



**BENEFITS
BROCHURE**

aurelia

MAKE AN IMPACT RECOGNISED - BE

At Aurelia, our success is powered by
about creating a workplace where everyone
thrive, we thrive! With recognition for your
financial rewards, we make sure you feel
Our commitment to our people

1



Reward and
Recognition

2



Lifestyle
Balance



IMPACT, GET AN AURELIAN!

Join our amazing team of Aurelians. We're a place where everyone feels valued because when you put in your hard work, a supportive culture and you feel appreciated every step of the way. Our culture is based on four principles:

3



Development and
Progression

4



Purpose and
Community

REWARD AND RECOGNITION

Recognising your contribution

We make sure you're rewarded for your hard work and offer benefits that really matter, including:

- Competitive pay
- Annual \$1,000 share scheme
- Remote residential and DIDO allowances
- Recognition and reward programs
- Performance bonuses (quarterly and annually)
- Emergency Response Team (ERT) recognition allowances
- Employee Referral Program
- Long-term incentives for eligible employees
- Financial wellbeing services and support



LIFESTYLE BALANCE

Supporting you beyond work

We believe in a lifestyle balance that works for everyone, offering flexible options to support your wellbeing, both on and off the job. We provide:

- Safety first culture – visible leadership commitment to your physical and mental wellbeing
- Salary sacrifice income protection insurance
- Discounted health insurance
- Pool and/or gym access or memberships
- Flexible work arrangements
- 18 weeks paid primary carer leave and 2 weeks paid secondary carers leave
- Paid medical travel leave for eligible remote area employees
- Fortnightly pay for operational sites
- Pro-rated Long Service Leave upon resignation after 5 years' service
- Novated car leases
- Employee Assistance Program (EAP)
- Free flu shots for all employees
- Free physiotherapy services at some of our operations
- Flight Centre corporate benefits



DEVELOPMENT AND PROGRESSION

Your career, your future

We invest in your career by providing opportunities based on your performance, helping you grow and reach your goals. Whether you're advancing your career, building your skills, or exploring new roles, we offer the support and development you need to succeed.

Here's what we offer:

- Support to help you perform and reach your career goals
- Apprenticeships, traineeships and internal job opportunities
- Professional development and further education assistance
- Paid professional memberships
- Coaching and cross training opportunities
- Capability and competency frameworks
- Leadership development programs
- Vacation and Graduate Programs
- Local student university scholarships



PURPOSE AND COMMUNITY

Making a difference together

We're more than a mining company; we're a team dedicated to building a sustainable future and supporting our communities. We create a meaningful work environment where you can contribute beyond your role and make a positive impact.

We do this by offering:

- A commitment to supporting people living in our local communities
- An accredited partner with Work180 to support women in mining
- Relocation assistance to regional remote areas
- Remote area salary sacrifice benefits
- Company investment into local communities
- A strong focus on safety, sustainability and ethical leadership
- Company subsidised housing for eligible employees
- Cobar Home Purchase Scheme



WHY I'M AN AURELIAN?

At Aurelia, we believe gender equality at work begins with gender equality at home. Our Parental Leave Scheme offers 18 weeks of paid leave for primary carers, well above Australian standard maternity leave entitlements. This reflects our commitment to diversity, equity and inclusion, and is designed to support all parents, regardless of gender, role or career stage.

For HR Manager – Remuneration, Governance and Employee Relations, Sarah Webb, the Parental Leave Scheme offered the flexibility and support to navigate the early months of motherhood with confidence and connection.



“I took my primary carer’s leave at half pay, which meant I could extend my time at home with my daughter, Eloise. I also valued being able to use my ‘keeping in touch days’ flexibly so I could stay connected with my team and the industry while still enjoying precious time with her,” Sarah said.

“Transitioning back to work part-time four days a week has allowed me to maintain a balance between my role as a mother and my role as a professional, something I deeply appreciate and credit to Aurelia’s support.

She added with a laugh that despite pouring eight months of her heart and soul into motherhood, Eloise’s first word was still “Dadda,” Sarah concluded.

READY TO BECOME AN AURELIAN?



Scan the QR code to see our open opportunities and apply today! Head to our website for more information about Aurelia: www.aureliametals.com.

Contact careers@aureliametals.com to speak if you have any questions for our HR team.



aurelia
METALS

