

# 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.



## KiwiSaver

Planning for retirement is important. We'll match your KiwiSaver contributions with an employer contribution up to 4%. If you're unable to take advantage of KiwiSaver, then Genesis will pay a KiwiSaver Cash allowance of 3% instead.



## 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. After two years' service, Genesis will increase the plan subsidy to Wellbeing Two with a \$500 excess.



## 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.



## 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.



## Trauma insurance

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



## 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!



## Annual wellbeing allowance

We need you fit and well when you're on the job with us. To support you in managing your health, we'll contribute to the cost of a wellbeing related appointment, membership or equipment, to the value of \$100 per year.



## Best Doctors

A service that offers online GP consultations, opportunity to ask experts from across the globe about more complex cases, and even have these experts offer second-opinions on specific cases. This service is also available to your spouse and dependent children, and even for your parents.



## 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
- Family issues
- Financial problems
- Work related issues
- Anxiety, depression, trauma



## 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 each year and you can decide then if it's the right investment option for you.

## 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 discount off your monthly energy bill PLUS, receive an extra 20 Power Shout Hours across a year (that's free energy) on selected plans.

## 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 to 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.