



FLIGHT CENTRE
TRAVEL GROUP™

YOUR

EMPLOYEE

BENEFITS

How do you like to be rewarded and supported...?

Welcome to the Flight Centre Travel Group!

We're excited to share with you all the amazing benefits our people have access to as part of FCTG Australia.

Our success over the past 40+ years is due to the passion our people have for travel and opening up the world for those who want to see. Therefore, it's important that we do our best to support you throughout your career. We do this **The FCTG Way** with access to a suite of tangible **benefits** to ensure your overall health and wellbeing.

We are proud of the benefits we offer and continually strive to improve them. This booklet is about introducing you to some of our most popular benefits and how and where to access them. I encourage you to explore your options, get to know us and take advantage of what's on offer during your time at FCTG.



Allisa O'Connell

Global People + Culture Leader (Leisure)
Flight Centre Travel Group - Australia





FLIGHT CENTRE TRAVEL GROUP™



ACCESS TO TRAVELWISE

Access discounted travel deals and products bookable through our internal team of travel agents, Travelwise.



ACCESS TO HEALTHWISE

Free annual wellness consultation through Healthwise, and access to affordable products, services, fitness events and challenges.



ACCESS TO MONEYWISE

Financial services for all employees, including financial planners, tax returns and mortgage brokers.



CORPORATE HEALTH DISCOUNT

Corporate health insurance at discounted rates with our partner BUPA.



MYREWARDS

Exclusive retail discounts accessible via our employee-only portal with 500+ of Australia's leading retailers



LEADERSHIP PROGRAMMES

Access to senior leaders, targeted personal & professional development programmes aimed at helping you progress into leadership positions.



FURTHER EDUCATION

Access to ongoing training including the opportunity to obtain nationally recognised qualifications.



REWARD & RECOGNITION

It's at the heart of everything we do! From incentive based KPIs, educationals, celebrating birthdays, anniversaries, yearly awards and a Global Gathering - we've got you covered when it comes to being celebrated for all your hard work.

benefits.fctgl.com

YOUR FLIGHTIE BENEFITS SNAPSHOT



VOLUNTEER LEAVE

1 day a year dedicated to volunteering with whoever you want to support.



PAID PARENTAL LEAVE

In addition to maternity leave, FCTG also offers 6 weeks of paid parental leave.



PROACTIVE PERSONAL LEAVE DAYS

Some personal leave days CAN be planned. Need to see the dentist? Book it and we'll approve the leave, no questions asked.



GIVING BANK

A leave donation scheme allows staff to donate their unused personal leave to colleagues in need. You can donate up to 20 days a year!



