

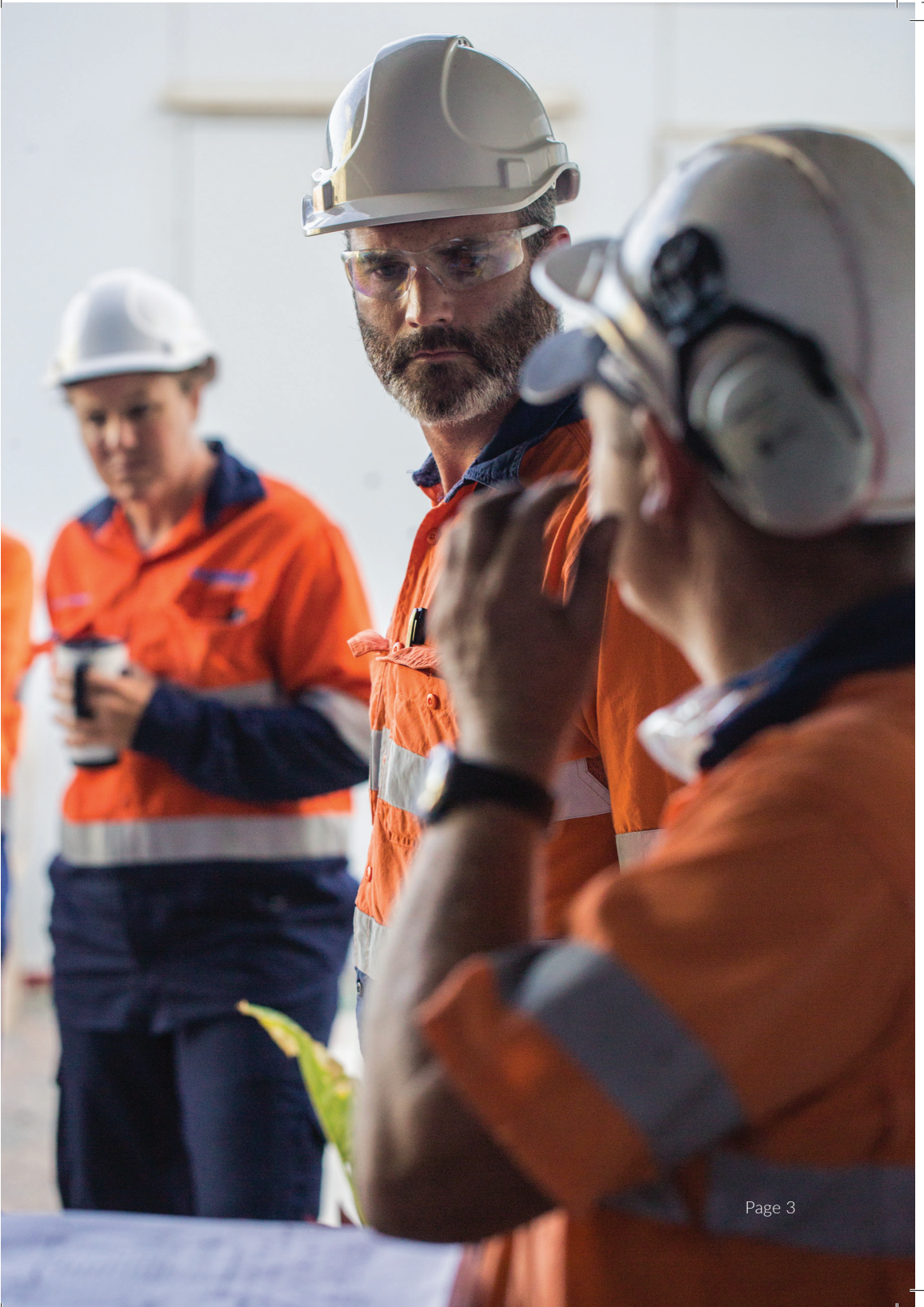


Employee Benefits Working at GMA

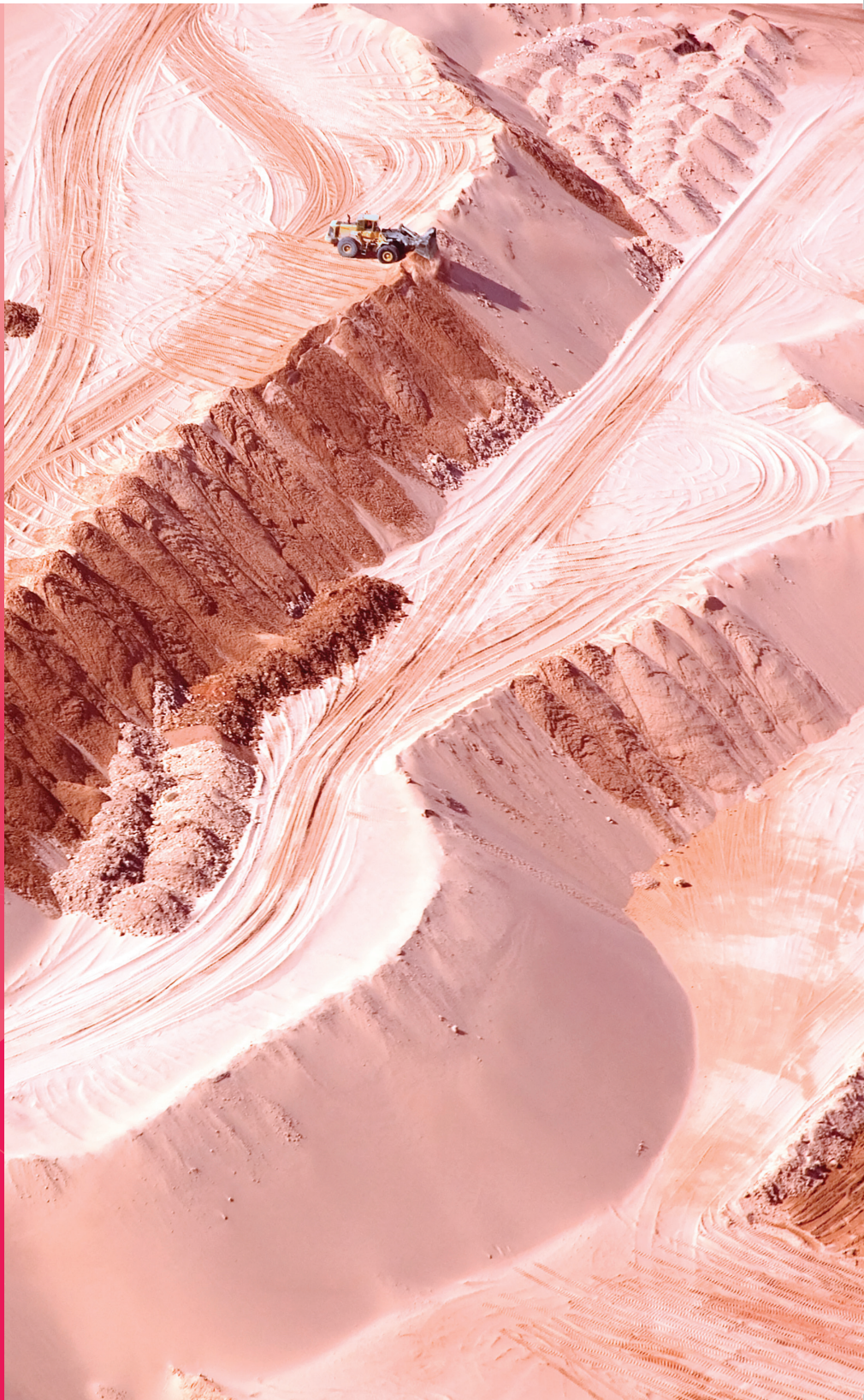



Contents

About GMA	5
Our Values	7
Sustainability Framework	9
Work Life at GMA	10
Leave	
Flexible Working	
Financial Benefits	
Consumer Discounts	
Health and Wellbeing	13
Voluntary Health and Wellbeing Assessments	
Training and Development	15
Plan For Success	
Study Assistance	
Higher Duties and Secondments	
GMA Frontline Leadership Development	



About GMA





GMA is the only global garnet company that completely owns the supply chain from the mine to our customers' door.

About GMA

GMA Garnet Group (GMA) is the trusted global leader in industrial garnet and has been providing the highest quality garnet abrasive to the waterjet cutting and protective coating industries for over 35 years.

GMA is the only global garnet supplier to own the complete supply chain from source and processing to international distribution. We own our mines and processing plants in Australia, the USA and the Middle East and have invested significantly to expand our sources of supply and production capacity to incorporate alluvial, crushed and recycled garnet.

More than 400 GMA employees manage our operations encompassing 13 offices, two garnet mines and eight processing

plants, including five large scale recycling facilities, located across Asia Pacific, Europe, the Middle East and the Americas.

