



**WE DO GOOD WORK
WITH GREAT PEOPLE
IN BEAUTIFUL PLACES**

Working at Seqwater





Seqwater acknowledges the Traditional Custodians of the land, catchments and waterways on which we live, work and play.

We pay our respects to Elders past, present and emerging; and acknowledge their continued connection to the land, water and culture of this area.

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We do **good work**,
with **great people**,
in **beautiful places**.

At Seqwater, we are incredibly passionate about the **good work** we do and the difference we make. We are one of the largest and most diverse water businesses in Australia and together our teams deliver a safe, sustainable and valued water supply for more than 3.6 million people every day.

We get to work with **great people** and are proud to have a team that is genuinely committed to our shared purpose. We aim to be a positive and supportive organisation which nurtures diversity, inclusion, career growth and opportunity.

We also get to work with the backdrop of some of South East Queensland's most **beautiful places**. The region's catchments, lakes and recreation sites hold vast cultural, historical, and environmental significance.



Our Vision

Water for Life

An innovative leader, delivering our most precious resource for generations to come.

Our Purpose

We provide a safe, sustainable and valued water supply on behalf of the South East Queensland community.

Our Services

We source, store, treat and supply bulk water to our retail customers, which allows us to also provide essential flood mitigation services, manage catchment health, offer recreation services and supply irrigators.

Hinze Dam, Gold Coast

The Seqwater Experience



"There is an immense sense of pride among treatment plant operators in the work we do and work sites we manage. We are custodians of these assets which will continue to produce water long after we're gone, so we strive to do what we can to make these sites better for the future generations coming through,"

Russell, Operations Supervisor Supply - Moreton

Our Culture

At Seqwater we seek to foster a high-performing, inclusive and collaborative culture that enables our people to build on their day-to-day work, finding better and smarter ways of working.

Our Values



Our Values matter to us and are at the core of everything we do. We know that strong relationships are built on shared values. Whether it be how we assess our performance or how we make decisions, our Values are a key part of life at Seqwater.

Engagement and Connection

Connection is important and our people have opportunities to connect in many different ways including networking events, summits, executive leadership team roadshows, leadership forums, and regular communications such as weekly e-newsletters, news and announcements, Yammer and employee profiles.

Leadership

With a diverse range of backgrounds and experiences, our leaders are experts in what they do. Whether they're supporting our frontline teams or enabling our business performance, our leaders are visible and aim to help our people to be their best.

Diversity and Inclusion

We value our diverse people and look after ourselves, each other and our environment. We know diversity is essential to our success and innovation. We are committed to improving our workforce diversity and fostering inclusive practices that enable our people to be the best they can be.

Some key initiatives include:

- **Pride in Water** – We are a member of the Industry Pride in Water Network, promoting an environment of acceptance and inclusion for LGBTQIA+ employees.



- **Reflect Reconciliation Action Plan (RAP)** – We are proud to have commenced our journey of reconciliation with the release of our Reflect RAP. We will continue to grow our relationships with Aboriginal and Torres Strait Islander stakeholders and seek to create genuine and lasting opportunities for their communities.
- **Celebration of key diversity events** – We proudly celebrate a range of events to raise awareness of the benefits that diversity brings including International Women’s Day, Harmony Day and Wear It Purple Day.
- **Domestic and family violence support** including up to 10 days of paid family and domestic violence leave.
- **Generous support for working parents** to make their work life better.

Recognition

We have a range of programs and strategies to recognise the good work of our employees and teams including:

- Annual Seqwater Excellence Awards
- Length of Service Awards
- Everyday Moments E-Cards.



The Way We Work



Work Your Way

Hybrid & Flexible Working

Seqwater was proud to be recognised through the 2022 Australian HR Awards as an Excellence Awardee for 'Best Remote Work Strategy'.



Seqwater recognises the importance of flexible work in enhancing our employees' experience and improving performance and engagement. Building on our previous agile working strategy, Seqwater has transformed the way we work by introducing a remote work strategy for more than 60% of our workforce.

Applying a hybrid model, our employees are able to work at home or at a work location of their choice enabling them to select the work environment that is best suited to the type of work being performed and to their daily routine.

Where possible, depending on your role, some employees can also enjoy a range of flexible work options including part-time, job-share and compressed hours working arrangements.

