



LOVE

where you

WORK.





Choose a job you **love**, and you  
will never work a day in your life.

*Confucius*

# Our Values

are not just words, they are the way we work and play at OMC



**Trust**



**Respect**



**Passion**



**Quality**



**Reliability**



**Innovation**



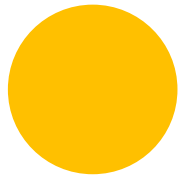
**Efficiency**



**Safety**



**Integrity**



We are honoured to be recognised as **one of the Australia and New Zealand's Best Places to Work, ranking second on the Tech Industry list**, from over 700 nominated organisations.



FINANCIAL REVIEW BOSS  
**BEST** PLACES TO WORK

We are one of the  
**2023**  
AFR BOSS Best  
Places to Work!

inventium FINANCIAL REVIEW

# Flexibility is here to stay

## Hybrid Employee

**Physically located in Melbourne**

**Work flexibly** between home and office

Encouraged to come into the office on **“Crew Day Thursday”**

Required to come in **for occasional company wide or department meetings** as requested by management.

## Remote Employee

**Located interstate/overseas**

**Work remotely**

**Invited to company wide or department meetings**

- **At least twice a year** for interstate employees
- **At least once a year** for overseas employees

## Office Employee/role

**Required to be in office 5 days per week**

This is **due to the requirements of the role**, i.e. Facilities, Reception, IT etc.

The 5 days **may be shared by the department** so that each individual is not required to do all 5 days in the office.

# Take a day off!

A **“ME-DAY”** EVERY MONTH!  
(excluding January, April & December)

## Everyone takes the third Friday of the month off

If you don't work Fridays, you get to pick one of your workdays and take it off in the same week.





# Treat yourself

Have a “Me-Day” every third Friday of the month  
(excludes January, April and December)

## Take some more time off!

Through our Purchased Leave system, you can purchase some extra time off and we will spread the cost over the year so that you don't even notice it.

## Get away and increase your stay

When booking a trip, you can work remotely in your holiday destination up to one month around your trip.

