

## Employee benefits

At MinterEllison, we offer a broad range of financial and social benefits in addition to market leading career and professional development programs. Our focus is developing your career while maintaining a healthy lifestyle. Below are the benefits on offer at MinterEllison.



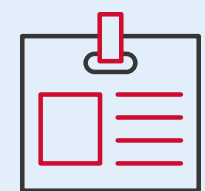
### Financial

- Employee referral program
- Ergonomic equipment allowance (one-off)
- Mobile phone allowance
- Novated leasing
- Paid study assistance
- Personal accident insurance (senior roles)
- Salary continuance insurance



### Perks

- Anniversary gifts
- After hours meals
- Corporate partner discounts
- Reward and recognition program
- Social club events
- Sporting teams and events



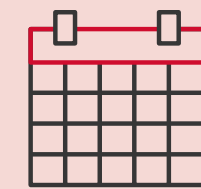
### Learning and development

- Career milestone development programs
- Firmwide learning programs
- LinkedIn Learning
- Periodical subscriptions
- Professional memberships
- Secondment opportunities
- Support for further study



### Sustainable ways of working

- Flexible work practices in how, when and where we work
- Technology to support



### Leave

- Up to 26 weeks Paid Parental Leave
- Purchased leave – up to four weeks
- Senior practitioner leave – additional week
- Minters Day
- Study leave
- Career breaks
- Gender affirmation leave
- Cultural and Religious Leave
- Carer's Leave



### Wellbeing and family

- Gym membership
- Caregiver support and resources
- Employee assistance program
- Emergency childcare
- Flu vaccinations
- Wellbeing Gateway App mental health and wellbeing resources
- Osara Health: Cancer Coach and Cancer Caregivers program
- CaLM - Care and Living with Mercer



### Community

- Community investment program
- MatchME workplace giving
- Pro-bono opportunities
- Employee networks

