



WE HAVE STRONG VALUES



Our Culture

Costa Care is built on our existing Costa culture – passion and care for our outstanding people, our safe and nutritious food production and thriving partnerships with our local communities and environments.

Costa Care is about ensuring we are doing the very best we can for our people, our produce, and our environment. We encourage people to get involved as Costa Care Champions and Volunteers or to share ideas to keep improving our culture.

Our Values

Our values underpin everything we do. They are:-

- **Passion** – we have the energy and enthusiasm to challenge the status quo
- **Determination** – we act decisively and urgently
- **Accountability** – we focus on outcomes and deliver on commitments
- **Sincerity** – we act boldly in an open, honest and responsible manner
- **Respect** – we treat others as we expect to be treated in attitude, communication and personal safety

Diversity

Costa is committed to diversity, equality and inclusion and is actively making improvements. We have established a diversity committee with a mission to unleash the potential of our powerfully diverse workforce to advance our culture at all levels of the business.

We take the opportunity to celebrate many cultural events both within our sites and in the communities we serve. It's a great opportunity for our employees from all backgrounds to take part and learn more about the diverse richness of our workforce through celebration and learn about community engagement

Ethical Sourcing

Costa ensures that its products are grown and distributed in a responsible and sustainable way. This includes ensuring all people who work for us are treated fairly, recruitment practices are ethical, and environmental and social impacts are considered.

Modern Slavery

We are committed to respecting human rights across our domestic and global operations.

We recognise that our people are our greatest asset, and our core values guide our approach to human rights both within our business and within our supply chain. Visit: Modern Slavery Statement (<https://costagroup.com.au/wp-content/uploads/2021/06/Costa-Modern-Slavery-Statement-FINAL-signed.pdf>)

WE INVEST



Graduate Program

Costa offers a tailored eighteen-month program for graduates in horticulture, agriculture, business or a related degree. The Program is aimed at attracting high quality applicants and provides hands-on experience across various aspects of horticulture operation.

The development program includes at least four formal development modules, visits to a distribution centre, fruit and vegetable markets, interactions with all Business Unit General Managers plus exposure to our finance, marketing, quality, procurement, human resource and legal teams.

Costa Scholarships

We provide funding for a range of university scholarships to assist people, particularly those located in regional locations, who want to pursue a university qualification, particularly in agriculture and horticulture. Visit: <https://costagroup.com.au/grow-your-career/costa-university-scholarships/>

Traineeships and Apprenticeships

Costa offers apprenticeships and traineeships that provide training on the job. Examples of apprenticeships and traineeships that have been supported include horticulture and business administration traineeships and apprenticeships in various trades.

Study Assistance

Costa encourages employees to develop their skills and knowledge through further education by providing financial assistance and time off for approved studies which help to fulfil organisational and individual needs.

Career Mobility & Pathways

Costa is committed to promoting career mobility within the organisation. Our national presence can offer you a wide range of exciting career opportunities from farming and agriculture to supply chain, operations, business management, sales and marketing, finance to IT.

Costa undertakes bi-annual capability and succession reviews to map out career pathways and to mutually agree on development plans.

Ongoing Learning

Costa is committed to giving you access to flexible learning solutions to support your growth and help you reach your goals. This may include desktop skills training, technical training, professional and corporate memberships, leadership programs, stretch assignments and experiences to develop new skills, or exposure to business leaders and coaching

WE REWARD



Competitive Salary

Costa is an industry leader and analyses internal and external pay and benchmarks to ensure that pay practices are highly competitive and equitable.

Reward and Recognition

In recognition of the contribution our employees make to the success and continued growth of the Costa business, we offer:

- The Costa Well Grown Awards reward and recognise the outstanding achievements of our most talented employees across a number of award categories.
- Recognition of service with celebratory events and gifts.

Novated Leases

A novated lease is a form of salary packaging where you agree to forgo a portion of your salary in return for a fully maintained vehicle. This enables eligible employees to make tax savings.

Visit: <https://autopia.com.au/> or <https://www.nlc.com.au/>

Commbank Workplace Banking Program

Employees have access to a workplace benefits program through Commonwealth Bank.

Visit: www.commbank.com.au/workplacebanking

Login name: COSTA. (Note that the login name is case sensitive)

Superannuation Salary Sacrifice

Employees can choose to make pre-tax super contributions through a salary sacrifice agreement in line with Australian Taxation Office guidelines.

Health Insurance

Bupa is Costa's preferred partner offering a unique corporate health insurance plan to ensure you get the most from your health care partner.

Visit: <https://www.bupa.com.au/health-insurance>



**WE
CARE**



Safety

Costa is committed to the health, safety and wellbeing of every person who enters a Costa site. We regularly run safety awareness campaigns, deliver training and strive for a workplace free from preventable injury or illness.

Employee Assistance Program

"Lifeworks by Morneau Shepell" provides confidential support with work and life issues. The service will help you to identify, explore and manage any issues impacting your life, which could include conflict, depression, anxiety stress, relationship problems, grief and bereavement, or career path conversations. Free call 1300 361 008.

In addition, there is a free online wellbeing portal available to all employees that includes videos, podcasts, online toolkits, online chats, exclusive offers, free fitness trials, health assessments and personalised lifestyle assessments.

Paid Parental Leave

In addition to Government paid options, Costa provides 12 weeks paid parental leave to primary carers of newborn or adopted children and 4 weeks paid parental leave to secondary carers.

Flexible Work Arrangements

Costa offers flexible working arrangements to help employees balance work with other aspects of their life. This may include flexible start and finish times, compressed hours, part-time/casual work, working from home or other locations, rostered days off and time in lieu options.

Transition to Retirement

Costa is supportive of employees who are seeking to decrease work hours and access superannuation as they transition to retirement.

Volunteer Leave

Costa is committed to supporting the local communities in which we operate and encourages eligible permanent employees to undertake one paid day of volunteering each year with not-for profit organisations.

Purchase Leave

Eligible employees can purchase either two or four weeks extra leave each year by reducing their annual salary over 12 months.

Vaccinations

Costa provides free vaccinations to employees for year-round protection against influenza and COVID-19 viruses.