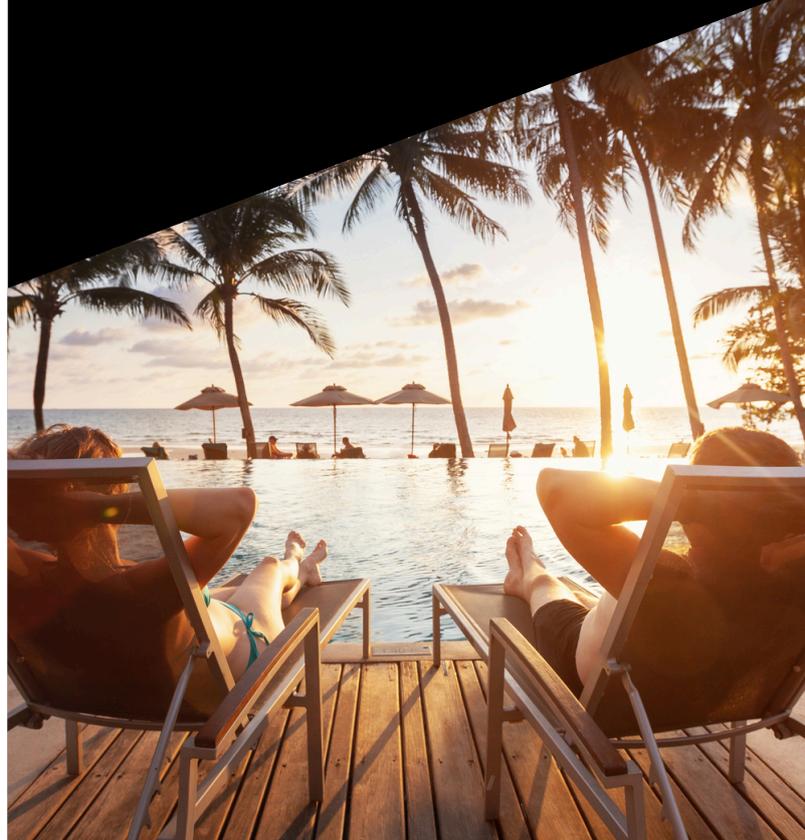
FLIGHT CENTRE FOUNDATION

Providing Flighties with a means to support nominated charities through workplace giving and fundraising initiatives.

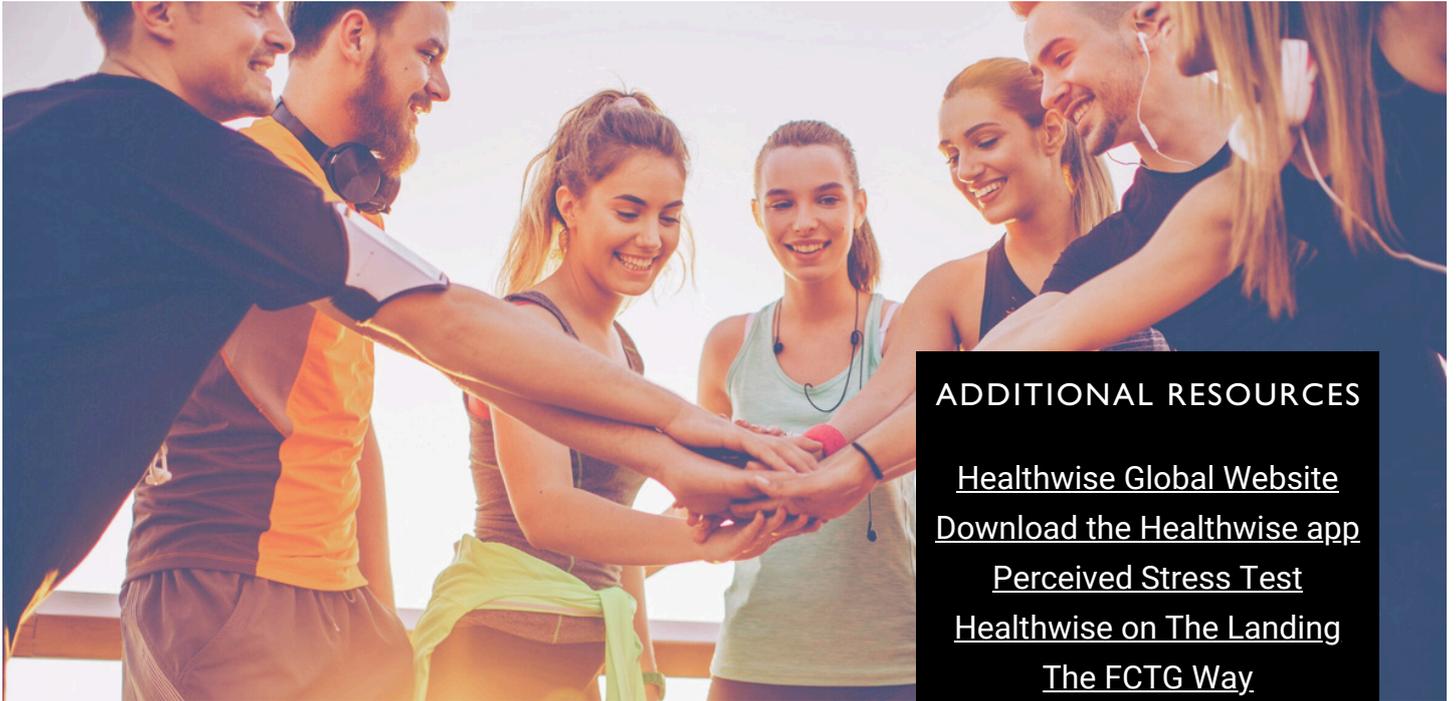


EMPLOYEE ASSISTANCE PROGRAM

Access to a world-class EAP for you & your family - offering physical, mental, social and financial wellbeing support.



