



Whitehaven Employee Benefits Summary

When it comes to employee benefits, Whitehaven Coal has a broad offering to ensure our people thrive at work and in their personal life. Below is a summary of these benefits, noting further conditions may apply.



26 weeks paid parental leave for primary caregivers, plus super contributions for both paid & unpaid leave



Cash and equity incentive plans for eligible roles and a **\$1000 annual Share Gift Plan**



Development programs including **study assistance, mentoring and leadership training**



Mobility and relocation packages to live in the vicinity of our workplaces



Salary packaging opportunities including novated leases & remote area housing benefits



Employee Referral Bonus of up to **\$4000** for referring successful new technical and operational employees



Diversity and inclusion initiatives including **women's leadership development programs** and **Platinum Sponsorship of NSW WIMnet**



Monthly, quarterly, and annual recognition awards aligned to our STRIVE Values



More benefits like **retail discounts** for all employees and **insurances, cars, and mobile phones** for certain roles