Our team of dedicated sales and technical experts work with our customers to understand their priorities and challenges. We deliver specialist advice and distribute a complete range of premium abrasive products to more than 80 countries from our own warehouses and a network of more than 100 distributor outlets.

GMA has led the innovation and development of new technologies for the global abrasive blasting and waterjet cutting industries including the development of recycling technologies that offer our customers an eco-friendly solution for the disposal of used garnet.

Our values



Our values

At GMA, our purpose is to create value for our customers, and benefit our people, our communities and our environment - through the delivery of innovative industrial garnet solutions.

We are committed to fulfilling our purpose by always adhering to our values of determination, excellence, trust, entrepreneurship, care and teamwork in everything we do. These values are more than mere words at GMA; they are fundamental to how we do things and how we engage with our stakeholders.

We are also committed to building long term partnerships with our customers, suppliers and distributors based on a spirit of collaboration and mutual trust.

At GMA we believe our people are the key to our success. The safety of our people is therefore at the core of how we do things. We want to ensure our people work in a positive and engaging environment and are focussed on maintaining a culture across our global operations where our values are lived and our people feel supported and respected.

We are especially proud of our history and we are excited by the challenge and opportunities ahead. We believe our commitment to ethical and sustainable business practice provides the foundations for GMA to continue to deliver value for our customers and sustainable growth for GMA.

At GMA we live and operate by our values – determination, excellence, trust, entrepreneurship, care and teamwork.

Sustainability Framework



Sustainability Framework

GMA is positioning itself for economic sustainability, as a profitable company with mineral deposits that facilitate long term business. Through sustainability targets, GMA has the ability to improve efficiencies and reduce costs as well as provide clear direction for the non-financial outcomes GMA wants to achieve.

Our vision is to create a long-term sustainable business that is respected and trusted by our customers.

Our current sustainability framework includes commitments to some of the following items:

- Zero harm
- Employee Wellbeing Programme
- Increased level of female participation in our workforce
- Commitment to minimum training and development targets
- Traineeship and Apprenticeship pathways
- Community engagement strategy for distribution of a share of GMA's profit into our local communities.
- Environmental commitments including reduction in CO₂ emissions, compliance and striving for zero significant incidents.
- Governance items such as :
 - Whistleblower Policy
 - Modern Slavery Statement
 - Anti-bribery and corruption policy
 - Privacy Policy
 - Risk Management Framework.

Work Life at GMA

At GMA, we pride ourselves on recruiting and retaining a local workforce giving you the enjoyment of a mining industry career, whilst being able to be home every night with your family and friends.

We offer competitive salaries, which include family friendly rosters for operational staff as well as paid lunch and tea breaks.

For our Port Gregory staff we provide transport to and from work so you can kick back and enjoy the drive on our comfortable coach before and after shift.

Leave

- 4 weeks Annual Leave (5 weeks for shift workers)
- 10 Days Personal
- Community Service Leave
- Compassionate Leave
- Unpaid Parental Leave
- Domestic Violence Leave
- Long Service leave entitlements above award minimum (Pro Rata at 7 years and third amount is paid at 7 years)
- Protected Public Holidays for our shift workers – Easter (x2) , Xmas (x2) and Anzac Day so you can celebrate these important events with your family.

Flexible Working

Flexibility in work is something that aligns with our core values at GMA. We understand that the reasons people want to work flexibly are as diverse as they are, so we encourage you to work with your managers to incorporate flexible arrangements that work for you.

Flexible Working arrangements can include

- Part Time Work
- Job Sharing
- Working Remotely
- Variable start and finish times
- Using Paid or Unpaid Leave

GMA will also be introducing a flexible work policy in early 2022 with the view to provide staff (not on shift work rosters) the opportunity to work more flexibly including items such as a 9 day fortnight.

Financial Benefits

GMA has a **generous incentive scheme** for all its permanent employees which is paid twice yearly, depending on business unit and company performance.

GMA values its long-standing employment relationships and recognises those that choose to stay long term by providing **additional superannuation above statutory rates** dependant on your length of service.

Completed years of service	Additional employer superannuation contributions
2 years	1% of Ordinary Time Earnings
5 years	2% of Ordinary Time Earnings
10 years	3% of Ordinary Time Earnings

In addition to the extra super, GMA would like to help provide you coverage should the unthinkable happen. Should you take out GMA's preferred superannuation provider we will provide you with Death and TPD insurance to the value of \$100,000.

