

?? April 2018

carsales creates more flexibility for employees

carsales.com.au has released a new wave of leave policies this month, which offers their employees across Australia more flexibility to achieve a work-life balance.

Cameron McIntyre, CEO of carsales, said he is committed to creating a carsales that is not only number one for buying and selling cars, but also number one in supporting its people.

"Our new leave policies build on the flexibility that we already provide our people to help them be their best selves and achieve work-life balance, no matter what life stage they're at," said McIntyre.

"From my experience, people want to work for an organisation that creates value for themselves, their customers, the broader community and society as a whole."

The six new leave options carsales has rolled out, include:

1. **16 weeks paid parental leave for primary caregivers** [up from 12 weeks]
2. **Extra five days of leave** for primary caregivers returning from parental leave to help them adjust to their work and home commitments.
3. **Secondary caregivers** can now access **10 days of their sick and carer's leave**, which is on top of carsales' two weeks paid secondary carer's parental leave, so they have more time to spend with their partner and child.
4. **Early access to long service leave** after seven years of continuous service [usually 10 years depending upon state legislation].
5. Opportunity to **purchase one or two weeks of annual leave per year**.
6. Access to sick/carer's leave to take up to **two 'Refuel Days' per annum** which can be used to do something such as take a day off to move house, to celebrate their birthday or simply just a mental health day.

These latest leave offerings at carsales are in addition to leave options that have been introduced over the past few years, such as advancement of annual leave and summer hour's leave options.

"At carsales we constantly review our existing policies and look to introduce new policies that align with our people strategy," said McIntyre.

"By doing this we hope to meet the needs of our diverse workforce and create an environment that inspires, motivates and help them grow into the people they want to be," said McIntyre.

To achieve policy change, carsales benchmarks their existing policies against companies they admire for their workplace culture, diversity and innovation.

"At carsales we place a high value on employee feedback, especially when it's in regards to our employee value proposition. We do this via employee surveys, discussion groups and steering committees," McIntyre said.

"Our approach is to look beyond one stage and generation – we're looking at the whole generation spectrum to gain diversity of thought and to ensure our policies are inclusive of everyone across the business.

"We hope this strategy will also help us retain our talent and attract new talent to carsales," McIntyre concluded.

In addition to their progressive leave policies, some other great benefits carsales provides employees are:

- 📄 Workforce Gender Equality Agency (WGEA) employer of choice for the past three years
- 📄 WGEA pay equity ambassador
- 📄 White Ribbon accredited workplace, which is about carsales taking a leadership position in society around promoting respectful relationships between men and women, which feed into their diversity strategy
- 📄 Flexible working arrangements
- 📄 Employee Assistance Program – counselling
- 📄 Breastfeeding friendly workplace
- 📄 Supports new and expecting parents
- 📄 Supports diversity and has a diversity steering committee
- 📄 Supports Australian marriage equality
- 📄 Offers employees training and development opportunities – including internal (i.e. unconscious bias and equal opportunity, coding camps and Spanish lessons) and external courses
- 📄 Carsales also runs hackathons to generate ideas and consider new ways to innovate in the business
- 📄 Offers an annual CEO Scholarship for an employee to study a postgraduate degree in a field of their choice

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