HEALTHY



No matter what your health and fitness goals are, we all know that there are definite benefits to focusing on your physical and mental health. Whether you're looking to increase your fitness, want to improve your mental health or you're simply looking for ways to eat better, there's one thing we are certain of... FCTG has your best interests at heart.

HEALTHWISE

Healthwise are our inhouse specialists here to support you with your personal health and wellbeing goals. The conversation has shifted from a focus on physical health to overall wellbeing including mental health. Through a range of services including gym memberships, nutrition advice and a suite of global challenges, there's something for everyone.

Some of their most popular challenges include:

- The 8 Week Challenge
- Steps Challenge
- Bums, Tums & Guns
- Rainbow Smoothie Challenge

You can stay up to date with everything on offer via their [Workplace Group](#).

CONVERGE INTERNATIONAL

FCTG is committed to channeling more resources into mental health, to provide even better support. As part of our focus, we've partnered with [Converge International](#).

ADDITIONAL RESOURCES

[Healthwise Global Website](#)
[Download the Healthwise app](#)
[Perceived Stress Test](#)
[Healthwise on The Landing](#)
[The FCTG Way](#)
[Healthwise Services Flyer](#)
[Encouraging the Conversation](#)
(Healthwise podcast)
[myRewards Wellbeing Centre](#)
[Workplace - Our People, Our Culture](#)

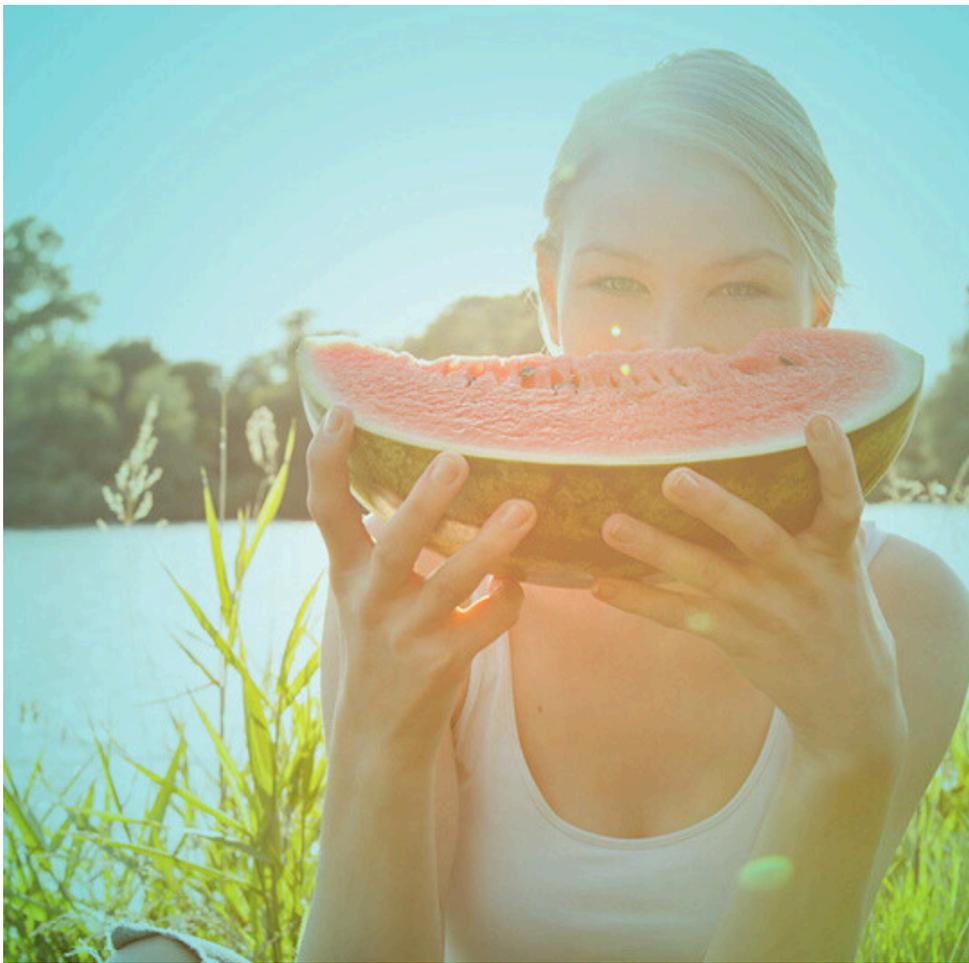
The program is free, confidential and available to all FCTG employees in Australia, plus there's support for immediate family members.

