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LIFE AT SODA

P&C

Life at soda means a few things to us.

At Soda we are surrounded by industry leaders and changemakers and our contributions, experiences and diversity of thought is what **sets us apart**.

Our people are our *greatest perk*, and together, we create a culture we can be proud of.

We are a high energy, **fast-moving business**, with a strong propensity for action and big BIG goals. We inspire each other to do our best work, we recognise and reward our team and above all else, **have fun doing it**.

An abstract graphic design featuring a black background with vibrant, multi-colored brushstrokes in shades of blue, purple, pink, orange, and red. The strokes are layered and dynamic, creating a sense of movement and energy. The colors transition from cool blues and purples at the top to warmer oranges and reds at the bottom.

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SODA PERKS

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Soda Basics

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Outstanding people deserve outstanding perks. To recognise and reward the talent we have at Soda, we're proud to offer the following *Soda Basics*:



Free Coffee & Snacks

Free coffee from our local brew, *The Brooke*, and unlimited office snacks a top priority and critical for keeping your brain powering, belly full and working relationships strong (we don't want anyone to go hangry!)



Learning & Development

It's imperative you feel empowered to challenge and be challenged with exciting growth opportunities. Our team have free access to 20 courses per year via *Go1*, an integrated online learning platform. We also support your career trajectory and advancement, so make sure to take advantage of Flex Leave for your study and professional development needs.



Pet Friendly HQ

Pups, cats, birds or turtles, bring them in, we want to meet your furry (or not so furry) friend! Also, don't forget to share your furry friends on our Soda Pets channel via Microsoft Teams!



Employee Assistance Program

Facilitated by *Converge International* the Soda EAP provides you and your family with access to counselling services, up-to-date and informative programs, videos, tip sheets, topical articles and events to nurture your mental health and wellbeing across all aspects of life.



HQ Gym

Our HQ Gym has been kitted out with the latest and greatest offerings from *TechnoGym* and is ready and available for you to get your regular (...or occasional) pump on!

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We partner with you on life's journey.

Life is not one-size-fits-all and that's what keeps it interesting! At Soda, we pride ourselves on understanding our team's unique experiences, milestones, and key drivers both personally and professionally.



Hybrid Work

At Soda we believe that nothing is a substitute for face-to-face connection, collaboration and knowledge share. We acknowledge however, that we all lead different lives with different demands. So, as a company driven by outcomes and not hours, we are empowering you to work within a hybrid model to balance both home and work commitments.



Soda Flex Leave

Whether it's booking that skin check, finalising an assignment, attending fertility appointments or seeing your kid graduate, personal time is necessary and important. That's why we're offering five days' leave for you to do you.



Birthday Day Off

Go on, take the day off. Sign out, sleep in and celebrate you - we know you deserve it.



Paid Parental Leave

Becoming a parent is an adventure that changes your life forever. At Soda, paid parental leave is available to both parents and includes birth or adoption related leave.



Pregnancy Loss Leave

Anyone at Soda going through this heart-breaking experience is never alone. Our team can take up to five days of paid early pregnancy loss leave and 20 days of paid leave for a pregnancy loss beyond 12 weeks.



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EXPERIENCE

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Soda x Argo

Our group's knowledge, experience and expertise is vast, quite literally spanning land and sea.

To make the most of our impressive resources and talent, Soda is partnering with ARGO to provide our team the opportunity to explore the reef, gain their sea legs, (hopefully) meet the Minke's, learn to dive and gain a *deeper* understanding (pardon the pun) of the ocean.

A black and white artistic photograph of liquid splashing, with the 'soda. P&C' logo centered in the middle. The liquid is captured in motion, creating dynamic, curved shapes and highlights against a dark background. The logo is rendered in a clean, white, sans-serif font.

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