**REMUNERATION POLICY**

## This policy ensures all employees are remunerated at a level which is relative to the responsibility, skill level and accountability for the position they hold. Remuneration will be set at a level to enable attraction of the best people to meet the current and future demands of the Company.

## The Company aims to be fair and transparent in relation to setting and reviewing employee remuneration. All employees will be treated the same regardless of the gender identity which the Company considers irrelevant when two people are equally skilled and experienced and undertaking a position which has the same level of responsibility.

Where an employee is promoted to a position of increased responsibility, a review of the employee’s remuneration will be assessed against the requirements of the position.

At all times the Company will remunerate employees on or above the applicable classification under any applicable Modern Award. Where employees are paid on / in line with the Award, the yearly wage increase set by the Fair Work Commission will be applied accordingly.

Employees covered by an Enterprise Agreement will be paid in line with the relevant classification for the position they undertake and pay increases will occur in line with the schedule set out in the Enterprise Agreement.

Managers are required to operate within approved budgets in relation to the setting of an employee’s remuneration. In addition, Managers are responsible for ensuring equality and fairness in relation to employee remuneration.

Whilst remuneration reviews will be conducted annually, any remuneration increase will be at the sole discretion of the Company. A remuneration review does not necessarily constitute an increase in salary.

In some instances, an employee may be allocated a motor vehicle fully paid for by the Company. Motor vehicles cannot be swapped for cash payment / salary.

**Policy Approver:** Insert Title