DOWNLOAD THE CONVERGE APP

Optimise your mental health and wellbeing and download the [Converge International app](#). Giving you access to all of our EAP resources on the go, including the ability to book appointments to talk to qualified professionals about all aspects of your personal and professional life.

MENTAL HEALTH TOOLBOX

In addition to our EAP, the [Mental Health Toolbox](#) is your hub for holistic resources and tools to support yourself and others with their mental wellbeing. It's designed to support you not only at work but in all areas of your life. Access webinars, crisis support tools, resources for resilience and more!



WELLBEING CENTRE powered by myRewards

The Wellbeing Centre, part of the myRewards platform gives you access to an extensive library of wellbeing content. Categorised as Move, Munch, Money and Mind all of the content is created by industry professionals and delivered as bite-sized reading materials or on demand videos.

- It's time to get active! **Move** showcases fitness videos led by leading industry trainers so you can exercise anywhere
- Eat your way to a healthier you. **Munch** has 100's of recipes courtesy of Hello Fresh for everything from budget friendly family meals to spicy regional flavours
- Mastering your mental health. **Mind** is a collection of mindfulness audios and tips to reduce stress, increase productivity and help you sleep better

CORPORATE HEALTH MEMBERSHIP

Nothing is more important to us than providing our people with quality corporate health insurance. That's why we've teamed up with **BUPA**, so you can access a range of health and wellness services as well as great corporate discounts to help you live a longer, healthier, happier life. Benefits include, but not limited to:

- Exclusive corporate premiums
- No GAP dental, physio and optical for Kids under 25 on all preventative and general services
- Being with Bupa is about the out-of-pocket experience. That's why we offer up to 100% back on selected extras services when using a Bupa Members first provider
- Moneywise will cover your \$250 excess per annum if you chose hospital cover and find yourself in hospital

"We all know how important our health and wellbeing is so Healthwise are here to help inspire and motivate you and your family to live your happiest, healthiest life.

At Healthwise our motto is healthy isn't hard. We would love you to check out some of our events, challenges, workouts, mental health programs and so much other valuable information to help you succeed at whatever your health & wellness goals may be.

Please feel free to reach out to use at any time for support. We can't wait to help you on your wellness journey.

Tod Horton
Global Business Leader
Healthwise



WEALTHY



Whether you need financial advice, help with your tax, you're looking to buy a home or just want to keep some more money in your pocket, we've got you covered. In this booklet, we've listed loads of products and services available to you through FCTG, all designed to assist you at various stages of your financial journey.

MONEYWISE

Moneywise Global are like your personal money unicorns. They are a financial services business offering financial literacy and education, money mentoring, DIY money journeys, specialised financial advice, home loan brokering and tax advice all to help you on your money journey. Every journey is unique, and everyone will need different financial advice, tools and support. We are here to help you progress towards financial freedom. Some of their most popular services include:

- [Book a Money Moment](#)
- [Moneywise Tax support](#)
- [Moneywise Home Loans](#)
- [Moneywise Financial Planning](#)

You can stay up to date with everything on offer via their [Workplace Group](#).

FIND YOUR MOJO

[Money Journey](#) (MOJO) is focused on helping you embrace a far more positive attitude towards money and your personal finances.

ADDITIONAL RESOURCES

[Moneywise Global website](#)

[Moneywise on The Landing](#)

[MOJO - My Money Journey](#)

[EquatePlus](#)

[myRewards](#) - retail discounts

[Moneywise on Workplace](#)

[myRewards on Workplace](#)

[myRewards Savings Calculator](#)

It will grow your confidence with money and help you appreciate that money means freedom, independence and the ability to make your own choices – not have others make them for you.

LIFT-OFF

Welcome to Lift-Off, a mentor-led money journey for those wanting to understand their money health, gain knowledge of their money management style and work towards financial independence. It's **FREE** to IOOF members and a select number of FCTG brands with more being added every month. The course consists of two personalised money-mentor sessions. [Register here](#) and get ready to lift-off today!

