

Flexibility and Wellness

Dexus Days

We provide you with 5 Dexus Days (pro-rated for part-time employees) each financial year. Your Dexus Days can be used for anything you like and are intended to help you balance work and life. Please read the policy as there are some conditions including that your annual leave balance cannot exceed 15 days on 30 June each year.

Wellbeing Subsidy

All employees receive \$100 (gross) a month to put towards wellbeing activities such as gym memberships, massages or hobby's.

Parental Leave

Permanent employees are eligible for 12 weeks paid parental leave (primary carer or adoption) or 2 weeks (non-primary carer). Primary carers will continue to receive full superannuation contributions during approved (paid and unpaid) parental leave.

Flexible Working Arrangements

Dexus offers flexible working arrangements to assist our employees in achieving a genuine balance between work, health, family and personal commitments as we believe a flexible work environment drives better business outcomes.

Career Breaks and Sabbaticals

Always wanted to travel the world or take time to focus on your family but didn't want to resign from your favourite company? Well now you can! Dexus offers employees with 2 years' service up to 12 months off work.

FitBit

Encouraging better health for our employees is our goal! We offer a \$100 reimbursement on a FitBit of your choice.

Wellness Month

A range of wellbeing initiatives are offered including flu vaccinations, skin checks, First Aid training and much more!

Employee Assistance Programme (EAP)

Our EAP gives you confidential and free access to support and resources to better manage the challenges of life!

Health Insurance

We have partnered with a leading Health Insurance provider to offer a Corporate Health Plan that could help you save on healthcare.

Charitable Works

Dexus wants you to have the opportunity to give back to the community. We offer 1 paid volunteer day per year.

Savings and Incentives

Superannuation

We have worked with Super-Advice to select MLC as the Dexus default super fund. You can contact Super-Advice on **1300 557 782** to find out more about your super and insurance options.

Insurance

We want to ensure you have insurance to cover the unexpected. We provide all permanent staff with 2 X salary Death and Total Permanent Disablement (DTPD) insurance via MLC.

If you select MLC as default fund you will have access to extended DTPD (4 X salary), salary continuance options and the Best Doctors service. Dexus still funds the baseline 2 X salary DTPD and any additional premiums will be deducted from your super balance.

MLC Member Benefits

MLC Member Benefits provide discounts on everyday items and special occasion items with partners such as Myer, David Jones, HOYTS and many more!

Employee Securities Ownership Plan

Permanent employees are gifted with \$1,000 worth of Dexus securities each year. You must have been employed for 6 months on the grant date to be eligible.

Salary Sacrificing

All permanent employees (and longer term fixed term employees) may be eligible to salary sacrifice towards additional super or a novated lease. Independent financial advice is recommended, and you are responsible for ensuring the arrangement is affordable and your total super contributions (company super plus salary sacrifice plus insurance premiums) don't exceed the concessional contributions cap (\$25,000 per annum for the year commencing 1 July 2018).

Employee Referral Program

We are looking for more great talent like you to join the Dexus team. Earn up to \$2,000 if your referral is hired!

Professional Development

Study Assistance

You may be eligible to request study assistance for a role related course – please check the policy on the intranet and speak to your manager to discuss your development needs!

Study Leave

If you are studying, we'll also give you up to 4 days of leave per year for study and exams.

All benefit programmes are subject to meeting eligibility criteria and acceptance of any terms and conditions. This document does not form part of your contract of employment and Dexus does not offer alternative programs if you can't participate. Dexus reserves the right to amend or withdraw benefits at any time. For more information visit the Intranet or contact peopleandcommunities@dexus.com