



Fairbrother



**Employee Value
Proposition**



A symbol of excellence in the Australian construction industry

For more than 50 years, Fairbrother has been recognised as a symbol of excellence in the Australian construction industry. Over this time, we have consistently delivered a wide range of iconic, nationally award-winning projects.

A career with Fairbrother means working with an industry leader. We pride ourselves on safely delivering projects in an innovative and environmentally responsible manner; projects every team member involved is proud to put their name to.

Our people above all else



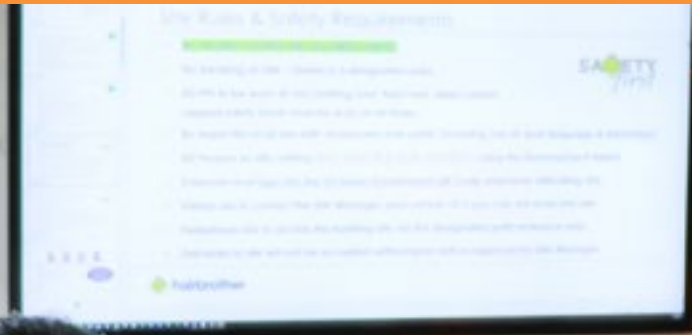
At Fairbrother we pride ourselves on a culture of employee empowerment. We encourage and trust you to make your own decisions.

As a Fairbrother employee, you will be recognised and rewarded for your contributions and performance.

Annual awards for employee and apprentice of the year within each division are a highlight of the Fairbrother calendar.

As your career progresses, we'll celebrate milestones with you.

Personal growth and development



The nationally award-winning Fairbrother Apprenticeship Program has an industry-leading completion rate, but your Fairbrother career doesn't stop there. We love promoting from within, and many of our senior leaders started their careers as Fairbrother apprentices.

Alongside this is our Graduate Program for university graduates looking to commence a career in the construction industry.

We offer opportunities for training and development for all our employees. Our purpose is to see you grow your career in the direction that works for you.

Taking care of your wellbeing

A photograph of three employees from Fairbrother at a construction site. They are wearing orange hoodies with the Fairbrother logo. The man on the left is wearing a blue beanie and a white hard hat. The woman in the middle is wearing a yellow hard hat. The man on the right has his arms crossed. They are standing in front of a wooden structure under construction.

At Fairbrother, we know that work is only one part of your life. We're about working to live, not living to work. That's why we offer flexible working arrangements where we can, as well as a health and wellbeing program that includes both mental and physical wellbeing initiatives.

Our Safety Management Systems are third-party accredited, and have been designed to ensure that you return home safely from work each and every day.

We have an Employee Assistance Program which gives you access to someone to talk to about anything in life that you might be struggling with. It's completely anonymous.

Fairbrother is an equal opportunity employer, and we encourage diversity and inclusivity in all our workspaces.

Industry-leading benefits

A photograph showing three men in a construction setting. On the left, a man in a light blue button-down shirt is looking at a large set of blueprints spread out on a wooden table. In the center, a man in a dark sweater with a small logo is also looking at the blueprints. On the right, a man wearing a white hard hat and a dark jacket with the 'Fairbrother' logo is pointing at a specific part of the blueprints. He is also holding a walkie-talkie. The background shows orange metal scaffolding and a building under construction.

We have an unwavering commitment to quality, and to make that happen we want the best. That's why we ensure that our remuneration packages are at the forefront of the industry.

Salary-based positions include income protection insurance, providing you with a regular income in the event that you are unable to work for an extended period of time due to sickness or injury.

All trade-based positions are engaged under the conditions of our industry-leading enterprise agreements.

As a Fairbrother employee, you'll also be entitled to a corporate health insurance discount with St Lukes Health Insurance.

Community contribution

A group of cyclists in orange jerseys and helmets are riding across a bridge over a river. The cyclists are in a line, moving from the background towards the foreground. The bridge has a metal railing on the left side and a concrete barrier on the right. The river is visible on both sides of the bridge. In the background, there are trees and a building.

We are passionate about the communities we live in, supporting local clubs and junior sporting development.

As a Fairbrother employee, you have the opportunity to nominate a charity to receive support from the Fairbrother Foundation. The Fairbrother Foundation has now donated over \$726,000 to our communities and supports charities around Australia. One of our major fundraising events is the annual Fairbrother Ride in Tasmania.

If you want to work with a company who is at the forefront of the Australian construction industry, then we want to hear from you. We're always on the lookout for great people to add to our team.

fairbrother.com.au/careers



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