



Benefits of working at Macquarie



MACQUARIE



Empowered to be your best possible self

We know that when we're empowered to look after ourselves and one another, we bring our best selves to work. This guide provides a summary of benefits available to eligible Macquarie employees.

Balancing work and life

We support our people with a range of resources and leave options to manage their work and life priorities, including family.

There is no minimum tenure requirement meaning that all employees are eligible for parental leave upon commencing employment with Macquarie.

Benefits include:

- 20 weeks paid parental leave (in addition to government parental payments)
- Six weeks paid co-parent leave at time of birth, adoption or custody
- Phased return to work with 12 paid transition days and access to personal coaching
- Superannuation on parental leave
- Two days unpaid pre-adoption or surrogacy leave
- Paid leave in the event of a stillbirth
- 10 paid 'keeping in touch days' if you would like to maintain a level of contact with Macquarie while on parental leave
- Up to 24 months' parental leave (inclusive of any paid parental leave) if you have responsibility for the care of the child
- Special maternity leave for female employees who are not fit for work
- A range of support resources for working parents including access to parents' rooms and school holiday programs

Leave to support lifestyle and wellbeing

We offer several leave options to help our people manage their work and life priorities. Additional leave available to eligible employees includes:

- Up to 20 days paid annual leave as well as up to five additional days' leave based on length of service
- One day wellbeing leave per year
- Two days paid volunteer leave per year
- Up to five additional days' leave based on length of service
- Compassionate/bereavement leave
- Paid personal carers or sick leave
- Paid leave and additional support offered for those impacted by family and domestic violence
- Paid defence leave
- Up to 10 days paid emergency volunteer leave
- Ability to purchase additional leave
- Leave without pay, role guarantee for up to 3 months



Working together flexibly

Most of us at Macquarie balance time spent working in the office and remotely. There are some roles that require being in the office every day. Importantly, you're empowered to work together flexibly in a way that works as a team, also taking advantage of the benefits of coming together in person.

Hybrid working is an extension of our long-standing commitment to flexible working. Each of our groups has different needs so expectations for hybrid working are set on a group and team basis.

Experience more together

Macquarie is a place that welcomes diverse ideas and thinking. That celebrates your identity. That connects you to an empowered and engaged team, so you can make your own kind of unique contribution while having fun along the way. This includes Employee Network Groups (ENGs).



Join one of our many ENGs in ANZ:

- Macquarie Pride: *LGBTBQ+ and allies*
- SPARK: *Neurodiversity and allies*
- Women in Tech
- Gender Equity ANZ
- First Nations
- Family and Carers



Enabling you to be the change

You are supported to contribute your services, financial support and leadership to causes that mean something to you through the [Macquarie Group Foundation](#). Some benefits include:

- Two days paid volunteer leave per year
- Donation and fundraising matching of up to \$A50,000 a year¹
- Board service donation of \$A10,000 after one year of service¹
- Reward of \$A25 per hour of volunteering time to donate to a charity of your choice (up to \$A500 per year)¹
- We donate \$A1,000 to a community organisation of your choice to recognise 10- and 25-year employment anniversaries¹

1. Through the Macquarie Group Foundation under its staff non-profit support policy.



Be your best possible self

You are encouraged and supported to find the right ways to stay at your best, by people who are invested in your wellbeing.

Macquarie Plus is our holistic wellbeing program, providing you with access to a range of benefits and initiatives designed to support your physical, psychological and financial wellbeing.



- One day wellbeing leave per year
- Confidential counselling via our Employee Assistance Program
- Tools, resources, and initiatives offered by Macquarie Plus, our holistic wellbeing program
- Opportunity to opt in to discounted private health insurance
- Discounted health club and gym membership options
- Onsite fitness classes and/or group fitness activities
- Onsite health screenings and vaccinations
- Onsite bike racks and regular bike servicing
- Access to end of journey facilities such as change rooms, lockers and showers
- Quiet rooms and multi-faith prayer programs



Investing in yourself

Your unique vision for a fulfilling career is welcomed. Discover your own course – and be supported to grow and learn along the way.

- Tailored orientation and onboarding initiatives to support you in your first 100 days at Macquarie
- Access to a wide range of learning and development opportunities designed to help you develop your soft and technical skills
- Comprehensive leadership programs designed for our director population globally
- Subsidised relevant external study, as well as paid professional memberships in particular regions
- Opportunities to grow your career in one of our many offices around the world.

Supporting your financial wellbeing

Your unique contribution is valued here. That's why we offer a range of educational opportunities, discounts, and other financial benefits to reward you.

This includes:

- A range of salary sacrifice options
- Employee share plan
- Income protection insurance
- A range of retail and insurance discounts
- Novated leases
- Financial education sessions
- Market leading employer super fund with Macquarie managed investment options
- Recruitment referral rewards



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Find out more at
macquarie.com/careers