



AUSTRALIAN TURF CLUB

EMPLOYEE VALUE PROPOSITION

'OUR COMMITMENT TO YOU'



CEO Introduction

Employee Value Proposition

Culture & Values

Health & Wellbeing

Remuneration & Benefits

Reward & Recognition

Learning & Development

Australian Turf Club has been at the forefront of Sydney's social scene for over a century and a half - we are where people come to experience the city at its most sublime.

With over 110 racedays and hundreds of business and social events every year, each of our venues are a uniquely exciting place to work and the epicentre of a thriving community.

We are committed to providing uniquely thrilling experiences, sustaining our sport and bringing together Sydneysiders from all walks of life.

We strive to bring out the best in every person we interact with - our Members and guests, our stakeholders, and most importantly our people.

As Australian Turf Club's Chief Executive Officer, I am committed to creating a great environment where YOU can be your best, where you can be challenged, you can develop your career, and where you get to work with great people in an exciting and fast-paced industry.

Our Employee Value Proposition demonstrates our focus on Australian Turf Club being a 'great place to work'. It is our commitment to you during your career with Australian Turf Club.

Steve McMahon
Chief Executive Officer





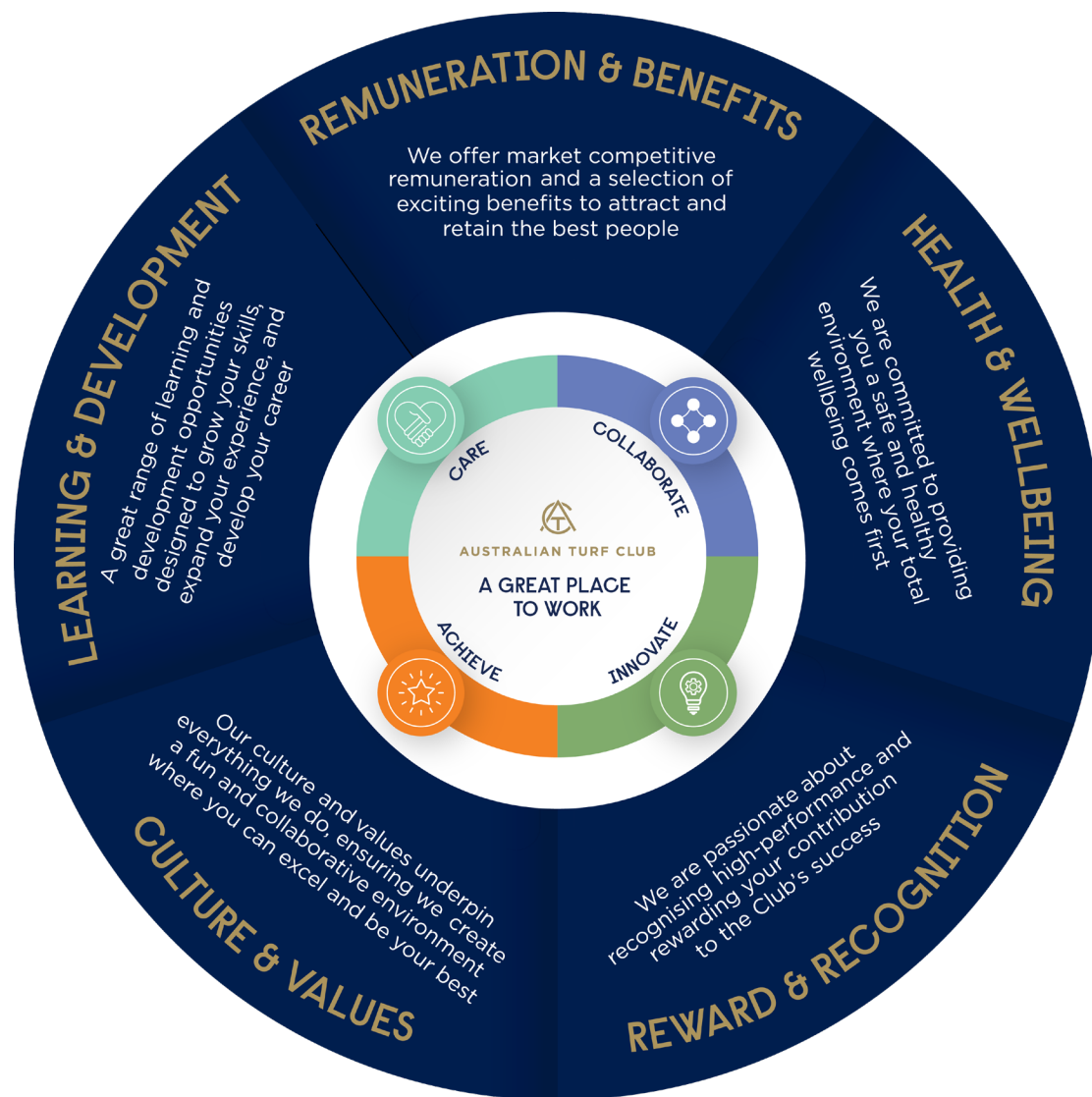
CEO Introduction
Employee Value Proposition
Culture & Values
Health & Wellbeing
Remuneration & Benefits
Reward & Recognition
Learning & Development

