

Benefits Policy

Purpose

The purpose this policy is to provide an overview of the primary benefits and the regulations that govern benefits and discounts provided to Casual Employees to enhance their overall experience. These benefits are in addition to statutory requirements in accordance with relevant national and state legislation.

Scope

The policy applies to all Casual Employees of Hamilton Island Enterprises Limited and Hamilton Island Shared Services Pty Ltd, who hold a valid Employee ID.

For the purposes of this policy, the following terms have the following meanings:

Casual	Casual employment as defined in section 15A(1)(a) of the <i>Fair Work Act 2009</i> (Cth)
Casual Employee	An employee that is engaged by Hamilton Island Enterprises Limited or Hamilton Island Shared Services Pty Ltd on a Casual basis.
HIE	Hamilton Island Enterprises Limited, Hamilton Island Shared Services Pty Ltd and all other subsidiaries and related entities.
Shift	A scheduled period of time during which an employee is expected to perform their job duties.

Policy

Employee ID Card

All casual Employees that work on Hamilton Island are supplied an Employee ID card via the digital platform ID 1234. The Employee ID Card must be presented in order to access the discounts which are included in this document.

Casual Employees who have not completed shifts equivalent to 30.4 hours over a 4-week period will have their Employee ID cancelled and this policy will no longer apply to them.

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Wellbeing

Employees have free access to an Employee gym at Hamilton Island and the St Leonards office to support their health and wellbeing.

To reduce the risk of Employees contracting an influenza virus, HIE offer Employees access to receive a complementary flu vaccine each year. These are either provided through partners administering the vaccine or through vouchers that Employees can access via a selected partner. This benefit is typically provided in April/May each year.

Counselling Service: Employees can access free counselling and support services provided by Whitsunday Crisis and Counselling services, up to a total of 5 sessions per concern. Counsellors regularly visit Hamilton Island and they provide telephone and video services to Employees between office hours of Monday to Friday 9am to 5pm. To access the service Employees can contact Whitsunday Crisis and Counselling on +61 7 4946 2999 or email intake@whitsundaycs.com.au, and providing details of your employment with HIE.

Wi-Fi

Subject to the Terms of Use all Employees have access to free Wi-Fi at Rainforest Cafe & Bar.

Subject to the Terms of Use all Employees have access to free at 100 Pacific Highway, St Leonards NSW.

Robert Oatley College

HIE offers all employees the opportunity to improve their skills and obtain the necessary requirements and/or qualifications to progress their career. The Robert Oatley College provides all employees access to a range of learning and development

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opportunities including (but not limited to) food & beverage skills, hospitality skills, trade qualifications, license obtainment and renewal and leadership development. Training requirements need to be discussed and agreed with a Casual Employee's manager.

Commuting/transfer discounts and benefits

HIE Casual Employees have access to discounted rates on Cruise Whitsunday ferry tickets between Shute Harbour/Port of Airlie and Hamilton Island. Daily passes from Cruise Whitsunday Office. You must have a current Employee ID to be eligible to purchase.

Freight

All HIE employees have access to freight transfers using the barge e.g. boats, jetskis etc. This is to be pre-booked and paid via the Logistics Office.

Barge Transfers

All HIE employees have access to free transfers using the barge. No booking is required however passenger numbers are limited, Employees can catch the barge by arriving at the Logistics Office prior to the scheduled departure time with their Employee ID. Barge employees will then direct Employees to the appropriate location. Employees must be wearing enclosed shoes to travel.

Employee meals

All HIE employees have access to Employee break rooms that provide free tea and coffee facilities.

Food & Beverage employees rostered to work a shift within a venue, Switchboard Operators (scheduled overnight), Resort Duty Managers (scheduled overnight), Island Security Officers and Crowd Controllers may receive a free meal at the appropriate time within their shift.

Discounts

Food and Beverage

HIE Casual Employees who hold a valid Employee ID are eligible for a 20% discount on food and beverages at Hamilton Island venues (excluding R-Bar and Rainforest Cafe). This discount is applicable when food is purchased as part of the order i.e. the discount will not apply to purchases that only include alcohol beverages. Casual Employees need to present their Employee ID card in order to receive the discount.

During busy periods including school holidays, team members should be mindful that guests are given priority with reservations.

Rainforest Cafe and Bar - This is a cafe and bar that is dedicated to our employees, contractors and concessionaire staff. All HIE employees also receive meals at a discounted rate. A lunch truck visits specific work areas each day and provides all employees access to discounted items for purchase. The Rainforest Cafe also includes a mini convenience store, which provides access to purchase a small selection of groceries.

Activities

Casual Employees, who hold a valid Employee ID receive:

- 50% off normal retail price for all non-motorised activities
- 25% off normal retail price for all motorised activities, animal encounter sand photos at Hamilton Island Wildlife Park and at Island Bowling (lane hire and drinks)
- Free entry to Hamilton Island Wildlife Park (with gold coin donation)

Our Guest and Staff Activities team are dedicated to coordinating events and activities. They offer a range of options for employees, including (but not limited to) access to our library and computers, weekly sports, movies, monthly sporting galas and theme nights with a DJ, craft and cooking classes, hikes, and volunteer opportunities.

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The Gallery provides adult art classes at \$60 per person.

Hamilton Island Golf Club

Casual employees can purpose single rounds of golf at \$90pp. This price covers the ferry over to Dent, green fees and use of a buggy to get around the course for players only.

Casual Employees receive 50% off Club rental

Merchandise

Casual Employees receive 20% off merchandise at Floral Collections, The Hut (excluding sale items, GoPro items), HI Designs, HI Jewellery, SALT, The Deckhouse, Hamilton Island Wildlife and The Gallery (excludes commission pieces e.g., art).

Other discounts

Casual Employee's receive:

- 20% off HI Hair and Beauty and Spa wumurdaylin treatments
- 20% off items offered by Hi Photography, please ask for details as some exclusions may apply.

Role Specific benefits/discounts

Given the requirement to engage with guests on the topic of golf and the HI golf course, Golf Club employees receive free golf and equipment hire.

To encourage Casual Employees working in retail stores to wear clothing sold in the store, employees who work within a retail store receive 25% discount off store items.

Dent Ferry Coxswains receive a daily employee meal at the Golf Club.

This policy is subject to change and HIE reserves the right to vary, replace or amend it at any time. This policy does not comprise a term or condition of a Casual Employee's employment with Hamilton Island Enterprises Limited or Hamilton Island Shared Services Pty Ltd, and does not create any contractual rights on the part of any Casual Employee or impose any contractual obligations on Hamilton Island Enterprises Limited or Hamilton Island Shared Services Pty Ltd. The benefits are provided solely on a discretionary basis by HIE outside of the remuneration for their work.

This policy, and any benefits provided under the policy, does not represent any commitment by HIE to providing continuing and indefinite work and does not affect the status of the employment relationship between HIE and its Casual Employees.

Document approval

Approved by: General Manager People, Culture & Development

Created: November 2024

Updated: