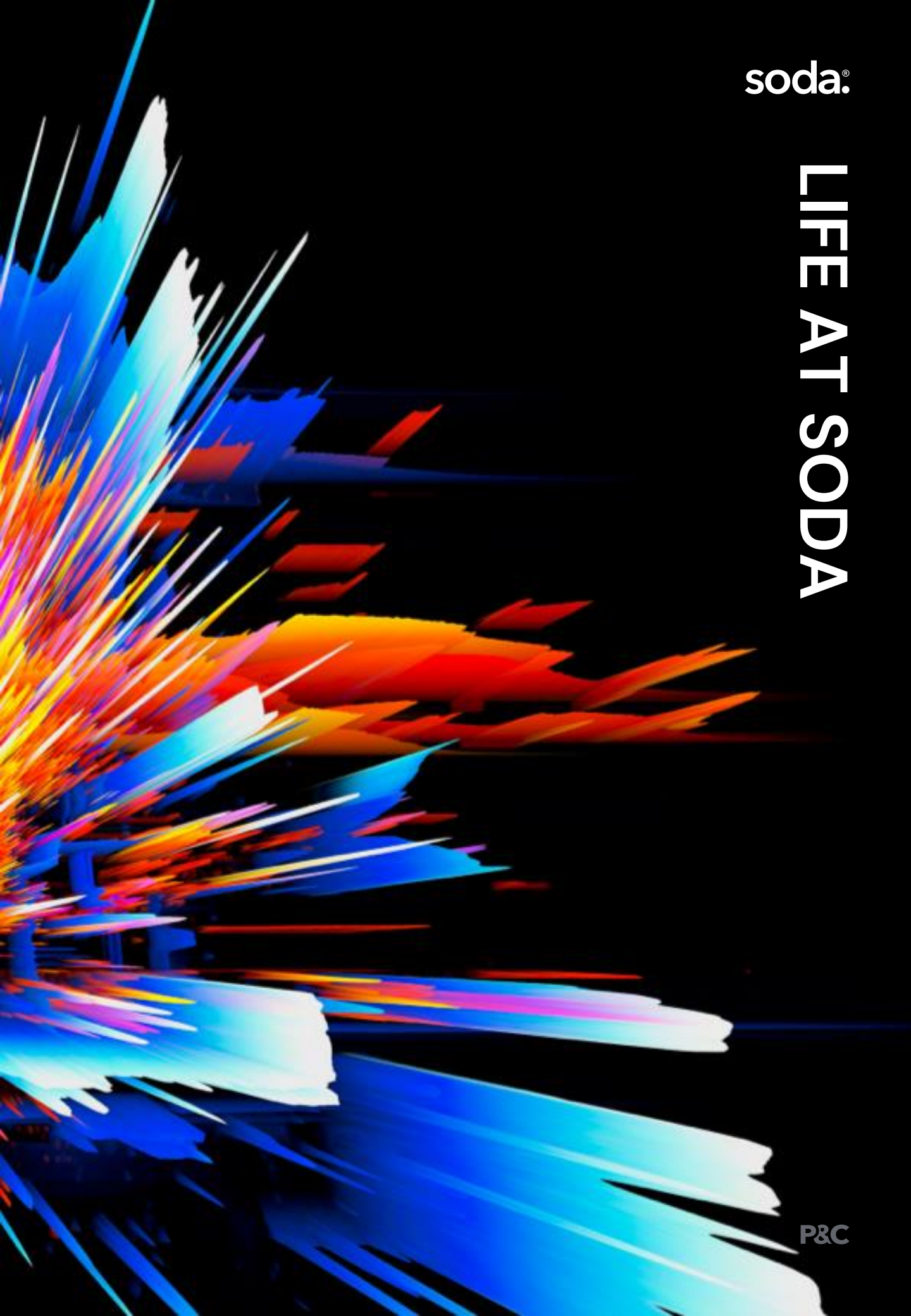


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# LIFE AT SODA



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.**



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# SODA PERKS

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# Soda Basics

Outstanding people deserve outstanding perks. To recognise and reward the talent we have at Soda, we are 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 with Go1

It's imperative you feel empowered to challenge and be challenged with exciting growth opportunities. Our team have free access to 90,000 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!

# 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, your personal time matters. 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.



# Parents at Soda

We recognise that becoming a parent is an adventure that changes your life forever. We pride ourselves on fostering an inclusive and equitable workplace where everyone can thrive, regardless of gender and unique experience.



## Parental Leave

At Soda we provide 12 weeks paid parental leave or 24 weeks at half pay for Team Members who have at least 12 months tenure as at the birth of their child.



## Parental Equity

We aim to recognise and support the diverse roles that our team play in their families and strive to ensure our policies reflect this. For this reason, we have removed the distinction between primary and secondary carers within our Parental Leave Policy. Our offering is available to both expecting mothers or fathers, provided they meet the eligibility requirements detailed in our Leave Policy.



## Superannuation Payments

We are committed to supporting gender equality and equitable opportunities through our policies at Soda. As such, we provide superannuation contribution payments for the first 12 months of Parental Leave. These payments are paid during paid and unpaid parental leave at the Team Member's pre-leave rate, to ensure caregivers at Soda don't fall behind in building their retirement savings.



## 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.

The background of the entire page is a dark, almost black, space filled with dynamic, expressive brushstrokes in various shades of blue. The strokes range from deep navy to bright cyan, creating a sense of movement and energy. The strokes are layered and overlapping, with some appearing as sharp, pointed lines and others as broader, more textured washes. The overall effect is reminiscent of a digital or hand-painted abstract artwork.

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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.



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# CHEERS FOR THE YEARS

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# We value your commitment to the team

Building and cultivating a connected team of amazing people doing amazing things is our number one priority. Our Milestone Menu is our way of saying “cheers for the years” and celebrating special anniversaries when you reach 1, 3, 5 and 10 years with us. When you reach each milestone, you'll get a choice of a gift, each one designed to recognise and thank you for all your contributions.



## One Year

Congratulations on your first year with Soda!

Here's to many more years of learning, laughter, growth and success!



## Three Years

Three years is no mean feat, and you've shown dedication and commitment. Your contributions haven't gone unnoticed – from the quality work you've produced to the culture you have helped create here at Soda. We are happy to have you here and watch you continue to flourish in your career!



## Five Years

Time flies when you're having fun and here's to a fantastic five years! You should be proud of all the work, effort and positive influence you have brought to life here at Soda over the years – we know we certainly are!



## Ten Years

10 years is an incredible millstone and one that not many achieve! Safe to say you've seen a lot, been through a lot more and you probably consider yourself part of the Soda furniture by now, as we do too. We hope you are as proud as we are of everything you've brought to life here at Soda.

A black and white artistic photograph of liquid splashing, with the text 'soda. P&C' centered in the middle. The liquid is captured in motion, creating dynamic, curved shapes that flow across the frame. The lighting highlights the texture and movement of the liquid against a dark background.

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