

# Our People Value Proposition

## Introducing the Australian Retirement Trust People Value Proposition — It's the little differences that make a big difference

What do you look for in an employer when looking for a job? When you land that dream job, what keeps you coming back to work each day? There are so many reasons from the people, to our members first purpose to the pay right? And it's different for each of us.

With this in mind, its important that we are able to articulate why people should become a part of the team at Australian Retirement Trust, what they will experience when you walk through the doors and the amazing benefits on offer to work for one of the largest super funds in the country.

That is where our People Value Proposition comes in. Helping us attract the best people to work with us at Australian Retirement Trust.





# The People Value Proposition

ART: an enduring force for good

Member	Here at Australian Retirement Trust, <b>we are an enduring force for good</b> . You feel part of a <b>spirited, caring</b> team who get strength and meaning from <b>helping meet our members' lifelong needs</b> . Every day you'll hear members open up about the dreams for their life ahead. There's nothing better than knowing at the end of the day you have given them a sense of security, confidence and choice.
Impact	We want people who are as <b>optimistic</b> , as we are, about our future. We're an organisation   with a voice and actions that lead and <b>shape the superannuation industry</b> to make a positive impact on the communities we serve.
Opportunity	<p>Here you have <b>the space and freedom</b> to seek better, simpler ways for our members, and to <b>thrive, grow and build your careers</b>. It's all possible because you can <b>be your authentic self</b>. Unique ideas are openly shared, different views embraced, and learnings gained when things don't exactly go to plan.</p> <p>You belong at ART, in this team who is <b>stronger together</b> and united in our quest to make our members feel seen, heard and valued.</p>

## Our culture

When our culture is at its best, it energises us all—creating a sense of purpose and belonging at Australian Retirement Trust, enabling us to fulfil our strategic ambition and serve our members with pride.

Our culture is shaped by five aspirations, our beacons on the hill. These are our ambitions. Who we hope to be and what matters most to us.



**They are more than words on a page. They inform everything we do. From our strategies to our everyday decisions and actions. And if we all join to the same beat on them, we'll achieve our big ambitions.**



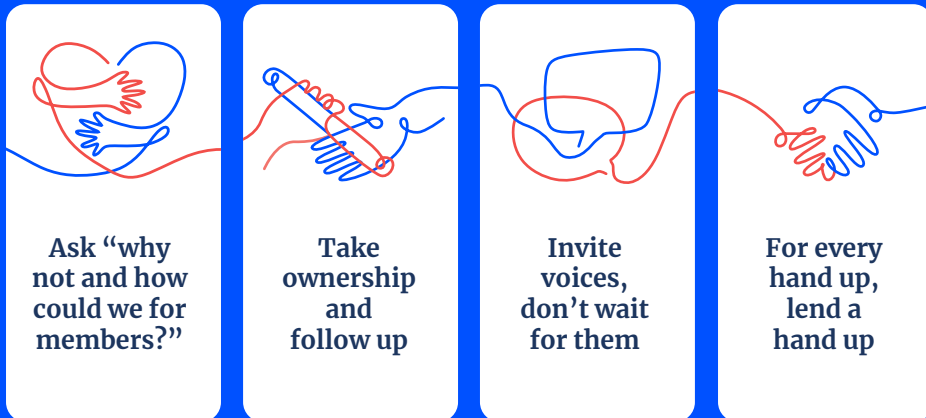
### What you can expect

A fund for the good of all our members. With fresh ambition. To be a force for good. To make the world of our 2 million members better. To help guide our members to, and through, retirement.

Working together as one team, we're here in the big moments and the little ones. Because the difference we all make as individuals adds up.

# Our key behaviours

- It's easier to act your way into a new way of thinking, than to think your way into a new way of acting. ●



That's why we're focussed on our four key behaviours. These are real, observable actions.

They are easy for all of us to do every day. And when we're all in sync together, they help us reach our cultural aspirations, and make Australian Retirement Trust an incredible place to work.