**Free haircuts!** Every 2 months – cut only. Limited spaces, book in early.

Access to **Onsite Massage Therapist** @ \$1 per minute

- includes 1 complimentary 30-minute massage per year

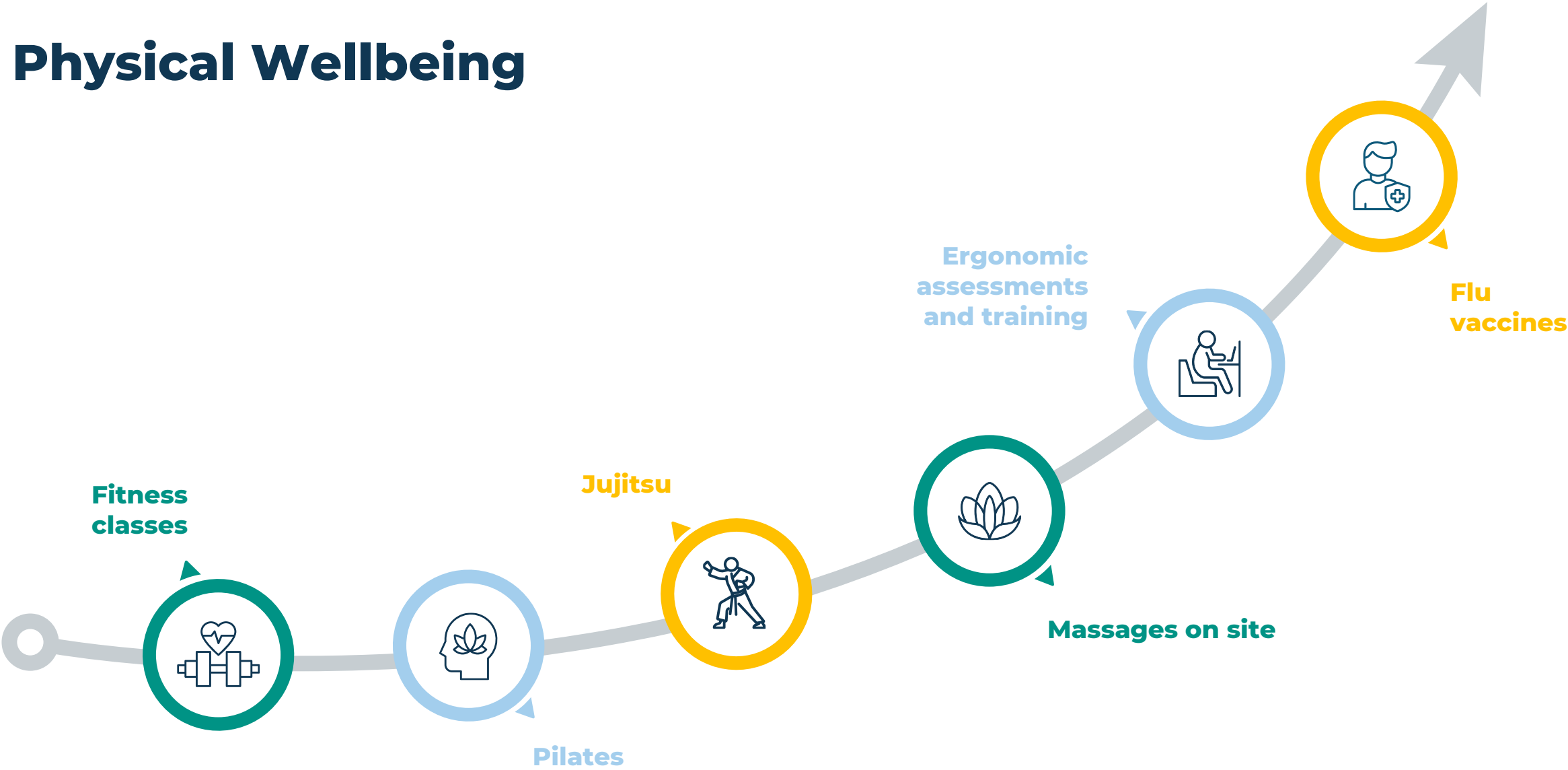


# Mental Wellbeing





# Physical Wellbeing



# Location, Location, Location!

**Nice new office with great facilities**, including showers, towel service, bike racks and wellbeing room for meditation and rest.

**Healthy snacks & coffee machine**

**Natural surrounds, river and bush walking tracks**

**Cafes, restaurants and interesting pubs galore**

**Near public transport and freeway**

**Free parking!**



# Belonging

When we feel we belong, we feel less alone, more resilient, less stressed and more able to cope in difficult times.

Working at OMC you will be given lots of opportunities to join in on team activities to build on connections and benefit from belonging to a wonderful team.



# Belonging



## All Staff

Monthly information sharing meetings



## Retreats

Get aways to enjoy each other's company and enjoy fun team building activities.



## Peer nominated Star Awards

To recognize and show gratitude to each other



## Team Stand Up meetings

To support each other along the way



## Social events quarterly

Always fun things to do together



## Lunch room

With games, quizzes, good company & epic views!



## For fun

Tennis table & pool table



## Cupcake Thursdays

Once a month to celebrate birthdays



## Group exercise classes

For the more active

# Breaking down the silos

Knowledge sharing & innovation



**Cross functional team workshops**



**Coding Scram sessions / Hackathon**



**Lunch time talks**



# Hanging with friends



**Activity based  
socials**



**Friday lunches**



**Table tennis  
competitions**



**Drinks, cakes and  
celebrations**



**Pool table  
competitions**

# Supporting each other



## Domestic & family violence leave

OMC will offer you up to 10 days of DFV paid leave




## Parental bereavement leave for miscarriages

OMC will offer you up to 10 days of PB leave



## Employee Assistance Program (EAP)

Confidential access to 6 free counselling sessions per year



# Purpose & Autonomy

Where work is its own reward!





