keep mines from being better tomorrow than they were today. We started in 1996 as a problem-solving engineering business. Today, we provide payload solutions to mines on six continents and our maintenance people are high achievers in every discipline.

#### Head Office

404 Orrong Road,  
WELSHPOOL 6106  
WESTERN AUSTRALIA