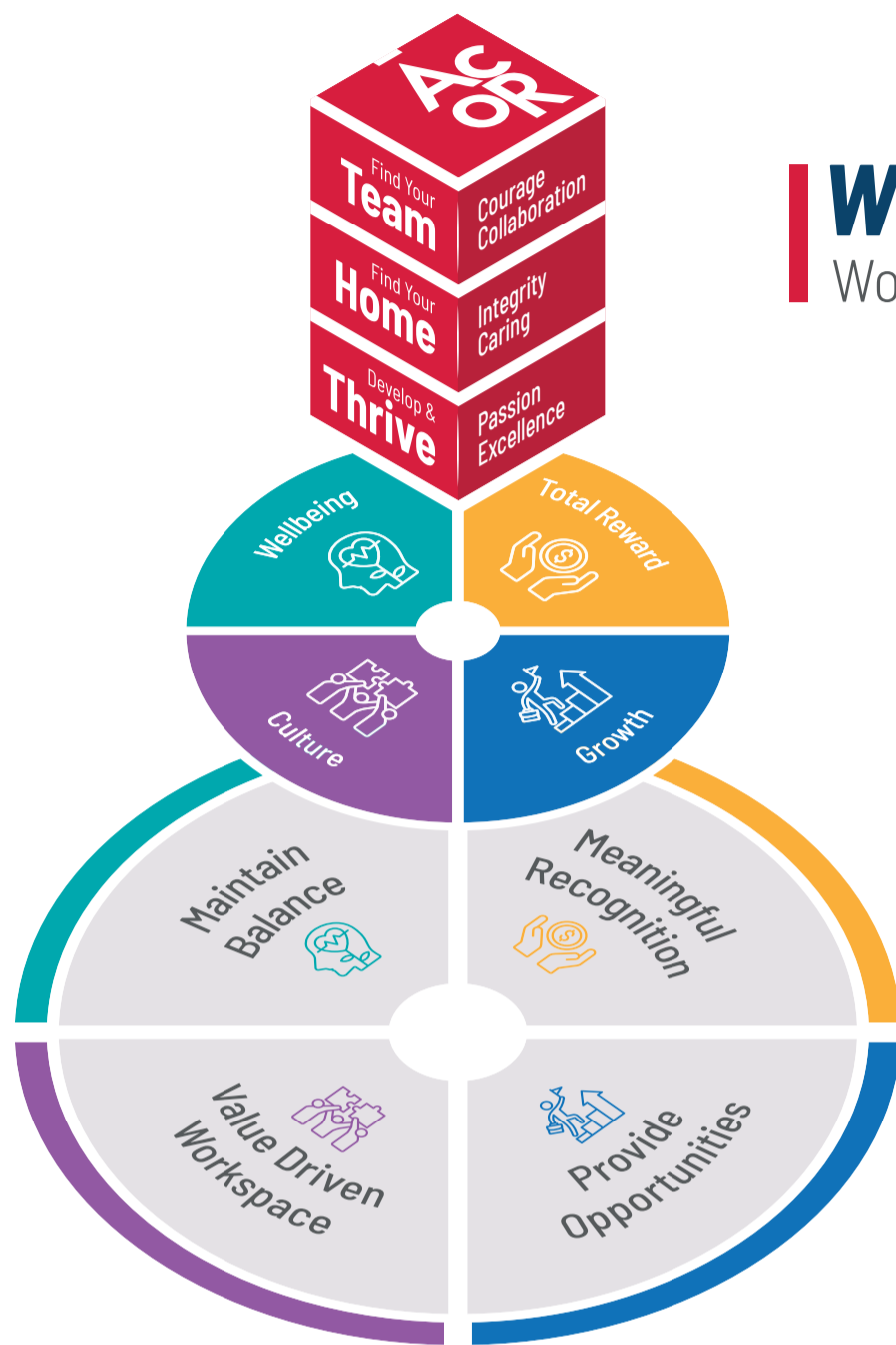


# Employee Value Proposition



**Why?**  
Work at ACOR

**How?**  
ACOR Delivers on its Employee Promise

**What?**  
Are The Specifics

## **Why?** Work at ACOR

We believe careers aren't just about jobs—they're about growth, purpose, and shared success.

As an employee-owned company, we walk alongside you, offering opportunities to develop, collaborate, and make a real impact. Our **EPICCC** values—**Excellence, Passion, Integrity, Care, Collaboration, and Courage**—guide everything we do, creating an environment where individuals with shared values and diverse perspectives thrive.

Join us, and let's shape better futures—together.