Our Location - Your Choice

With a safety goal of minimising unnecessary time on the road, some operational employees have the choice to work from a variety of Seqwater locations. With locations across SEQ our employees are able to work at locations that are convenient to them.

Our Facilities

Fit-for-purpose, agile office environments have been introduced at Seqwater, providing our people the freedom to choose a workspace which best matches their working style. Vibrant collaboration hubs, soundproof spaces, focused working pods and hot desking are our new normal.

With wellness in mind, we also offer end of trip facilities at our major locations and ergonomic sit/stand desks.

Safe for Life



Your Safety

Our Safe for Life promise is our commitment to keeping ourselves, each other and our communities healthy, safe and well at work and at home.

With award winning programs and an accredited safety management system, we aim to keep our people safe in everything they do. Whether we are monitoring the effectiveness of our critical controls or having a “Water for Life” conversation, we know safety outcomes are strongly linked to our leadership and our culture.



2022 Safe Work and Return to Work Awards

Seqwater was proud to be recognised at the 2022 Safe Work and Return to Work Awards, as finalists for the following awards.

- Best commitment to work health and wellbeing** (Trophy icon)
- Best demonstrated leadership in work health and safety** (Icon of a person with a clipboard)
- Best response to the COVID-19 pandemic in work health and safety** (Trophy icon)
- Best solution to an identified electrical safety issue** (Lightning bolt icon)

Well for Life



Your Wellbeing

Seqwater has a range of offerings in place to support the wellbeing of our people, underpinned by our five-year health and wellbeing strategy which is updated yearly.

Mental Wellbeing Initiatives – Positivity, resilience and growth

- Boost Wellbeing Centre
- Participation in Wellbeing Events (e.g. R U OK Day and Movember)
- Mental Health First Aid Network with more than 70 trained employees
- Employee Assistance Program for employees and family members
- Psychological Critical Incident Support
- Workplace Modifications and Support Pathways
- Proactive Outreach Program

Physical Wellbeing Initiatives – Good health and energy

- Gym and leisure centre discounts
- 10,000 Steps challenges
- Free immunisation programs
- Skin check reimbursements
- Injury management and health monitoring support
- Participation in Seqwater's Lifeblood Donation Team

Financial Wellbeing Initiatives – Balanced lifestyle

- Corporate discounts for retail and health insurance

Your Impact



Essential Service

Make a difference to your community

We provide a safe, sustainable and valued water supply for the South East Queensland community.

With locations from Gympie to the New South Wales border and to the base of the Toowoomba ranges, we are one of Australia's largest water businesses and an essential part of the communities in which we work and live.

Our people make a real difference by delivering our most precious resource today and planning for the future.

Seqwater at a glance



Manage \$11 billion of water supply assets including the SEQ Water Grid, dams, weirs, conventional water treatment plants and climate resilient water sources.



Deliver a safe, sustainable and valued water supply for South East Queensland



Maintain public recreation areas used by more than 3 million people each year



Manage 50% of SEQ's green space (outside of conservation areas)



Provide essential flood mitigation services



Deliver irrigation services to 1,200 rural customers



Committed to the environment and improving our sustainability, reaching net zero by 2050.



"I love working in a team that's given me the opportunity to excel and feel a sense of pride in providing a service that is essential to and has a positive impact on our communities,"

Chris, Operator - Supply

Be part of something bigger

There's never been a more exciting time to work at Seqwater.

We know we can't rely on rain to fall when and where we need it, and as climate change continues to impact our region we're planning for SEQ's water security future and exploring climate-independent water security opportunities. This, together with major dam improvement upgrades at our largest dams Wivenhoe, North Pine and Somerset, will see us deliver the largest capital program in our organisation's history over the next 10 years.

We have clear goals to play our part in reducing the effects of climate change, reaching net zero emissions by 2050 which will require innovation and dedication across all areas of our business. We will even have a part to play in supporting the 2032 Olympic and Paralympic Games with Lake Wyaralong to host the rowing and canoeing events.

Net zero emissions by 2050

As the manager of important water catchment areas and more than 50% of South East Queensland's greenspace (outside of conservation areas), we're focused on embedding sustainability into everything we do and protecting our environment for future generations.

