

The Baker McKenzie logo is positioned in the top left corner. It consists of the words "Baker" and "McKenzie." stacked vertically in a white, sans-serif font. The background of the entire slide is a scenic photograph of several hot air balloons floating over a mountain range at sunset. The sky is a mix of blue and orange, with some clouds. The balloons have various patterns, including stripes and checks, in colors like red, yellow, blue, and orange. The mountains in the foreground are dark and silhouetted against the bright sky.

**Baker
McKenzie.**

AUSTRALIAN OFFICES BENEFITS

At Baker McKenzie, we offer benefits that support our people to be their authentic selves, promoting well-being and sustainable careers.

Create a career that suits your world.

We are Client-Centric, One Connected Team and Inclusive Global Citizens.

「The People Deal」



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1

FLEXIBILITY

Flexible working

Balance the way you work and your lifestyle with hybrid working and flexible leave options. This includes working from anywhere in the world for up to 4 weeks each year.

26 weeks parental leave

Open to all parents, our policy applies to birth, adoption, surrogacy and foster arrangements. We offer parental leave support services and return to work plans. No waiting period applies (effective 1 June 2022).

Additional Leave

Take up to 8 weeks additional holidays to spend time on what's important to you. You can spread the cost across the year.

Volunteer Leave

Caring for our community and volunteering is encouraged and supported.



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CAREER DEVELOPMENT

Global Network

When you join one of our local Australian Offices, you have the unique experience of working with a small local team however within the bigger Baker McKenzie family. Our lawyers work seamlessly with global colleagues, collectively providing a capacity of more than 5,600 locally qualified lawyers and 6,000 business professionals in 78 locations across 46 countries. We offer you access to complex, market leading matters working with some of the world's best minds - people who know the law and who understand business.

Learning & Development

We offer world class, international learning and development opportunities supporting our Legal Practitioners and Business Professionals with their career aspirations and to meet CPD requirements. This includes client and international office secondments.

Paid study assistance

We financially support our people to complete further study and to take time off to study.

Professional memberships

We cover the costs associated with annual practising certificates, business associations.



FINANCIAL BENEFITS

Competitive pay

Be rewarded for great performance with competitive salaries and salary packaging options.

Salary continuance

Eligible employees are automatically covered for paid Group Salary Continuance up to age 60. This covers loss of income in the event you can't work due to an accident or sickness.

Life & TPD Insurance

Life insurance is automatically provided for fee-earning associates. In the event of death or permanent disability your beneficiaries will be covered per the policy guidelines.

Private travel insurance

Our private travel insurance policy provides you and, in certain circumstances, your accompanying family members with complimentary cover for personal travel interstate or overseas.

Flight club memberships

Corporate rates are available for those who would like to purchase a personal membership.

Car leasing & procurement program

Make pre-tax savings and salary sacrifice towards the lease cost of your vehicle. Alternatively enjoy savings on the purchase of a new car with a range of dealer negotiated discounts.

Staff discounts

You can take advantage of discounted prices offered by our clients and suppliers.

Referral rewards

Introduce us to someone in your professional network and receive up to \$18,000 when they pass their probation.

Superannuation

Access to a market leading, competitive superannuation scheme.



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WELLBEING & INCLUSION

Health & Wellbeing Program

Access a range of programs to help you take care of your health including discounted gym memberships, flu vaccinations and fresh fruit. We have negotiated discounted premiums with leading health funds.

Employee Assistance Program

Our Employee Assistance Program provides 24/7, independent, confidential and professional short-term counselling to you and your immediate family.

Committees

We have a number of local and global committees that drive our cultural ambitions to be inclusive global citizens and to support our people to be at their best. This includes committees that organise regular social events.

The People Deal

Our People Deal sets out the values, mindset and behaviours we expect from each other. It captures what it means to work and succeed at Baker McKenzie. We are client-centric, one team and global citizens.

Wellbeing Principles

We have 8 wellbeing principles that guide and direct our valuable work in wellbeing.

Benefits applicable will be subject to Baker McKenzie's policies and procedures as published during the term of employment.



Baker McKenzie helps clients overcome the challenges of competing in the global economy.

We solve complex legal problems across borders and practice areas. Our unique culture, developed over 70 years, enables our 13,000 people to understand local markets and navigate multiple jurisdictions, working together as trusted colleagues and friends to instill confidence in our clients.

bakermckenzie.com

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