A Guide to CSC Benefits

Australia

Summary of Benefits, Australia

At CSC, we believe that our greatest asset is our people—the dedicated individuals whose skills, passion, and creativity contribute to our shared success. As an organisation, we're committed to fostering a supportive and inclusive work environment where every colleague feels valued, respected, and cared for.

Our comprehensive benefits package reflects this commitment. We understand that life is multifaceted, and our offerings aim to address various aspects of your well-being. We're here to support you every step of the way. Our comprehensive benefit offerings are outlined below.

Eligibility

All CSC colleagues are eligible for benefits.

Well-being benefits

Your physical and mental well-being are a priority, and we recognise that a healthy mind and body are essential for overall happiness and productivity. Here's how we demonstrate our commitment:

Medical insurance

CSC offers medical cover for you and your eligible family members through BUPA, with CSC contributing $150 per month toward the premium.

Colleagues have the flexibility to choose the health care plan that best suits their needs, whether individual or family cover. Depending on the plan selected, coverage may include hospital and extra benefits such as assisted pregnancy treatment, optical, dental, physiotherapy, accident cover, acupuncture, and Chinese herbal treatments. Eligible family members, including spouses and dependent children (up to age 32), may also be included, providing broad and cost-effective health care protection for colleagues and their families.

To join Bupa under the corporate health care plan, colleagues can visit the dedicated registration page: bupa.com.au/corporate/corporation-service-company-australia-split-bill. On this page, follow the prompts to select your preferred plan (individual or family), complete your details, and submit your application. For assistance during the process, you can contact Bupa customer service on 134 135 (within Australia) or +61 3 9487 6400 (outside Australia), or reach out through the myBupa app.

Health and well-being resources

CSC provides colleagues with many health and well-being strategies to help you care for yourself and your family. Our 24x7x365 confidential employee assistance program (EAP) connects you to licensed counselors and aims to help you find solutions for the everyday challenges of work and home, as well as for more serious issues involving emotional and physical well-being.

There are more than 80 health and well-being champions located in our offices around the world, committed to bringing our health and well-being agenda to life locally and helping you tap into the wealth of available resources.

CSC highlights and encourages self-directed learning focused on mental and physical well-being.

Financial benefits

We're dedicated to offering our colleagues a range of financial benefits aimed at supporting your financial well-being and helping you plan for a secure future. Here's how CSC is committed to helping you achieve your financial goals:

Pension

Pension contributions for colleagues are managed through the Superannuation Guarantee (SG) system with the SG rate set at 12% of a colleague's ordinary time earnings.

CSC Gives Back

Through our CSC Gives Back program, individuals and teams give back to local and global communities. CSC provides volunteer T-shirts for colleagues and matches colleague donations to charities between $50-$1,000 or equivalent per year, per organisation.

Novated car lease

A Novated car lease is a three-way arrangement between the colleague, CSC, and Paywise (the leasing provider), enabling you to lease a vehicle using a portion of your salary. The program provides a flexible and tax-effective way to finance and manage a car, with lease payments deducted from your salary, potentially reducing your taxable income. Colleagues interested in enrolling can reach out to the Paywise account manager on 0410 912 266 for assistance.

Work-life balance

At CSC, we value work-life balance and our colleagues' diverse needs. We foster a supportive environment where taking time off is encouraged, whether for personal health, family, mental well-being, or recharging. Here's how we demonstrate that commitment:

Annual leave

Full-time colleagues accrue 20 days of annual leave per calendar year. Colleagues are encouraged to take annual leave regularly to support rest and wellbeing. Annual leave cannot be cashed out during employment, and any unused leave may be carried forward from year to year without expiry.

Public holidays
Colleagues are entitled to up to 12 paid public holidays based on the region.

Other applicable leaves
The parental leave scheme provides parental leave pay to support eligible working parents to take time off work after a birth or adoption. Colleagues are also entitled to the following leaves:

- Personal and carer's leave
- Compassionate leave
- Long-service leave
- Family and domestic violence leave
- Jury duty

Please refer to CSC Central for a complete list of leave types available to colleagues.

Recognition and rewards
Outstanding performance is celebrated through peer recognition aligned with Our Values, milestone tenure awards, and incentives for referring top talent. We believe that acknowledging these efforts boosts morale and fosters a supportive and thriving workplace culture. Join us in celebrating the exceptional contributions that drive our success:

LOV Badges
Our Values are at the core of who we are and the standards we aspire to live by each day. Colleagues regularly "show some LOV" by taking the time to recognise each other for Living Our Values (LOV).

Service awards
We deeply value the dedication and commitment of our colleagues. Our service award program recognises and celebrates the milestones achieved by our team members for each five-year milestone reached.

Colleague referral awards
Good people know good people. As a result, a financial award is provided to colleagues who refer external candidates who are subsequently hired and remain with CSC for at least six months.

Career growth

Career growth is a top priority at CSC. We believe investing in your professional development benefits both you and the organisation. We take pride in the talent we hire and want to promote and allow our colleagues to grow. Your next career opportunity is right here! Here's how we foster career growth:

Internal learning

Colleagues are provided with many resources to become more knowledgeable in their current role or take on new roles with the company. Self-directed resources are available, such as career self-assessments, thousands of courses through Open Sesame, other internally curated content, podcasts, mentoring programs, webinars, and more.

Continuing education program (CEP)

CSC offers reimbursement for certain educational courses, with preapproval from your leader. Colleagues with at least six months of service can seek financial assistance up to $5,250 (or equivalent) per calendar year for relevant learning.

For full policy details on our continuing education program, please visit our CSC Central site.

We pay for performance

We believe that both what we do and how we do it are equally important. Therefore, our performance evaluations are balanced, with 50% based on achieving goals and 50% on how well we align with our core values.

Merit increases

Leaders work together with their team members to set goals at the beginning of employment and each calendar year, in alignment with our line of sight. Throughout the year, leaders have continuous conversations with their team members to discuss progress toward achieving goals and career growth. Most colleagues are eligible for a discretionary merit increase based on consistent and sustained performance in the first quarter of each calendar year.

Success Sharing bonus

This is a taxable bonus that may be paid to eligible colleagues at the company's discretion in the first quarter of each year. The distribution amount, if any, is generally determined by the company's profit and growth in the preceding fiscal period. Colleagues hired in the last quarter of the calendar year (1 October through 31 December) are not eligible for Success Sharing paid for that year.

Note: Success Sharing does not apply to those covered under other incentive compensation programs.

Your voice is important

Colleague feedback is invaluable to us**.** Fostering an open dialogue and actively seeking input from our colleagues leads to better decision-making and a more inclusive work environment. Here's how we demonstrate our commitment:

- Colleagues are formally asked for feedback through an onboarding survey, and later a new hire survey in their first year of employment. Companywide surveys are also conducted once or twice per year.

- CSC has an open-door policy, encouraging colleagues to have regular conversations with their leaders and to work together with others to innovate, continuously improve, increase colleague satisfaction, and maintain a culture of trust.