



Employee Benefits

Take advantage of the many benefits offered to you as an employee with us!

heidelbergmaterials.com.au



Heidelberg Materials

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Internal

- Grandparents Leave
- Parental Leave
- Long-service Leave
- Weekly pay (if wanted and if earn under \$120K per annum)
- Salary sacrifice

Concrete & Quarry Products Discounts

The Policy for Concrete and Quarry Products can be found [at the bottom of this page](#) called **Staff Purchasing Policy**. This Policy is owned by Sales and Marketing and is subject to review. For the purpose of this policy, an employee is defined as a person on the Heidelberg Materials Australia payroll or a full time LOD. The purchased product must be used by the employee or their immediate family and cannot be on sold. Failure to follow this directive may lead to disciplinary action. Note, all purchases at the policy rates will be paid for at the time of placing the order. GST of 10% will be added to all rates.



Bupa Health Insurance

Heidelberg Materials Group Australia (HMA) have partnered with Bupa Health Insurance to offer all employees within the Group more choice with products.

Bupa's Corporate Choice Extras range provide refreshing levels of choice, flexibility and value. With extras cover from under \$7.50 a week* and flexible ways to use limits, It's the choice you'll love.

As a Bupa Corporate member through HMA, you can look forward to:

- **100% back on Optical**, at the Bupa-recognised provider you choose. Up to yearly limits*
- **100% back on two dental check-ups a year** at Members First Ultimate Providers Outside your yearly limits*
- **Plus, 100% back on general fillings** at Members First Ultimate Providers. Within your yearly limits, helping to stay in your dentist's good books*
- Got a provider you love? **Get up to 70% back on Massage, Physio, Chiro** and other services with your choice of Bupa-recognised provider*
- **A 7% Discount on your health cover***

*Terms and Conditions apply

Visit the Bupa Corporate Portal here today for more information!
If you call BUPA, the code for Heidelberg Materials is **2145161**.



JB Hi-Fi

As Heidelberg Materials Australia is a valued customer of the commercial arm of JB Hi-Fi for IT equipment, **all of our employees have been invited to receive exclusive discounts** on selected JB Hi-Fi products including electronics, whitegoods, telecommunications and small appliances. Note that any purchases can only be processed online and with a credit card.

We will advise again in approximately 12 months if we have qualified again for this annual offer.

Note: it is a condition of the offer from JB Hi-Fi that this information or link not be shared to anyone outside of the Company; otherwise the offer may be withdrawn. The link to JB Hi-Fi is here and [more information can be found at the bottom of this page called 'JB HI FI Corporate Benefits Welcome'](#).



Image for illustration purposes only.

KINTO Discount

KINTO is car rental, reimagined. Book and drive a range of Toyota's, from as little as one hour or up to one year – all from your smart phone. KINTO vehicles are located at select Toyota dealers, on street parks and off-street locations across Australia.

What's the discount?

As a valued Heidelberg Materials employee, you're entitled to a **5% discount with KINTO on all personal bookings during the duration of your employment***. You can load a separate payment card to apply to these bookings

How to access this benefit

- **Download the KINTO Australia app** and submit a member application
- Under Promo Codes in the main menu, add the promo code **HEIDELBERG5**
- Once you're an approved member, the **5% discount will apply to all personal bookings**
- Please register with your Heidelberg Materials email address as the discount code is Heidelberg Materials specific.
- If you do not have a Heidelberg Materials email address, at the prompt of "Does your employer have a KINTO account" select YES and list your employer name i.e Heidelberg Materials, Hymix, Traino Group, Alex Fraser, Suncoast Asphalt, Xlpremix, Placecrete, PNQ.
- If you already have a KINTO account, please contact the KINTO team on **1300 4KINTO (1300 454 686)** to update your email address or employer.



Novated Lease by TFM

If you're considering a new car - any car, not just Toyota - consider a Novated Lease. A Novated Lease from Toyota Fleet Management comes with a great rate and no hidden surprises.

Visit Toyota Fleet Management here or contact Michael Pratama on 0492 485 364 or via email Michael.pratama@tfal.com.au.

You can access the Novated Lease Calculator [here](#).