At Australian Turf Club, our people are central to everything we do.

Our Employee Value Proposition (EVP) reflects our ongoing people focus and is our commitment to you during your career with Australian Turf Club.

You spend more time at work than almost anywhere else, so it's important that you are rewarded for your effort, are supported and cared for, have access to great benefits, and get to operate in an environment that is fun, collaborative, and enjoyable.

Read on to understand why Australian Turf Club is such a **'great place to work'**.





CEO Introduction

Employee Value Proposition

Culture & Values

Our culture & values underpin everything we do, ensuring we create a fun & collaborative environment, where you can excel and be your best.

Health & Wellbeing

Remuneration & Benefits

Reward & Recognition

Learning & Development

Australian Turf Club (ATC) is a values-led organisation. Our values guide the way we approach everything we do. They are more than just words on the wall, being used and referenced in conversations across the business every day.

Our four core values are instrumental in driving and shaping our culture.

We offer a range of programs and initiatives that help support our people, our community, and the environment, all of which reflects the great culture at Australian Turf Club.

WELCOME TO AUSTRALIAN TURF CLUB

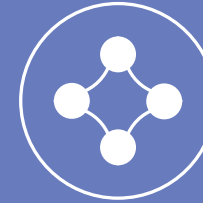
It's important that our new team Members feel welcome, get to know our people and our leaders, and build a sound understanding of our business and operations.

During your first few months you will be invited to attend:

- » Welcome to company induction – a half day overview of the business run by our senior leaders
- » Australian Turf Club raceday experience – an immersive experience of live raceday operations

YOUR SAY

Every year we conduct our employee engagement survey which provides you the opportunity to have your say and provide feedback on the year that has been – what your experience is like at Australian Turf Club, what's working, and where we can improve to continue to make ATC a great place to work.



COLLABORATE

Seek input from others
Listen to differing perspectives
Respect others' opinions and ideas
Communicate within and across teams



CARE

Show compassion and understanding
Prioritise safety and wellbeing
Forge positive relationships
Act with integrity and respect



ACHIEVE

Display a 'yes - can do' attitude
Support others to succeed
Lead by example
Passionate about the outcome



INNOVATE

Identify opportunities
Enhance our products and services
Encourage creative thinking
Implement with a quality mindset



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Employee Value Proposition

Culture & Values

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Health & Wellbeing

Remuneration & Benefits

Reward & Recognition

Learning & Development

SOCIAL EVENTS

We hold various events across all our sites to bring people together, celebrate our wins, and promote teamwork and collaboration:

- » Team based events and celebrations
- » Thursday afternoon social events
- » Company sponsored events including sports days, picnic days, and fun runs
- » Monthly birthday afternoon teas

CORPORATE SOCIAL RESPONSIBILITY

Australian Turf Club's mission is to be a leader in the sport and entertainment industry who put people first and continue to further our commitment to being a socially responsible business. By contributing to the local community of our destinations, we authentically engage, support, and provide funding for initiatives which make a difference

ATC Foundation

In 2018, Australian Turf Club created the ATC Foundation. The Foundation is the charitable arm of the business designed to further the Club's social impact. This lasting legacy is aimed at providing grants to not for profit organisations that benefit industry participants, fund scalable projects, and address societal issues

Sustainability

We are committed to operating sustainably and having a positive impact upon people, the community, and the environment.

