MELBOURNE CRICKET CLUB

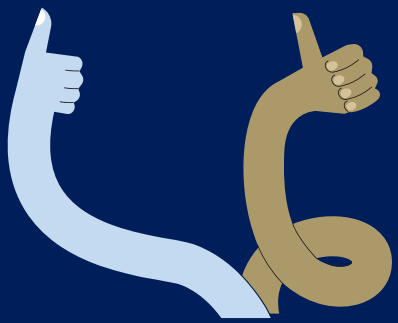
STEP INTO *FLEX*

LOCATION *FLEX*

We all know that working remotely can be highly productive, particularly when doing 'thinking time' or deep analysis work. With that in mind, we are providing everyone with the opportunity to work at least one day a week from home, should their job allow for this.

HOLIDAY *FLEX*

This option allows our people to purchase up to four weeks annual leave per calendar year to use for that holiday you have always dreamed of – so you can spend more time travelling or ticking items off your bucket list. You don't have to use it each year, it just may help when you are planning your next getaway!



WELLBEING *FLEX*

A paid annual wellbeing day for our people on their wellbeing. It's time to relax and recharge, however you choose. You might want a day of rest, a day with the family or simply a day to go for a long bike ride or walk. It is entirely up to you! This is valid for each MCC financial year and must be used by the 31st March each year as it does not accrue. Enjoy!

EVENT DAY *FLEX*

We've found that our Working Outside of Standards hours policy generally works well, which is great. This will continue as it helps to maintain a healthy work/life balance with event day time in lieu, and we commit to reviewing relevant pay rates each year for the roles covered by the policy to ensure we remain competitive. We believe in work/life balance so if you do opt for the time in lieu, please ensure it is taken within four weeks of accruing it.

CULTURAL *FLEX*

This provides our people with the option to swap out two public holidays per year to observe the cultural or religious days that matter most to them.

So what does it look like? If you utilize this benefit, you may like to work a publicly recognized cultural or religious public holiday, allowing you to swap out a day that may have significant meaning to you from either a cultural or religious perspective.

Days that can be swapped are;

- Australia Day
- Good Friday
- ANZAC Day
- Christmas Day
- Labour Day
- Easter Monday
- King's Birthday
- Boxing Day

For example, you may choose to work Australia Day, swapping it out to celebrate NAIDOC week. Or you may choose to work on Easter Monday and swap this by celebrating Diwali with your family or friends. Cultural leave may also be used by Indigenous and Torres Strait Islander people for Ceremonial purposes.

REPRODUCTIVE *FLEX*

All MCC staff will receive three paid days per year which can be accessed to support with Reproductive leave.

Reproductive leave includes any condition, illness or issue whether temporary or permanent, relating to pregnancy, breastfeeding and lactation, contraception, miscarriage and pregnancy loss, chronic conditions such as poly-cystic ovarian syndrome and endometriosis, hormone therapy, fertility related issues, genetic carrier screening, In Vitro Fertilisation (IVF) and other forms of assisted reproductive health services, vasectomy, hysterectomy and terminations, and preventative health care such as breast, cervical and prostate

COMMUNITY *FLEX*

This allows our people to take time out to help make an impact in their community. It could be an annual day a year to assist with the local fundraiser at school, or supporting your charity of choice with a key activity or event.

The club will provide one paid day per year to help you give back to your local community or preferred charity. Staff are also able to support some of the charitable organisations which the MCC partner with. Please reach out to the People and Culture team if you would like more information about this.

Community Flex is a key part of our commitment to make an ongoing positive contribution to the broader community in which we operate.

MENOPAUSE *FLEX*

We aim to support employees at all stages of their lives. Three paid days per year can be accessed to manage any physical, emotional and psychological symptoms you may be experiencing as a result of Menopause or Perimenopause. This can be taken in either hours or days. No supporting documentation is required.

FAMILY *FLEX*

Taking time to care for a new baby or becoming a foster parent with a child to care for can be a challenging time. It can also be a key moment where support is crucial – whether it be financial support, emotional support or simply providing some time to help get things settled at home.

To assist our people, Step into Flex will provide equal levels of paid parental leave for the primary carer, regardless of gender.

TIME *FLEX*

Working a standard day, say from 8.30am to 5pm, can be inflexible at times. You might have school drop offs, prefer to exercise in the morning or prefer to avoid Melbourne peak hour traffic.

Our people can work with their Managers/ GMs to discuss and agree their start and finish times in line with their weekly contracted hours and in consideration of their job requirements (eg. Customer facing roles).

It might be one day a week that you start early or finish early or it could be a preference for later starts and later finishes. Either way, you can speak with your manager to structure your arrangements.

