

**life at
sarah
group.**



Welcome to Sarah Group

At Sarah Group, we stand out by delivering a premium employee experience across every role and career stage. **We don't just attract great people - we invest in keeping them.**

From onboarding through to leadership development, we embed care, learning, and opportunity throughout the employee journey. We pride ourselves on offering meaningful, unique benefits that reflect the needs of our workforce, including industry leading family-first policies, wellness initiatives, and ongoing professional development.

Whether it's progressing your career, balancing work and family, or finding purpose in what you do each day, we provide the structure and support to help our people thrive in every dimension of their life and career.

1.



Growth and Continuous Improvement

We provide long-term career prospects and professional development opportunities for our self-driven workforce, and encourage our staff to pursue growth with dynamic roles.

What we do:

Professional development & training allowance

Initiatives to drive a connected & collaborative culture

Early career & leadership development programs

Networking opportunities

LEAD: Our performance & development program

University of South Australia scholarship and grant

Promotion -first culture and practices

Annual leadership retreats

2.



Driving Business Value with Purpose

We value sustainability, safety and quality of work and believe in the importance of building meaningful relationships and delivering on our promises. We understand that we can impact the broader industry by sharing our learnings and achievements with our clients, suppliers and subcontractors.

What we do:

Diverse & inclusive culture

Community and social responsibility initiatives

Westpac corporate partnership offerings

Cross-functional collaboration

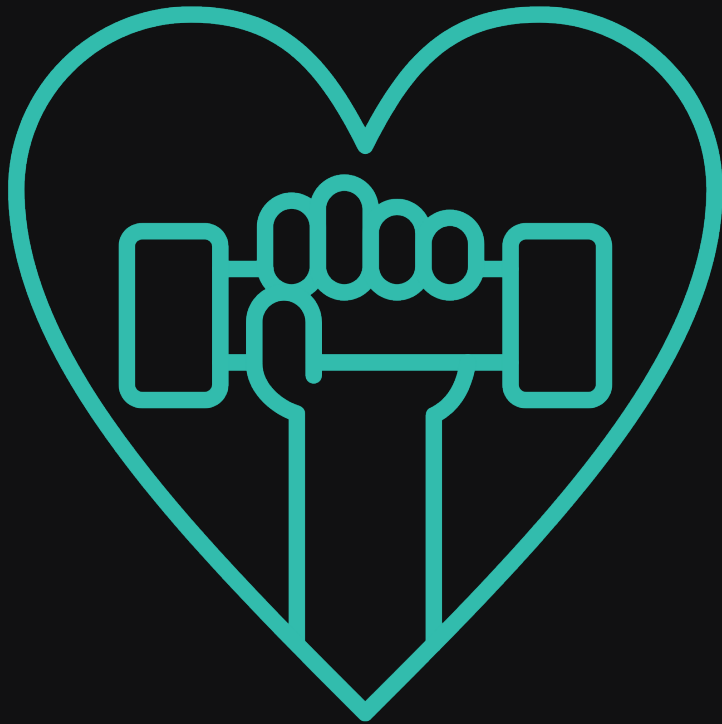
Clear vision & strategic plan

Annual employee engagement surveys

Remuneration framework & proactive benchmarking

Novated leasing and salary sacrificing options

3.



An Elevated Workplace Experience

We uphold our values, set the benchmark high and expect great effort whilst providing great reward through prioritising our employees' wellbeing and development.

What we do:

Additional 5 days of annual leave per year

16 weeks paid parental leave & 1 week paid partner parental leave

Regular social events & functions

Weekly company funded lunch

Health & Wellbeing Program:

- Annual on-site flu vaccinations and health checks
 - Ergonomic workstations
 - Bi-monthly massages
 - Employee Assistance Program (EAP)
 - Specialist wellbeing support
 - \$500 annual wellbeing allowance
 - Wellbeing room and facilities
 - Weekly stocked fresh fruit and snacks
 - Discounted health insurance
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4.



Successfully Family Owned

We look for new opportunities while embodying the values of the Sarah family in the way that the business is run, with a focus on stability, commitment, long-term vision and clear decision making.

What we do:

Multi-decade leadership succession planning

Milestone recognition including Length of Service Program

Flexible work arrangements to support work-life balance

Annual family fun days

Supporting the community through the Sarah Foundation:

- Birthday charity contributions
 - Dollar for dollar matching in individuals' fundraising efforts
 - Unlimited volunteer leave
 - Opportunities to participate in various initiatives, raising awareness and funds for local charities
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sarahgroup.com.au