## **How?** ACOR Delivers on its Employee Promise

We attract and retain people who want to be **EPICCC** by delivery on **Key Employment Promises**:



### **Culture**

A collaborative, values driven workspace.



### **Growth**

Provide opportunities to unleash your potential and thrive in a role that excites you.



### **Total Reward**

Meaningful recognition and benefits for our people.



### **Wellbeing**

Prioritise the wellbeing of our people to maintain balance and performance.

# What?

## Are The Specifics



### Wellbeing *Maintain Balance*

#### Flexible Working Agreements

Whether it's hybrid work or part time work we offer flexible options to help you balance life and work in way that suits you.

#### Annual Flu Vaccinations

We provide free yearly flu shots to help keep you healthy and protected during flu season.

#### Employee Assistance Program (EAP)

Confidential, 24/7 support for you and your immediate family.

#### Tailored Flexibility Options

From part-time roles to phased returns and custom schedules, we work with you to find arrangements that support your wellbeing and career.

#### Access to Perks and Discounts

Through the Employment Hero Work app, you can access exclusive discounts on groceries, movie tickets, and more.



### Total Reward *Meaningful Recognition*

#### Opportunity to Become a Shareholder

As a fully employee-owned organisation, you have the opportunity to become a shareholder – giving you a real stake in our success and voice in our future.

#### Parental Leave with Super on LWP

We offer 6 months of paid parental leave and continue to pay superannuation during periods of leave without pay (LWP).

#### Purchase Leave Option

Need more time for travel, rest, or personal projects? Our purchase leave option lets you buy additional leave days to suit your lifestyle.

#### Referral Bonus Program

Help us grow our team with great people and be rewarded for it. Our referral program offers bonuses when your recommended candidates join and thrive.

#### Salary Sacrificing

Maximise your take-home value with salary sacrificing options tailored to your needs, whether it's superannuation, novated leasing, or other approved benefits.



### Culture *Value Driven Work*

#### Employee Ownership

As a fully employee-owned business, every team member has a stake in our success – fostering pride, accountability, and shared purpose.

#### Value-Based Recognition Program

We celebrate the everyday wins and big achievements through a recognition program that reflects our core values and the impact of our people.

#### Flexible & Hybrid Working

Our flexible work arrangements empower you to do your best work - whether from home, the office, or a mix of both – while maintaining balance and connection.

#### Diversity & Inclusion Commitment

We're a proud member of the Diversity Council of Australia (DCA), giving our people access to leading resources and insights that help us build a more inclusive workspace.

#### Office Culture & Catch-Ups

We're creating consistent, meaningful ways for our teams to connect across locations – bringing people together to share updates, celebrate wins, and strengthen our sense of community.

#### Public Holiday Swaps

We respect and support cultural and personal diversity by offering the flexibility to swap public holidays to suit what matters most to you.

#### Remote Work Tools

We equip our people with the right tools and tech to stay productive, connected, and supported while working from home.

#### Career Breaks

Life happens – and we support it. Our career break options give you the space to pause, recharge, or pursue personal goals, with a pathway to return.

#### Social Club

From casual catch-ups to big celebrations, our location based social clubs bring fun, connection, and community to life across the business.

#### Service Milestone Recognition

We celebrate your loyalty and contribution with meaningful gifts and recognition at 5, 10, 15 and 20-year milestones.



### Growth *Provide Opportunities*

#### Professional Membership Support

We cover membership fees for Engineers Australia and other relevant professional bodies, helping you stay connected, recognised, and up to date in your field.

#### Engineering Workforce Credentialling (EWC) Program

A streamlined pathway to becoming Chartered – financially supported and guided through interview preparation for an accelerated, confidence building experience.

#### Graduate Program

A structured, supportive launchpad for early-career professionals, offering hands-on experience, mentorship, and development opportunities.

#### Lunch & Learn Sessions

Bite-sized, engaging learning opportunities that bring teams together to share knowledge and spark new ideas.

#### Mobility & Secondment Opportunities

Explore new roles, projects, or locations through internal mobility and secondments – broadening your experience and network.

#### Study & Training Support

We offer financial assistance and study leave to help you pursue further education, certifications, or training aligned with career goals.

#### Mentoring Program

Connect with experienced mentors who can guide your development, offer career insights, and help you navigate your professional journey.

#### LinkedIn Learning

Unlock unlimited access to thousands of expert-led courses across technical, leadership, and soft skills. Whether you're upskilling, reskilling, or exploring new interests, LinkedIn Learning is your on-demand learning partner – anytime, anywhere.

#### National Leadership Award

We celebrate exceptional leadership through our National Leadership Awards, recognising individuals who go above and beyond to inspire, innovate, and drive impact.