

APOLLO

# EMPLOYEE VALUE PROPOSITION





**AT APOLLO, WE ARE DEDICATED TO  
EMPOWERING OUR STAFF TO REACH  
THEIR FULLEST POTENTIAL.**

We recognize that career development is not a one-size-fits-all endeavour; each individual's ambitions are distinct. With tailor-made development plans and adaptable work arrangements, we extend a range of advantages to our team, enabling them to chart their own course within Apollo.

By championing a culture built on respect and having each other's back, our aim is to cultivate a diverse and welcoming workplace that embraces varied viewpoints and backgrounds. We firmly believe that when our employees feel esteemed and bolstered, they are inspired to bring their true selves to work, thus contributing their utmost creativity and diligence.

Our commitment to our team's well-being and growth is unwavering. We drive a holistic approach to health and happiness. Our triumphs are the outcome of collective dedication, and we view it as imperative to duly recognize and reward individual contributions.

We pledge to offer an unparalleled employee experience that prizes your development and happiness, transcending the boundaries of a traditional employer-employee dynamic. Through collaborative efforts, we can attain remarkable feats and construct a long and rewarding journey together.

**ASHLEY DAWSON**  
GENERAL MANAGER





# SUPPORT FOR WELLBEING

AT APOLLO, WE PLACE A HIGH VALUE ON THE MENTAL HEALTH AND WELLBEING OF OUR STAFF. WE PROVIDE HEALTH AND WELLBEING BENEFITS THAT EMPOWER OUR EMPLOYEES.



## ACCESSEAP WELLBEING SERVICES

Apollo offers AccessEAP to our employees, a confidential and complimentary counseling service that provides comprehensive support. AccessEAP is able to provide professional guidance on areas such as communication and relationships, financial and legal issues.



## MENTAL HEALTH AND CPR / FIRST AID TRAINING

We believe in investing in our staff by providing them with opportunities to improve their skills and knowledge. Regular training and development opportunities such as Mental Health and CPR / First Aid Training are an essential component of our commitment to their success.



## FLEXIBLE WORK PRACTICES

We are committed to supporting a healthy work-life balance for our staff by offering flexible working arrangements. To enable this, we have made investments in our technology services and cloud-based platforms, allowing seamless workflows from any connected location. Our goal is to empower our staff to achieve their best work where they feel most productive and fulfilled.



## SOCIAL EVENTS / CREATING COMMUNITY

We have a well-structured social program with a wide range of team activities throughout the year to create a positive community, providing opportunities for our team to connect outside of their usual work routines.



## ONE PAID WELLBEING DAY PER QUARTER

To support our goal to promote health and wellbeing, we provide each employee with one paid Wellbeing Day per quarter. Employees are encouraged to spend this time on activities that make them feel refreshed and energised, helping them be their most optimal selves at work.



## ANNUAL CLOSURE DURING THE HOLIDAY SEASON

Apollo offices shut down for a period of two to three weeks at the end of the year during the holiday season, providing the time for our staff to rest and recharge, setting the tone for a successful and productive year ahead.

# CAREER DEVELOPMENT

WE OFFER A RANGE OF CAREER DEVELOPMENT-FOCUSED BENEFITS TO SUPPORT OUR STAFF IN REACHING THEIR POTENTIAL.



## BUILDX PROGRAM

The Apollo BUILDX Program is a comprehensive development and mentoring initiative that provides our up-and-coming employees with maximised opportunities to learn and grow. Through a combination of structured learning, on-the-job training, personalised coaching and mentoring, participants in the program are equipped with the tools they need to excel.

## CAREER GROWTH

We offer our employees the opportunity to create a personalised career development plan in collaboration with their manager. Incorporating this structured framework allows us to identify an individual's existing strengths and the skills they need to develop to achieve their goals. The process of designing this plan also helps our employees gain more clarity on their career pathway.

## RESILIENCE PROGRAM

This immersive program is designed to fast-track an employee's development, leveraging the uncertainty and challenges of an unfamiliar environment to build resilience. Set in off-site locations, this program gives Apollo leaders the opportunity to learn and grow in undistracted, natural surroundings.

## LEADER'S PLAYBOOK PROGRAM

Effective leadership is crucial to our success. Our comprehensive Leader's Playbook Program focuses on the development of the skills and traits needed to become an impactful leader. Participants gain the tools and strategies they need to lead with confidence and effectiveness.



## REGIONAL EXPERIENCES

For those with a passion for travel to regional areas, we offer employment opportunities in various locations across regional Queensland.

