

Media Release

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KCGM Becomes Industry Leader in Parental Leave

KCGM has announced significant changes to its Parental Leave Policy, joining its Joint Venture owner Newmont Goldcorp in setting a new industry standard within Australia.

Under the new changes, employees are now eligible for twenty-two weeks paid Parental or Adoption Leave, plus a four week return-to-work payment. Additionally, ten days paid Secondary Carers Leave will be provided. These changes will help address the gender pay gap that often occurs when parents are out of the workforce for extended periods. KCGM also continues to be proud to offer eligible employees access to family-friendly flexible work arrangements when back at work.

Ten days paid Domestic Violence Leave will also be made available, providing critical financial support to affected employees who may be victims of violence at home.

KCGM's Parental Support Business Resource Group (BRG) celebrated with the site's own expectant parents, senior leaders and key community partners at a launch event last night, with Mount Charlotte Underground Mine's Cassidy Headframe lit up with pink and blue lights for the occasion.

KCGM's Parental Support BRG Team Leader Julia Rowatt said the new procedure sets KCGM apart as an employer of choice.

"The Parental Support BRG's mission is to improve parental support for all employees. We also work with those currently on parental leave to assist them in staying connected with the business and ensure a smooth transition back to work."

"We're thrilled that KCGM has become an industry leader in parental and other leave needs. Our employees all live locally and it's important that KCGM is a family-friendly employer, enabling flexibility to get the best from home and work life in Kalgoorlie-Boulder. These changes will be instrumental in supporting and retaining current KCGM employees, as well as in attracting new employees to our business," Mrs. Rowatt said.

Additional parental leave benefits will include:

- Superannuation and long service leave accruals will be paid on return to work;
- Both primary and secondary carers, regardless of gender, will qualify;
- People in a De Facto relationships, regardless of diversity of sex or gender; and
- A graduated return-to-work on full pay and return to work incentive payment.

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