

EMPLOYEE BENEFITS

At Genesis Minerals, we believe great people deserve great support.

Alongside competitive remuneration, our benefits are designed to support your wellbeing, financial security and lifestyle at every stage of your career and life.



\$1000 Employee Share Scheme

Eligible employees will receive up to \$1,000 in Genesis shares each year tax-free.



Wellbeing Allowance

Invest in whatever wellbeing means to you. All employees receive \$3,000 per year with less than 2 years' service and \$6,000 per year with 2 or more years' service.



DIDO Allowance

Employees driving to our operations may be eligible for a DIDO allowance from local regional centres.



Private Health Insurance

Join HBF, Australia's second largest member-based health fund and get up to 10% discount on eligible hospital and extras cover.



Qantas Club Discount

All employees can enjoy 30% discount on Qantas Club annual membership.



Reward & Recognition

We reward employees who display our ASPIRE values, and when they celebrate milestone lengths of service.



Airport Lounge Access

When flying to site, relax with free access to the Virgin and Alliance lounges at the Perth Airport.



Employee Referral Scheme

When you refer someone for a role at Genesis Minerals, you may be eligible to receive \$3,000 per referral.



Gold Price Variable Bonus

Eligible employees will receive an incentive linked to the Australian dollar gold price of up to 10% of annual base salary, paid quarterly.



Short Term Bonus Schemes

Employees are eligible for a short-term bonus paid either quarterly or annually. This is based on a range of targets including performance, company success and individual achievements.



Long Term Incentive Plan

Eligible employees may be invited to participate in our annual LTI plan, offering the opportunity to share in the success of Genesis through access to performance-based equity rewards linked to business outcomes and shareholder value.



Memberships & Subscriptions

We encourage professional memberships for relevant industry associations. Genesis Minerals may reimburse up to 100% of the annual membership fee for approved memberships.



Gym Access

Free access to wellness coordinators at our Laverton and Leonora gyms. If you're based in our Perth office, you can sign up for free access to Vault Fitness in the CBD.



Salary Packaging Options

Our salary packaging options are available to all employees. We offer a range of options including novated leases, airline lounge membership and additional superannuation contributions.

Eligibility for all company benefits are discretionary and subject to company policies and procedures.