



## Employee Value Proposition

### Who are we?

We are a progressive company employing over 600 people permanently and up to 950 seasonally, contributing significantly to the economy of Queensland and of the Mackay region in particular. Our history spans over 130 years, a testament to our resilience and innovation in the industry. Our focus on diversification, including clean, green, renewable energy will consolidate our business sustainability and further benefit the local community and the environment, and help us to **grow a greener future**.

### Why should I join Mackay Sugar?

Our aim is to attract, develop and retain a skilled and motivated workforce, committed to industry leadership in safety and environmental sustainability. We do this by holding all of our employees accountable to our Values, namely:



Our values motivate us to ensure People and Safety remain paramount in all that we do.

Because our people are so important to our business, we asked them what they liked about working here. This is what they **say**, and why they **stay** and **strive** at Mackay Sugar.

*The relationships with co-workers and colleagues – a sense of community and belonging.*

*The level of job satisfaction – meeting daily challenges and learning new skills.*

*The opportunities to undertake training and number of career paths available.*

*The lifestyle (RDOs, seasonal work, close to home, home every night, above award annual leave entitlements).*

*The variety and nature of the type of work we offer, particularly in trade vocations. It's also a great place for apprentices to learn.*

*The Pay and Benefits, (market competitive wages and salaries, reward and recognition scheme, employee discounts).*

*The Company's commitment to the health, safety and wellbeing of employees.*

*The Business Philosophy and Vision – looking to the future to drive sustainability with 'Green' technology.*

*The approachability and support of our Managers and Supervisors, particularly with work/life balance.*

*The passion and commitment shown by our people*

By living our values and ethical principles, and actively fostering diversity and inclusion, our people make Mackay Sugar a company of the future.