We are working towards achieving net zero greenhouse gas emissions by 2050. This is a challenging task, but one that is incredibly important to us and our region.

Our net zero roadmap outlines a range of short and long-term goals that will help get us there. This includes increasing our use of renewable energy sources, including solar and hydroelectric generation, making sure our network is as energy efficient as possible, and undertaking carbon abatement activities such as vegetation projects on Seqwater land.



Your Best You

Your Career – Your Growth

Your Career

With a diverse range of careers on offer, anything is possible at Seqwater. You may be just starting your career, an experienced professional or have leadership aspirations; our leaders will work closely with you on your career journey.

Your Growth

At Seqwater, we encourage our employees to make the most of their learning and development to reach their full potential. We focus on a combination of 70%: learning on-the-job, 20%: learning from others and 10% formal learning to give you a meaningful learning experience.

Some of our key learning opportunities include:

- Targeted development programs
- Internal on-the-job opportunities via formal secondments and higher duties placements
- LinkedIn Learning available for all employees
- Leadership development programs
- Access to Industry forums and conferences
- Support for professional memberships
- Succession planning for leadership and critical roles.



"I am passionate about mentoring young women who are developing their careers. I am blessed to have worked with some truly inspirational female leaders at Seqwater. They have encouraged me to continue to achieve and empowered me to work proactively with other business leaders to deliver best outcomes,"

Sharon, Senior Legal Advisor
– Major Projects

NEXT Generation

Growing the future of tomorrow, today



Career Pathways

Next Generation Workforce

We are focused on the future needs of our workforce and have structured development programs for apprentices, trainees and graduates with regular intakes.

With a broad range of options on offer, our people in the Next Generation Program are provided with dedicated support systems to enable their success.

Apprenticeships (Mechanical and Electrical)

Our apprentices work in a team and are mentored by our highly experienced tradespeople in electrical or mechanical services. We provide all necessary training and development to achieve your nationally recognised trade qualification.

Traineeships

Upon completion of an Seqwater Traineeship, our trainees earn a vocational certificate in either dam operations, water treatment, recreation or catchment operations. Our traineeships provide a

real opportunity to make a difference in providing these essential services to our communities.

Traineeships are a great opportunity to gain real-world industry experience while undertaking your qualification, and to earn while you learn.

Graduate Program

Graduates are an important element of our talent pipeline. Our Graduate Program is designed to set our graduates up for success and allow them to make a real difference in our business.

With structured development opportunities and allocated internal connectors, our graduates are encouraged every step of the way to reach their full potential and desired career path.

We hire graduates from a range of different disciplines such as engineering, information technology and science.



Your Rewards & Benefits

Rewards & Benefits

Competitive remuneration

We offer competitive market aligned remuneration including generous superannuation arrangements and salary packaging.

Employment security

We are committed to employment security and offer a no forced redundancy provision for our permanent employees.

'Boost' your take home pay

Boost is our employee benefits program, which provides Seqwater employees and their families with exclusive access to savings at more than 350 popular retailers. Employees can purchase discounted instant eGift Cards and earn cashback on their online shopping. Boost also includes a Wellbeing Centre filled with thousands of healthy recipes, videos and resources to support everyone at Seqwater to be the best they can be.

Discounted memberships

Whether it is health insurance or gym memberships, we help you to get the best pricing on a number of

key service offerings to enrich your life.

Be balanced

In addition to annual leave and long service leave our employees have the ability to purchase up to four extra weeks of leave over a 12 month period.

Looking after yourself and others:

- Up to 12 days personal leave per year (for self or caring)
- An additional two days unpaid carer's leave available
- 14 weeks paid maternity leave
- 12 months unpaid parental leave with the ability to extend for a further 12 months
- 14 weeks paid adoption leave
- 14 weeks paid surrogacy leave
- One week spousal leave
- 10 days per year Domestic & Family Violence leave

Giving Back

- Access to community service leave and defence force leave



"I love the flexible working hours, the variety of tasks I get to perform, working with like-minded and supportive people and the evolving responsibilities in my role. One of the highlights is that I have the opportunity to see some amazing natural areas within South East Queensland,"

Amber, Principal Compliance Officer

Hinze Dam, Gold Coast