Key initiatives include:

- » Redistribution of all surplus food from racedays to Matthew Talbot Hostel and Parramatta Mission
- » Creation of a Disability Engagement Plan for all

venues in partnership with Aspect Australia and Hidden Disabilities

- » Annual Workplace Gender Equality Agency reporting and action planning
- » Water management practices that improve the environment including using recycled and reclaimed water at Rosehill Gardens, Warwick Farm and Canterbury Park
- » Formulating our annual Modern Slavery statement

Social Responsibility

We are committed to creating positive societal impact and setting a clear path for our sustainability progress so that we can deliver upon our purpose to 'lead the way' in social and environmental responsibility

Australian Turf Club aims to contribute more than \$2 million in social impact annually, ensuring that its operations have a positive effect in the wider community. In addition, we deliver on our commitment to our Industry, People, and Environment through ATC Foundation grants to community organisations around our racecourses

Key activities include:

- » Australian Turf Club's 'Giving Back' initiative offers a range of volunteer opportunities to get involved in, including fundraising and/or community organisations. We give you the time to share your skills to support the local community organisations and causes you are most passionate about
- » Supporting local community initiatives through ticket donations
- » Charity fundraising events and morning teas
- » Hosting charity racedays and events



CEO Introduction
Employee Value Proposition
Culture & Values

Health & Wellbeing

We are committed to supporting our people by providing you a safe & healthy environment where your total wellbeing comes first.

Remuneration & Benefits
Reward & Recognition
Learning & Development



HEALTH • SAFETY • WELLBEING

Your health and wellbeing is of primary importance.

We are committed to providing you a healthy workplace through our dedicated Health, Safety & Wellbeing Team, and supporting your total wellbeing through a range of exciting and informative programs, HR policies, and company initiatives.

- » We actively encourage a positive work-life balance and provide truly flexible working options to help you achieve it, including part-time, staggered start/finish times, and the ability to work from home
- » Company funded Employee Assistance Program providing you free and confidential professional counselling and support for you and your family
- » One day wellbeing leave each year
- » Blood donor leave twice a year
- » Discounted corporate health fund
- » Weekly fruit boxes at all sites
- » Mental health seminars
- » Onsite fitness classes
- » Onsite yoga and meditation
- » Annual company funded flu vaccinations
- » Financial wellbeing seminars
- » Celebrate national and international recognition days





CEO Introduction
Employee Value Proposition
Culture & Values
Health & Wellbeing

Remuneration & Benefits

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Reward & Recognition
Learning & Development

COMPETITIVE REMUNERATION

We ensure your salary package always remains market competitive and you are well remunerated for your effort and contribution to Australian Turf Club.

- » Annual remuneration review
- » Salary market benchmarking of all roles
- » Salary alignment against market data

A GREAT RANGE OF BENEFITS

Australian Turf Club offers a great range of market and industry-specific benefits including:

- » Discounts with key Australian Turf Club business partners
- » Free onsite parking at all venues
- » NRMA discount scheme
- » Salary packaging options
- » Two annual raceday Member passes
- » Time in lieu program to reward you for your extra contribution
- » Up to 14 weeks paid parental leave
- » Company Christmas gift to enhance your festive celebrations
- » Company provided lunches on racedays





CEO Introduction
Employee Value Proposition
Culture & Values
Health & Wellbeing
Remuneration & Benefits
Reward & Recognition

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REWARD & RECOGNITION

We offer a range of Reward and Recognition programs and events which provide an opportunity for our leaders and team members to actively engage in nominating their colleagues for awards and prizes, as well as encouraging everyone to get together and celebrate our wins.

Our Reward and Recognition program includes:

- » Annual company Christmas party – come together as we celebrate the year that was
- » End of Carnival Celebrations – join your colleagues at great events where we acknowledge the great work put in by all teams during our Carnival period
- » Annual CEO Award – our top award that recognises a team Member's best all-round performance
- » Bi-annual team Member awards program – nominate a team Member for one of our great awards
- » Gold Standard – our online recognition platform encourages all team Members to nominate a colleague for their great work and contribution
- » Tenure recognition – valuing your length of service
- » Talent referral scheme – be rewarded for successfully referring someone for one of our positions





CEO Introduction
Employee Value Proposition
Culture & Values
Health & Wellbeing
Remuneration & Benefits
Reward & Recognition

Learning & Development

A great range of learning & development opportunities designed to grow your skills, expand your experience, and develop your career.

LEARNING & DEVELOPMENT

We are committed to supporting our people to continuously learn and grow so that you can effectively deliver in your role, expand your skills, and get the right experience to pursue your longer-term career goals.

We offer a range of online, face-to-face, and experiential learning and development opportunities for you to engage in:

- » Leadership development programs
- » Career and development planning
- » Company-wide succession planning
- » Company sponsored external training and accreditation
- » A dedicated e-learning platform for all your online training needs
- » A comprehensive range of safety training
- » Vehicle, equipment, and safety-related certificates and accreditation
- » Buddy program upon commencement
- » Study leave
- » Apprentice programs
- » Full access to promotion opportunities via internal advertising of all positions
- » Access to transfers, temporary transfers, secondments, and higher-duties opportunities

