






Employee Benefits - New Zealand

We're all working hard to power a sustainable world, and that's no small feat. As a valuable member of the PSC team, we want you to be in your very best shape and feel happy about the game-changing work you do. So we're proud to provide you with the full suite of benefits below. You deserve it!

<p>EXCLUSIVE TO PSC EMPLOYEES</p> <p>ANNUAL INCOME PROTECTION</p>  <p>75% of your base annual salary over 5-year benefit period.</p>	<p>KIWI SAVER CONTRIBUTION</p>  <p>Up to 4% We will match your Kiwi Saver contributions up to 4%.</p>	<p>PROFESSIONAL DEVELOPMENT</p>  <p>We believe in allocating time to enhance existing skills and the opportunity to learn through our mentorship program, development and training.</p>
<p>EXCLUSIVE TO PSC EMPLOYEES</p> <p>ANNUAL LIFE & TPD INSURANCE</p>  <p>3x of your base annual salary.</p>	<p>KIWI SAVER CONTINUATION</p>  <p>Up to 6 months of contribution to your Kiwi Saver at the agreed rate (up to 4%) while you are on parental leave. <i>*Eligibility criteria applies</i></p>	<p>EDUCATIONAL ASSISTANCE</p>  <p>50% of course fees up to \$5,000 per fiscal year to support your professional development.</p>
<p>EMPLOYEE ASSISTANCE</p>  <p>24/7 confidential counselling for you and your family through our EAP provider.</p>	<p>NOVATED CAR LEASE</p> <p>Salary packaging</p>  <p>We pay for your car lease and running costs out of your salary package, through a combination of pre-tax and post-tax salary deductions.</p>	<p>RECOGNITION</p>  <p>We believe in celebrating our success and our people. We value your efforts, and we want to thank you for your dedication and hard work.</p>
<p>PAID PARENTAL LEAVE</p>  <p>Up to 6 weeks We will provide six weeks of "top-up" pay to match 100% of your ordinary pay. <i>*Eligibility/condition criteria applies.</i></p>	<p>PROFIT SHARE PLAN</p>  <p>Our profit sharing rewards you with a percentage of our company's profits. We work together to grow the size of the pie, not compete to get a larger piece of a smaller pie.</p>	<p>ANNUAL LEAVE</p>  <p>4 weeks available as you accrue it, on a pro rata basis, based on number of hours worked for part time employees.</p>
<p>WELLNESS</p>  <p>\$250 reimbursement per annum towards wellbeing: health insurance, gym membership, basketball, massages, etc.</p>	<p>BEREAVEMENT</p>  <p>5 paid days We'll do the right thing and provide you with the time you need when you suffer the loss of someone special.</p>	<p>CASH OUT ANNUAL LEAVE (OPTION)</p>  <p>Up to 1 week per year of your accrued annual leave.</p>

This document is an "at a glance" representation of annual PSC employee benefits. If benefits are not used, they cannot be accumulated or converted into cash. Benefits offered once may be amended from time to time by PSC at its sole discretion. Eligibility and conditions apply. All amounts are in NZD.



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