SUPERANNUATION

IOOF has partnered with FCTG to provide you with a super solution that simply stacks up. With IOOF Employer Super, you get investment choice, flexible insurance options, online access and fees that are simple, transparent and competitive.



While financial wellbeing is your responsibility, Moneywise has loads of great content and is here to boost your confidence and capability in running yourself and your household. The earlier you get into good financial practices, the better you're able to enjoy what you earn, live free of personal debt and build wealth for a financially free future.

John Tuohy - General Manager, Moneywise Global

EMPLOYEE SHAREPLAN

The Employee Share plan is open to all FCTG employees with a minimum of 3 months employment at the time each window opens (May and November). FCTG will give you 1 FREE share for every 2 you purchase. Terms and conditions apply. [You can learn more about this program here.](#)

EQUATE PLUS

Once you become a shareholder, access your employee share plan account, update contact details, sell shares, and more through the EquatePlus online portal. Watch your wealth grow and play an active part in FCTG profitable future.

MONEYWISE PARTNERS

Moneywise has partnered with a number of businesses to offer you even more financial support. With partners like REMSERV, Stratton Finance and WISR, you can secure exclusive deals on car leasing, small loans and financial services for just about everything life throws at you.

QLD employees, [click here](#) to see how you can salary sacrifice for your Translink bus pass.

RETAIL DISCOUNTS

With [myRewards](#), FCTG employees can save on everyday items like groceries, clothing, electronics and entertainment. With over 400 Aussie retailers ready to offer you a discount, there's no reason to pay retail, putting more money back in your pocket! Head to the [myRewards Dashboard](#) and check out our 'getting started' guide. While you're there punch some numbers into our [Savings Calculator](#) to see how much you could be saving!

WELLBEING CENTRE - MONEY

Your financial freedom is here! Welcome to [Money](#). The myRewards Wellbeing Centre offers expert guides, tips and tools to help you manage your money better and improve your financial wellbeing. We got you covered with budgeting tips and tools, understanding credit, savings, investing and planning for retirement. Jump in and have a look around.

WISE



Are you looking to progress your career? What about building strong relationships in your personal life? Maybe you're looking to increase your overall skill set. Professionally, we have you covered for every stage of your FCTG career. Personally, we have a number of resources that are designed to provide you with the best possible work/life balance. Which option is going to be the right one for you?

FC ACCREDITED TRAINING

With a mission to develop the business leaders of tomorrow, the [FCTG Accredited Training](#) team delivers career-relevant education to help our people further develop their skills and earn nationally-recognised qualifications. Courses offer flexible delivery options to accommodate your all lifestyle and work commitments.

YOUR TIME TO THRIVE

[Thrive](#) by Professional Development is your portal to a variety of capability-based learning content. Thrive provides all new starters to FCTG access to our online Altitude program (induction). Beyond new starter opportunities, all of our online learning is based around FCTG core knowledge capabilities and FCTG business systems applicable to all roles, disciplines and brands. Take some time to check it out today.

ADDITIONAL RESOURCES

[The FCTG Way](#)

[THRIVE](#)

[Compass \(LMS\)](#)

[THRIVE on Workplace](#)

[The Learning Wing](#)

[FCTG Careers](#)

[FC Travel Academy](#)

[FC Accredited Training](#)

DISCOUNTED UNI COURSES

Our partner, [Torrens University](#) provides a 25% discount to FCTG staff across all of their university courses. Faculties that Torrens have courses in include Business, Design, Education, Health, Hospitality, English, Project Management, Sports Management and Technology.

FREE SHORT COURSES

Torrens University also offer FCTG employees more than 45 short courses (with more coming). These courses take approximately 1 to 2 hours to complete, are fully online and provide a certificate on completion. Please note that the cost of \$99 per course will be void when you follow the sign-up process detailed [here](#).



PRESERVE - ENRICH - SUSTAIN

Global Sustainability at FCTG - For our people it is about creating diverse, equitable and inclusive workplaces. For our customers it is about providing sustainable travel options. For our communities it is about giving back in the places where we work, live and travel and for our planet it is about reducing our footprint as an organisation. Stay up to date with our progress and learn how you can get involved via our [Workplace group](#).

