

LEVANDE BENEFITS

At Levande we have a diverse range of benefits designed to support our people. We are focused on providing the tools needed to achieve ambitions, prioritise wellbeing and develop careers, helping our people be their best.

1



Your Wellbeing

We care about you as ‘whole beings’ and aspire to support a healthy work life balance through flexible offerings with options for everyone.

2



Your Growth

We care about your career ambitions. That’s why we support your ongoing development and education, allowing us to have the best people in the sector.

3



Your Recognition

We care about the great things our people do. We recognise success ensuring every contribution is valued and each achievement celebrated.

4



Your Financial Wellbeing

We care about your financial wellbeing that’s why we offer benefits and services to help you feel secure and supported.

1



Your Wellbeing

We care about you as 'whole beings' and aspire to support a healthy work life balance through flexible offerings with options for everyone.

Parental & Grandparents Leave

Access up to 20 weeks paid parental leave to both primary and secondary carers. We recognise that there are many ways parents bring a new child into the family, and our program accommodates you as individuals. We also offer one day of paid leave for the birth of a grandchild for all permanent employees.

My Day & Purchased Leave

'My Day' is one day of additional annual leave provided annually for all team members to use towards something meaningful to your wellbeing and lifestyle. In addition to annual and long service leave, we offer the ability to purchase up to two weeks of additional annual leave, that can be salary sacrificed over a 12-month period.

One Simple Thing & Flexibility

Our 'One Simple Thing' program is designed to provide you with flexibility to do the things you love. This is where you and your manager discuss accommodating one work-life flexibility opportunity that's meaningful for your wellbeing. Our Workplace flexibility comes in many forms such as working from home or other locations, compressed working hours, job sharing, start and finish times.

Employee Assistance Program

Our Employee Assistance Program allows you and your immediate family members to receive confidential counselling services. As well as this you're entitled to a free annual flu vaccination voucher that can be used at your local flu shot providers.

2



Your Growth

We care about your career ambitions. That's why we support your ongoing development and education, allowing us to have the best people in the sector.

Continued Education Assistance

At Levande you have the ability to access educational support and paid study leave while pursuing learning that is related to your job.

VM Learning Pathway & Industry Diploma

The VM Learning Pathway provides a guided pathway of learning opportunities, to develop the industry capabilities of the Retirement Living Management Capability Model. Whilst the Industry Diploma allows you to learn more about the industry and study for this Diploma with the experts at the Property Council Academy.

G01 Learning Library

Take your knowledge and career to the next level with over 100,000 on-demand solutions.

Annual Leadership Forum

We bring our people leaders together for our Leadership Forum that runs over several days to celebrate success, focus on our strategy and develop our capabilities.

3



Your Recognition

We care about the great things our people do. We recognise success ensuring every contribution is valued and each achievement celebrated.

Spirit of Levande Awards

Nominated by peers and managers, the opportunity to recognise the amazing contribution of our people across 11 award categories, culminating in the best of the best attending our annual Spirit of Levande Gala night.

We Shine Recognition

A peer-to-peer and manager to team member recognition platform that allows you to recognise your colleagues through sending e-Cards, nominating them for the Spirit of Levande Awards and as a manager provide monetary recognition to your employees.

Social Events

At Levande we have a dedicated Social Committee that run events that create opportunities to build your network, learn more about Levande and celebrate with your colleagues at specials events.

Work Anniversaries

Celebrating key milestones is important to us, as such anniversary awards are provided from 5 years, and continue to be recognised at every 5 years of service. Those achieving 15 years are invited to our annual Gala night.

4



Your Financial Wellbeing

We care about your financial wellbeing that's why we offer benefits and services to help you feel secure and supported.

We Shine Savings

Savings offers on a range of well-known brands through our third-party benefits platform. Our We Shine savings program is available 24/7 via a mobile-friendly portal. With savings on everything from movie tickets to holiday accommodation.

Superannuation on Parental Leave

We recognise the importance of supporting you during your parental leave. That is why you'll continue to receive superannuation contributions for up to 12 months, even during any periods of unpaid parental leave.

We Connect Referral Bonus

Refer a candidate to Levande and receive a financial reward of \$1,000 if they are successfully placed in the business. Followed by an additional financial reward of \$1,000 (totalling \$2,000) if they pass their 6-month probationary period.

Fitness Passport

At Levande you'll have access to Fitness Passport, providing you with affordable gym memberships and fitness options at a wide range of locations.