# Our People Value Proposition

It's the little differences that make a big difference



**Strategic Ambition, Cultural Aspirations,  
Key Behaviours and Brand**



## An enduring force for good

We're in the business of being an **enduring force for good**. We proudly **shape the superannuation sector** and to achieve this we step out and step forward to **actively participate and engage** in the community as a respected voice. We do this while honouring our history, legacy and fiduciary commitments to all our stakeholders, including the community. We know we need the **trust** of Australians with whom our futures are entwined.

**We deliver on this aspiration in our people value proposition by:**

- seeking simpler and better ways to serve our members;
- contributing to a stronger together team spirit that enables social connection; and
- partnering with our community while shaping our social and sustainable impact.

### Levers of our People Value Proposition

**We deliver on this through:**

- Environment and social responsibility in our portfolio of investments and across our supply chain
- Volunteer days and Community service leave for all employees
- Employee networks such as LGBTQI+ and disability



## Growing with curiosity

We **proactively seek better, simpler ways** to deliver **exceptional outcomes** — be they outstanding investment returns, products, services, retirement solutions, or financial advice for our members. **We're commercial, evidence-led and move efficiently to improve and innovate**, getting evermore **sustainable**. Organisations **seek us out** to be their partner of choice. To achieve these outcomes we need to be constantly **curious and confident**.

**We deliver on this aspiration in our people value proposition by:**

- creating opportunities for stretch, innovation and growth that enable our people to develop their careers;
- harnessing the potential of our teams, leveraging their unique capabilities to deliver exceptional outcomes for our members; and
- inviting a constructive challenger perspective, respectfully building on each other's ideas without judgement.

### Levers of our People Value Proposition

**We deliver on this through:**

- A real focus on development engrained in our key behaviours supported by a wide and varied learning and development offering
- Continued opportunities to be challenged, grow and be involved in one of the largest mergers in superannuation history, helping us build something special and a chance to do that which has never been done
- Career breaks and Study assistance
- Leadership and mentor opportunities



## Belonging and well

**We're in this together** — we **connect, respect, listen and constructively challenge** because we genuinely appreciate each other. We are **thoughtful and can confidently speak out**. We are **inclusive by making diverse voices heard** and through respectful listening, we make better decisions. We **each take accountability** for the part that we play. We're better together. Our care for each other creates **positivity and resilience** within each and every one of us. This allows us to turn **challenges into opportunities**. Whilst we are optimistic, we are also **realistic, aware, authentic and humble**. This builds strong levels of **trust, transparency and goodwill** amongst us. **We care** for each other; **we all matter**.

### **We deliver on this aspiration in our people value proposition by:**

- working flexibly to collaborate, innovate, serve our members and enable wellness for us all;
- creating a safe environment where we invite voices, genuinely listen, and constructively challenge; and
- showing care, celebrating diverse perspectives, and encouraging each other to bring their authentic self to work.

## Levers of our People Value Proposition

### **We deliver on this through:**

- Flexibility
- Holistic wellbeing strategy and health benefits
- Soon to be state of the art workplace in addition to a workforce that is diverse, dispersed and inclusive
- Super supportive team environment with everything from Mental health first aid officers to EAP support 24/7
- Active social club



## Striving with purpose

Our members are at the heart of everything we do. We **make understanding super easy and look for ways to help**. We **genuinely care for every member in every interaction**, but not at the expense of our **collective membership**. We have an unwavering focus on **our members' lifelong needs**. We listen to and work with our **partners** to respond to our members' needs. At the end of the day, we strive for the **best collective outcome for all**.

### **We deliver on this aspiration in our people value proposition by:**

- taking the time to say thank you and demonstrate our appreciation for the difference you make;
- tailoring our performance, reward, and benefits approaches to reflect what is valued most by our people; and
- creating flexibility and choice in our people policies and benefits wherever possible.

## Levers of our People Value Proposition

### **We deliver on this through:**

- Engaging you in work with purpose
- A formal recognition program
- Pay for performance with a competitive salary and superannuation offering and opportunity for a performance-based bonus
- Choice of what reward can look like with purchased leave, salary sacrifice and additional super contributions
- An additional leave day each year on top of your 4 weeks annual leave
- Excellent insurance offerings



**Australian  
Retirement  
Trust**

[australianretirementtrust.com.au](https://australianretirementtrust.com.au)