Avis Car Hire

Click on the link here and you will find info on various Heidelberg Materials rates and deals for holiday travel. Use **AWD** number **P957199** to obtain rates when booking.

Please keep in mind that rates will vary depending on the season and availability of vehicles e.g. school holidays and Christmas are very busy periods with few vehicles available. If you need further information please contact Avis Customer Service on 1800 252 321.

AVIS®



Ford Partner Program

Ford has enrolled Heidelberg Materials on its Ford Partner Program which provides all eligible full-time, part-time and casual employees of Heidelberg Materials Australia and related companies along with their spouse or partner access to **new vehicle discounts**. For details of how to access the program please see the attached flyer under Employee Benefits folder below.





Prescription safety glasses from Bolle

HMA have undertaken to provide this benefit for eligible personnel via our PPE portal.

There are two streams that can be utilised to obtain the glasses. Either is acceptable for any site.

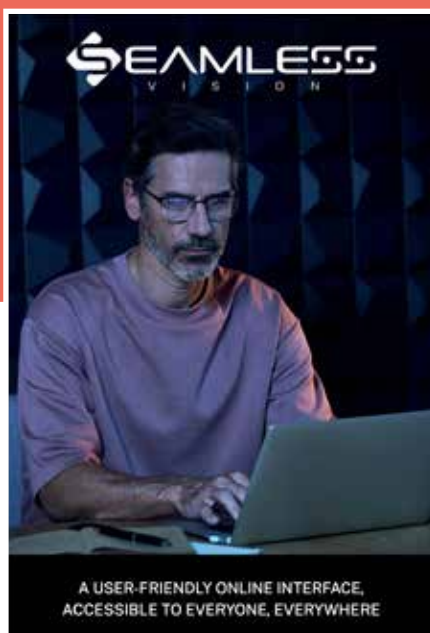
Site visits will see a trained representative from the glasses manufacturer attend site where personnel can be fitted for glasses. This requires minimum persons needing fittings to be in attendance so sites may need to coordinate with other sites in this regard.

Seamless card provision will see seamless cards sent to site which the user can utilise to do an online fitting via the manufacturer's seamless website.

The manufacturer and PPE provider will take care of administration of the results and ordering through the Portal with approval by the site/plant manager being only administration required from HMA site management.

You will need a copy of your prescription to utilise the system and order your glasses. As a wearer of prescription glasses, you already have a prescription, if you do not have a copy of your prescription, you simply need to contact your optometrist and obtain a copy as the company will be providing your safety glasses.

Should your eyesight change within the two (2) years of replacement you will need to visit your optometrist and get an updated prescription, prior to re-order. If nothing has changed your current prescription will suffice.





Specsavers Corporate Partnership

Maintaining perfect eyesight is such an important part of being able to work well and live your life to the full, but did you know that a fully comprehensive eye examination is an important health check too?

That's why we have teamed up with Specsavers Optometrists to give you and your family members discounts throughout the year!

To view & redeem these offers, please register at the link below for a voucher to present in store:

<https://corporate.specsavers.com.au/hanson>

If you already have great eyesight, don't worry - it's also valid for your family members - so feel free to "share with your family members" via the above URL.

Note: Offers do not apply to Safety Glasses

Australian Retirement Trust

Australian Retirement Trust (ART) is Heidelberg Materials Australia's default superannuation fund for its employees. ART is one of Australia's largest super funds and proud to take care of over \$280 billion in retirement savings for 2.3 million members. The Heidelberg Materials Australia Superannuation Plan offers some unique benefits including;

- **discounted administration fees,**
- **flexible insurance cover,**
- **a super fund that delivers stronger long-term investment returns,**
- **24/7 access to your account, and**
- **access to financial advice plus more.**



Learn more about the benefits of the Heidelberg Materials Super Plan at our dedicated Plan specific microsite: www.art.com.au/heidelbergmaterials



Guidelines, applications and policies

- [Guideline - Salary Sacrifice](#)
- [Secondary Carer Parental Leave Application](#)
- [Primary Carer Parental Leave Application](#)
- [Leave Entitlements Policy](#)
- [Parental Leave - Policy 2024](#)
- [Parental Leave Application](#)
- [Grandparents Leave](#)