## DIVERSE WORK PORTFOLIO

Apollo employees have opportunities to gain experience working in multiple sectors, earning valuable exposure to different facets of the industry and a diversified portfolio of work.

## SAFETY TRAINING

Our ongoing focus on providing up-to-date Safety Training helps our employees feel more confident on and off site, improving overall job satisfaction and performance.



# REWARDS AND BENEFITS

A FULFILLING CAREER IS NOT JUST ABOUT THE WORK ITSELF BUT ALSO THE REWARDS THAT COME WITH IT.



## MARKET-LEADING MATERNITY AND PATERNITY LEAVE POLICIES

We believe in supporting our staff throughout all stages of their lives, including the exciting time of growing a family. Our market-leading policies provide parents with the time and flexibility they need to bond with their new child and adjust to parenthood, without sacrificing their financial security or career progression.



## STUDY LEAVE FOR CADETS AND APPRENTICES

We recognise that university and TAFE studies are a key part of our staff's personal and professional development. Balancing work and study can be challenging, which is why we offer flexible working arrangements to support our cadets and apprentices' academic goals, helping them achieve success in both areas.



## TEAM RECOGNITION BUDGET

Recognising and rewarding our team members for their hard work is important at Apollo. To this end, we have allocated a budget specifically for celebrating the achievements of our staff. Our team leaders each have their own budget to spend on initiatives that highlight and reward the individuals within our business.



## 5-YEAR AND 10-YEAR TENURE GIFTS

We appreciate the dedication and hard work of our employees, and we believe in rewarding their contributions. As part of this commitment, we provide 5-year and 10-year tenure gifts to our employees, celebrating their years of service with us.



## YEARLY AWARDS PROGRAM

The Apollo Annual Awards Program is an important part of our culture of recognition and appreciation. It helps us to celebrate the outstanding achievements of our staff, inspiring excellence and fostering a positive culture. The awards are presented in various categories including the Above and Beyond Award, the Budget Cruncher Award, the Always Growing Award, the Keeping us Safe Award, the Client First Award and the Subbie Lover Award.

# SENSE OF BELONGING

WE STRIVE TO CREATE AN INCLUSIVE AND SUPPORTIVE ENVIRONMENT WHERE EVERY EMPLOYEE FEELS CONNECTED AND ENGAGED.

## INCLUSIVE CULTURE

WELLBEING



We strive to create an inclusive and supportive culture where every employee feels valued and appreciated. By promoting a sense of social belonging, we aim to enhance job satisfaction and strengthen overall wellbeing.

## MENTORSHIP PROGRAM

ONE-ON-ONE



Every team member can expect a monthly one-on-one meeting with their team leader to discuss their progress, receive feedback, and celebrate their achievements. By providing ongoing support and communication, we aim to ensure that there are no surprises during the annual review process, and that each team member has a clear understanding of their performance and areas for development.

## SOCIAL PROGRAM

CULTURE



Working in the construction industry can be challenging and demanding. We aim to foster a positive and enjoyable workplace culture, encouraging our team to take a lighthearted approach. We believe that having a good time at work is just as important as delivering high quality results.

## WORKPLACE DIVERSITY

EQUALITY



We firmly believe in promoting diversity and inclusivity across our organisation. This means that we provide equal pay and equal opportunities for all employees. We recognise that a diverse and inclusive workplace fosters creativity, innovation and success. By promoting equality and ensuring that all employees have access to the same opportunities, we are able to create a supportive environment where everyone can thrive.

# PRIDE IN AFFILIATION AND REPUTATION

## SUPPORTING RECONCILIATION

It is our goal to develop meaningful and respectful partnerships with Aboriginal and Torres Strait Islander peoples and build strong foundations for understanding our shared history. Our Reconciliation Action Plan (RAP) Working Group is leading Apollo's reconciliation journey by outlining the practical actions that the business will take to support this cause.

## GIVING BACK CHARITY TARGETS

Giving back to the community and supporting charitable causes is important to us at Apollo. By participating and donating to charity causes, we contribute to the collective effort of creating a more equitable and just society, helping those in need and building stronger and more resilient communities.

## LEAVE FOR VOLUNTEER DAY

Volunteer work plays a crucial role in creating positive social change. To encourage and facilitate employee involvement, we offer a leave day policy that allows our staff to take time off work to participate in volunteer and charity events. This provides our team with more opportunities to engage with causes that are meaningful to them - gaining personal fulfillment, building new connections and making a positive impact in the community.



# APOLLO

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For further details, please refer to  
the Apollo Company Policy.



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## GOLD COAST

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TWEED HEADS SOUTH  
NSW 2486

## TOWNSVILLE

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HERMIT PARK  
QLD 4812

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