COME AS YOU ARE

Come As You Are is FCTG's Diversity & Inclusion program. Who you are and how you identify is as colourful as a rainbow. We don't want anyone feeling blue about who they are. At Flight Centre Travel Group, there is no 'us' and 'them'...we encourage everyone to come as you are, and we'll come together as one. This is our one best way forward. Be proud...we're proud of you! Join the conversation via the [Our People, Our Culture Workplace group](#).

EMPLOYEE REFERRALS

Loving life at FCTG? Ok, we know it's early days but we're sure you know someone who is the perfect fit for our culture... Give your friends and family the gift of a career and in return we will give you 500 Referral Reward points if they're successful! That's the equivalent of \$500 to spend on pretty much anything you want. Get the lowdown on who we think would make a great future Flightie by [clicking this link](#). Terms and Conditions apply so make sure you're following the rules to reap the rewards.

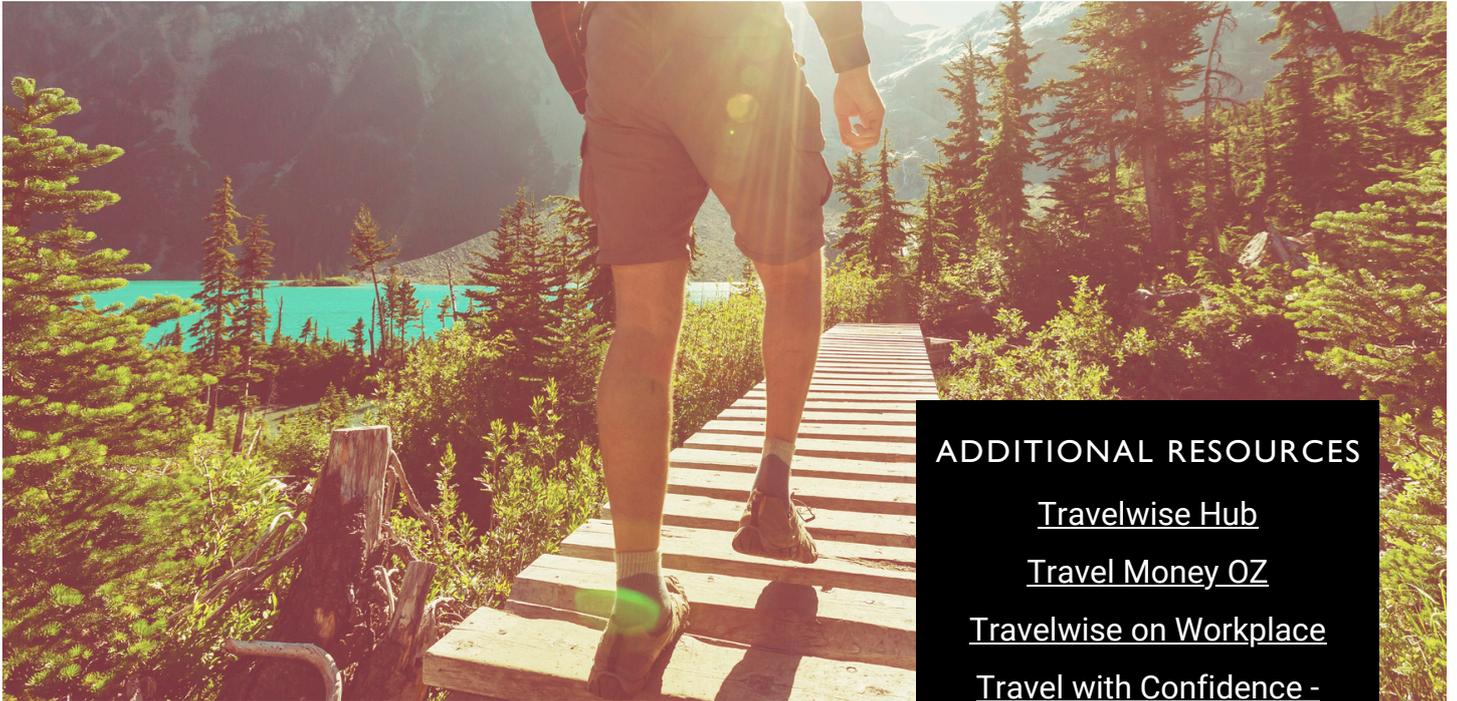
"At Flight Centre Travel Group we want you to "Thrive". Our learning programs support you in opening up your world, driving your personal leadership performance and brightness of future, wherever that may take you.