GMA Team Rewards Portal

GMA Team Rewards, is an online platform and app that will increase your take home pay through the benefits and implement a platform which provides significant consumer discounts as well as information regarding health and well being ideas and initiatives.

Financial Benefits

GMA has a **generous incentive scheme** for all its permanent employees which is paid twice yearly, depending on business unit and company performance.

Consumer Discounts

Some of GMA's regular suppliers has very kindly provided us some discounts for our team. This includes:

- Node 1 Internet: 10% off fixed Wireless services and 5% off their NBN.
- Mitchell and Brown Retravision: 50% off Homewares and the best market price on small and major appliances.

A vertical promotional graphic for Node One. At the top is the Node One logo (a stylized 'N1') and the text 'NODE ONE'. Below this, the main headline reads 'Save up to 10% on home internet*'. Underneath the headline, it says 'Use these codes when you sign up and start saving today!'. There are two red pill-shaped buttons: the first contains 'nbn™ : TEAMGMA5' and the second contains 'Fixed Wireless: TEAMGMA10'. At the bottom, there is a small disclaimer: '*Save 5% on nbn services and 10% on Fixed Wireless services. Choice of service is dependant on premises. To confirm that you are eligible for this promotion, you must be currently employed by GMA Mining Australia. If your employment is terminated with GMA Mining Australia, this discount will no longer be valid and we will remove it from your account.' At the very bottom, it says 'A swoop COMPANY'.

A logo for Mitchell & Brown Retravision. The text 'MITCHELL & BROWN' is in a large, bold, white font. Below it, 'retravision' is in a smaller, lowercase, white font. At the bottom, in a very small white font, it lists 'ELECTRICAL · COMPUTERS · FURNITURE · BEDDING'.

Health and Wellbeing



Health and Wellbeing

The purpose of the GMA Mining Australia Health & Wellbeing Program is to promote a healthy workplace that supports and encourages healthy habits among its workers, making healthy choices the easy choice. A healthy workplace is one where employers and workers work together to support and promote good health.

Priority objective areas include increased physical activity; healthier eating and drinking; smoking reduction / cessation; reduction of harmful alcohol consumption; reaching and maintaining healthy weight; and improved social and emotional wellbeing.

GMA already has existing initiatives to health and wellbeing, these include:

- Flu vaccinations – To keep everyone healthy during flu season we provide an annual vaccine free of charge.
- Employee Assistance Program (EAP)
 - The EAP is available to you and your family. It gives you access to free confidential counselling services for work and personal matters.
- Designated smoke free work areas.
- Anti-bullying Policy (Mental Health).
- Alcohol and Other Drugs Management.
- Fatigue Management Guidelines.

Voluntary Health and Wellbeing Assessments

Voluntary Health and Fitness Assessments are provided at no cost to employees by GMA through an external provider.

If an employee undertakes a voluntary health and wellbeing assessment, we have partnered with Central West Rehabilitation in Geraldton to provide a free of charge program to address any issues identified in the assessment, including free access to the Gym.

Training and Development



Training and Development

We want everyone to have a successful career with GMA, no matter what your role is. To help you achieve this, we offer a great range of learning and development opportunities designed to expand your skills and experience and help you own your career. As part of GMA's sustainability framework GMA has committed to a target of at least 50 hours of personal development per year for every staff member in GMA Mining Australia.

GMA welcomes the recruitment of inexperienced candidates as we are happy to train staff, with no previous tickets required.

We offer career progression, with many positions having salary rewards attached to your increased learning and development.

Plan For Success

Our annual (or bi annual for operations staff) Plan For Success is a plan dedicated to your performance and development at GMA. It helps you think about where you are at, where you want to go, and setting goals that align with this.

Study Assistance

GMA's Study Policy is designed to support staff that wish to take their development further with formally recognised study. We offer financial contributions to help cover tuition and course related expenses.

Higher Duties and Secondments

Higher duties and secondments give you the opportunity to act in another position while offering a challenging experience to help you gain new skills and knowledge at GMA.

GMA Frontline Leadership Development

GMA has developed and delivers a custom leadership development course, to assist our leaders in becoming the best they can be.

We are currently working to extend this development into a formal Cert IV in Leadership and Management to provide our leaders with the national recognition of their training and expertise.

If you have any questions or would like to get in touch to discuss any of these employee benefits, please contact our Human Resources Department on 08 9287 3200.



**engineered
to perform**

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