# How we give you Purpose & Autonomy...

## Company purpose

Have your say at annual planning meetings

## Challenging

Challenge yourself with innovative & interesting work that is world leading

## Individual purpose

Set clear work & career objectives.  
Meet with your manager at regular 1-1's for ongoing support

## Social purpose

Get involved in volunteer work & give back to the community

# Personal Development

thrive

[θraɪv] verb

to grow, develop, succeed. it is to prosper; to flourish.  
to be your best self.

## Structured Development Plans

To help you meet your career goals. Using on the job training and external training

### **\$1000+ towards developing your skills**

Educational classes, courses related to your role and career objectives.

A minimum of \$1000 is pre-approved, and more is available where approved by CEO to be relevant and required

### **Access to Go1 online courses**

Work related during work hours

Access to any topic of your choice out of hours – hobbies, family learning, wellbeing, and many, many more

Chartered status and EA & Deakin Uni course

# Financial Wellbeing

Financial wellbeing is just as important as physical and mental wellbeing. It can be the cause of great stress and anxiety.

So, we have put in place some extra financial support including access to financial management training and additional paid leave to help you through critical times.



# Parental Leave

**Birth Mother** - 4 weeks fully paid leave

**Partner** - 2 weeks fully paid leave

(over and above government payments)

- Eligibility

- Permanent employee with 12+ months continuous service



# Financial support during tough times



## Domestic & family violence leave

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## Parental bereavement leave for miscarriages

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## Employee Assistance Program (EAP)

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**Profit Share  
bonuses annually**





# Loyalty Bonuses



**5 years**

\$500

**10 years**

\$2000

**15 years**

\$3000

**20 years**

\$5000

**Eligibility:** permanent employees, continuous service



**Corporate discounts  
through Employment Hero**





# Financial Management tips to help you manage your personal life

Using our Go1 training system, you will have access to online education in various areas of financial management, including planning, budgeting, loans, retirement planning, estate planning etc. Helping you to manage your finances through different stages of life, and available to you when it matters to you most.



# Community Wellbeing

As well as doing our best to work sustainably, OMC also helps to reduce the environmental impact of the shipping industry.

Working at OMC you can join us to support the community through our inclusion and OMC funded charity programs.



# Community Wellbeing

Charity Volunteer program

Sponsorship of a child

Organised transport and time off to give blood

**Inclusion** – Celebration of causes, including, Environment Day, Pride Month, International Women's Day, Men's Health, Mental Health and lots more

You've supported  
life-changing impact!



for sponsoring

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community have  
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and protect  
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nic.



# Charity/Volunteer Program

**\$25 per person to donate to charity of their choice**

**\$500 to a specific cause** – where we can, we'll get a speaker to come out and educate us about the cause

One day per year to **donate your time** during work hours

## **Rewards for donating your own time**

Donate your time out of hours and we'll give \$25 per hour (up to max of 6 hours per person) to eligible charity of your choice

## **Sponsorship of a child**



# Our employee value proposition

Working at OMC, you will be surrounded by intelligent, motivated and fun-loving colleagues.

You will enjoy lots of amazing perks, including a very flexible work environment and a supportive culture that encourages you to be creative, innovative and passionate about what you do.

And, you will be challenged, rewarded and empowered to be the best version of yourself!!

## Come and work at OMC if you want to:

Have a clear purpose in your role

Have input into the goals

Be given trust and autonomy to achieve your agreed goals

Be encouraged to continuously develop and grow

Be given the necessary training and support needed to fulfil your role and career goals

**And ... have fun!**



# So why choose OMC?

## Work life balance

Work life balance and family are paramount at OMC.

## We care

Management cares and our colleagues care.

Our values are not just words.

## World leading

Interesting, innovative work with variety.

## Supportive

Encouraging and developing culture.

## Job security

Because our people matter to us, we plan sustainable growth that focuses on sustainable employment.

## You can make a difference

OMC is structured for sustainable growth, but our size allows us to have flexibility and adapt to change and ideas – all your ideas will be welcomed!

**Just to name a few...**