Underpinned by FCTG's philosophies are uniquely in-house curated programs that provide a safe environment in which you can experience and develop critical skills that will improve your productivity and capacity whatever your role may be."

Alison Causebrook
Professional
Development Leader
People+Culture AU



WANDERLUST



There's no denying that travel is good for your soul. Whether your aspirations are local or international, there's a product and a destination that's just right for you. Luckily, there's an abundance of opportunity to help you feed your need to explore the planet! Now is the time to tick something off the bucket list and take a step in creating positive change for your wellbeing.

TRAVELWISE

Unlock over 100 years of travel expertise with Travelwise, your in-house travel experts! Available to all FCTG employees, Travelwise offers industry-leading discounts on destinations and products. Visit the [Travelwise Hub](#) for contact details and year-round deals and join their [Workplace Group](#) for spot specials and travel tips. Ready to book? Reach out or use TINA (domestic booking tool) and explore the Cruise Portal for worldwide cruising discounts. Let your wanderlust soar!

TRAVEL WITH CONFIDENCE

In addition to discounted flights, hotels and tours, Travelwise also provides access to a number of travel industry exclusives including discounted Travel Insurance and IATA membership, a globally recognised travel industry ID providing a variety of discounts worldwide.

ADDITIONAL RESOURCES

[Travelwise Hub](#)

[Travel Money OZ](#)

[Travelwise on Workplace](#)

[Travel with Confidence -
resources](#)

Read the ['Fuel Your
Wanderlust'](#) blog

Redeem your [myRewards
Points](#) with Travelwise

DISCOUNTED FOREIGN CURRENCY

With destinations right across Australia you'll be kicking yourself if you don't visit a [Travel Money OZ](#) store before heading overseas. Take advantage of their 'mate's rates' on foreign currency and have more to spend at your destination. Load your Currency Pass with multiple currencies to get the most out of your holiday funds! Just tell your TMOZ consultant your T4 (employee number) for an extra discount. Check out the 'more' section of their website for loads of holiday planning resources.

CONTACTING TRAVELWISE

- Email - travelwise@flightcentre.com
- Phone - (07) 3083 6580
- Visit - Level 14, 275 Grey Street, South Brisbane
- Hours - Monday to Friday 0830-1730 (AEST)



Traveling promotes happiness and helps take your mind off stressful situations, in fact, let Travelwise do all the worrying for you! Our purpose is to open up the world for FCTG employees with access to industry leading discounts. We offer you one on one service and through our EVPs make booking and travelling a breeze - Emma Crawford, Travelwise Team Leader

TOPDECK TRAVEL

The original #FamilyBrand, Topdeck specialises in group travel for the 18 to 30 somethings covering destinations across the globe. Agents can secure their own discounts by booking directly with Topdeck or why not reach out to Travelwise and package your holiday with industry leading airfares and unbeatable pre and post accommodation prices!

BACK-ROADS TOURING

Experience the road less travelled! Back-Roads is the sister brand of Topdeck offering small group touring that takes you off the beaten track. Support staff can access up to 25% off tours. Companions travelling with a staff member can access up to 20% off. Contact Travelwise for bookings.

IGNITE YOUR TRAVEL

Ignite Travel Group is your one-stop shop for exclusively packaged holidays. Operating as My Holiday and My Cruises, the team at Ignite start by handpicking the world's best resorts and cruise lines and then perfectly package them with unbeatable inclusions like flights, bucket list experiences, luxury upgrades and so much more.

Offering exclusive family and friends discounts to all FCTG employees, contact Ignite to begin planning your escape.

CROSS HOTELS AND RESORTS

Continuing the #FamilyBrand love, Cross Hotels and Resorts are offering FCTG employees a massive 40% off accommodation rates at their properties right across Asia. With 6 brands under their belt and over 40 properties including hotels, resorts and luxury villas, you're certain to find an accommodation option that meets your wanderlust needs! Take some time to explore their hotels the next time you're travelling to destinations like Bali, Thailand, Vietnam and Japan. Book through Travelwise or use code **FCTGCROSS** online.

inDESTINATION SERVICES

You are well and truly covered for all your inDestination needs when it comes to DISCOVA, another FCTG #FamilyBrand. Specialists in tailor-made and group travel, their mission is to connect people and places with a world of possibilities. Spanning the Americas and Asia, when your wanderlust gets the better of you and you take off on your next adventure, check out Discova for local inspiration.

