

# Your employee benefits



We ask you to be awesome on the job and that's why we've got great employee benefits for you and your family. It's our way of saying thanks for being part of the team. Read on for more.

## Employee electricity and gas discount offer

We want you to experience our energy first hand. Join Genesis for gas, electricity, dual fuel or bottled gas and you'll get our special Team Genesis employee prompt payment discount of up to 25% off your monthly energy bill on selected plans. Full details are on Connect, our intranet.

## Maximising you

At Genesis, you'll be supported to build your career through the right development opportunities.

## Recognising you

Is how we celebrate our people doing great things for our customers and business. Find out more on Connect, our intranet.

## ClubGen social club

ClubGen is our social club run by Genesis employees. Join up and you'll be part of regular social events that let you network and connect with the team away from work.

## Flexible@Genesis

We all have diverse interests and responsibilities in our lives outside Genesis. We have a broad approach to flexibility focused on giving you choice in how you meet your commitments. Flexible working options can include: career breaks, buyable leave, phased retirement, activity based working and leave without pay.

## Parental Leave Benefits

At Genesis we understand how important and busy it is being a new parent. Our Parental Leave Benefits include: salary top-up, paid partner parental leave, retention of your annual leave value and the ability ease back to work when you're ready.

## With you. For your Community

Is Genesis' employee volunteering programme. You'll get a full day's paid leave every year to give back to your community. Visit the Volunteering pages on Connect to learn more.

## Fly Buys

We've got a special Fly Buys offer just for being on the Genesis team. Here's what you can expect:



You'll get double points on your energy bill because you work here, plus 100 bonus points for signing on as Fly Buys Crew, getting you to your rewards faster!



You must be with Genesis for your home's electricity and gas to earn Fly Buys (and yes, points are available on bottled gas!)

## Fly Buys Crew

Fly Buys Crew is a special programme that's just for people like us working at Fly Buys' partner companies. If you sign on as Fly Buys Crew, you'll get access to exclusive crew offers from Noel Leeming, BNZ, New World and other Fly Buys partners.

# Supporting your health and wellbeing

Wellness matters. When you're on our team, you get free health insurance, wellness initiatives and access to confidential support, guidance and counselling services; 24/7, 365 days a year.

## The 'flu shots' are on us

So the winter months don't slow you down, we offer everyone at Genesis a free flu shot each year. It's absolutely your choice to be immunised, but we say it's one thing we can do to help keep you fighting fit and snuffle free!

## Free annual health check

We need you fit and well when you're on the job with us. To support you in managing your health, we'll take care of the cost of an annual health check with your GP. See Connect for full details.

## Health insurance

Medical bills can be expensive. That's why we offer Southern Cross's 'Wellbeing One' with a \$500 excess. You can add your partner and dependents to your policy, as well as upgrade your plan if you want. You will pay the Genesis Energy corporate rate for any additional family member or plan upgrades.

## Life, terminal illness and personal accident insurance

We provide you with paid insurance covering life, terminal illness and accident insurance. It's free and available to anyone who is a Genesis employee. Again, you can also include family members at your own cost if you wish.

## Trauma insurance

Paid trauma insurance is also provided to Team Genesis employees. This is a one-off payment for a serious illness event.

## Personal support and counselling

Life can throw curveballs at all of us. Talking to someone who listens objectively can help. All Genesis people can access free, independent and professional counselling to help with:

- Personal concerns
- Work related issues
- Family issues
- Anxiety, depression, trauma
- Financial problems



## Financial security

### KiwiSaver

Planning for retirement is important. We'll contribute to your savings with a 4% KiwiSaver employer contribution.

### Income protection insurance

Genesis provides you with paid income protection insurance that covers 75 per cent of your income if a disability meant you were off work for an extended period.

### Employee share scheme

You can buy shares in our company through Genesis Energy Limited's Employee Share Scheme. We open the Share Scheme to new members during August each year and you can decide then if it's the right investment option for you.

### Employee referral programme

If you know someone who would be an awesome match for a job here, tell our recruitment team! If your mate gets the job, you'll get a cash incentive from us to say thanks for helping out.

### Banking

Both Westpac and ANZ offer Genesis people discounted personal banking options. Connect, our company intranet, has full details.