RECHARGE



Need to take some time off? We've got a leave policy for that! In fact, we've got a leave policy for just about every circumstance you might face during your career with FCTG. FCTG understands that no two people are the same, and what works for one person might not work for another. From **Annual Leave** to **Volunteer Leave** and everything in between, we're sure that when you need it most, we've got a leave policy that will support you.

LEAVE OPPORTUNITIES

Ok, so annual leave isn't anything new, everyone is doing it these days. Here at FCTG we've taken it step further to ensure just about every situation you are facing is covered including educational leave, study leave, sabbatical leave, armed services commitments, we even offer leave when you're caught up in a natural disaster that's completely out of your control. Head to the [Policy Portal](#) and search 'leave' or speak with HR about your particular needs. In the meantime, let's call out a few others ...

PARENTAL LEAVE BENEFITS

Receive 6 weeks Parental Allowance from FCTG, in addition to the existing Government Paid Parental Benefit available to all primary caregivers based in Australia. Available to all permanent, full time and part time employees who have completed a minimum of 12 months continuous service.

ADDITIONAL RESOURCES

[HR Portal](#)

[Policy Portal](#)

[Flight Centre Foundation](#)

[Donate to the Giving Bank](#)

[Apply for Giving Bank Leave](#)

FOLLOW US ON WORKPLACE

[Our People Our Culture](#)

[Flight Centre Foundation](#)

THE GIVING BANK

It's our Personal Leave Banking System designed to help our people when they need it most. This initiative was first created and offered to Flight Centre consultants as part of our inaugural Flight Centre Agreement (Enterprise Bargaining Agreement). We're excited that it has now expand to include all employees within Australia! [The Giving Bank](#) provides an opportunity for our people to donate excess Personal Leave so that others in need to get a little bit more. Terms and conditions apply.

ADDITIONAL LEAVE

When you work for FCTG, there are a variety of leave options under our Additional Leave Policy. From Community Service to Australian Defense Force Leave, explore these options now on our Policy Portal.



"Taking time off from work is essential for recharging your energy, renewing your creativity, and nurturing your overall well-being, enabling you to return with a refreshed spirit and greater productivity."

At Flight Centre, our leave policies promote employee inclusion, reduce burnout, and enhance productivity by providing our people with necessary rest and time for personal pursuits."

Stephanie Fallon
HR Operations Leader



VOLUNTEER LEAVE

Are you looking to fill your cup by giving back? Did you know that every FCTG employee gets one extra day of leave each year specifically for **VOLUNTEERING**? You choose who you want to support and how much time you want to dedicate. Take a whole day at once or break it up into hourly chunks and spread your volunteering love across multiple charities or community groups.



What does your **Annual Leave Plan** look like? You have 4 weeks. Are you using it in one block or spreading it out across the year? Talk to your team leader about your plans and make sure you've got something loading in your Payroll Kiosk so that you've got something to look forward to!

Do you need a day to look after your wellbeing? We know not all doctors' appointments can take place on the weekends so FCTG offers all of their people access to **Proactive Self-Care** days where you can book medical appointments in advance. Go on, go to the dentist.



Need more leave? Chat to HR about our **Purchase Leave** policy. We get it, sometimes you just need more time. If you find yourself in the situation of needing more time off but have run out of Personal Leave you can apply to purchase more leave. Terms and conditions apply.

See anything you liked?

Thanks for taking the time to look over our selection of Flightie benefits. Trust me when I say, this is just scratching the surface but now it's up to you!

We all get busy and can often forget to take some time for ourselves and do something positive for our health and wellbeing - it could be as simple as taking a lunch break and going outside for some fresh air. Each of our benefits aim to boost different areas of your life - which ones will you take advantage of?

I hope you found the information useful and as always, should you have any suggestions or just need a little guidance on how to make the most of what's on offer, please feel free to reach out at any time.



Steven Elvin

Employee Benefits Leader

Flight Centre Travel Group - Australia



**FLIGHT
CENTRE
TRAVEL GROUP™**