



LMS Caregiving

JANUARY 2026

At LMS, family will always come first

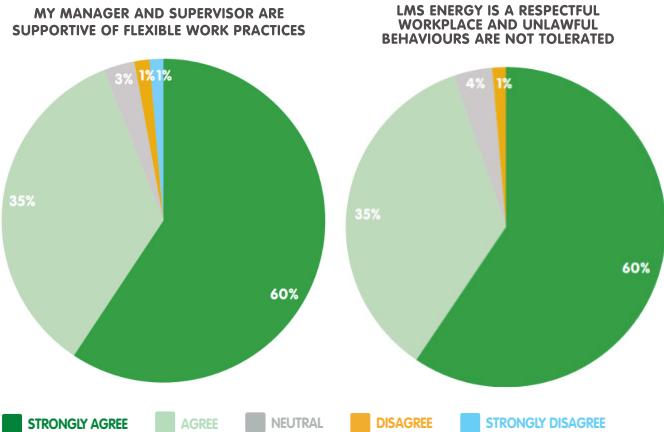
“My grandfather pioneered Australia’s first landfill gas project back in 1982, and my father went on to found LMS in 1996. While we have grown a lot since then, we always have and always will put family first. As the next generation of employees join our company, I am incredibly proud of the new and progressive policies we have implemented to support working families. By bridging the divide, our hope is that every employee is fulfilled both at work and at home.”

Elyce McLeay
Chief People Officer



A family-friendly workplace

In our 2025 Employee Engagement Survey, 95% of employees either strongly agreed or agreed that their manager and supervisor are supportive of flexible work practices. Furthermore, 95% of employees either strongly agreed or agreed that LMS is a respectful workplace and unlawful behaviours are not tolerated. Importantly, this survey had a remarkable response rate of 88%!



Families Matter

At LMS, we support our employees to balance their careers and caregiving responsibilities at different stages of their lives.

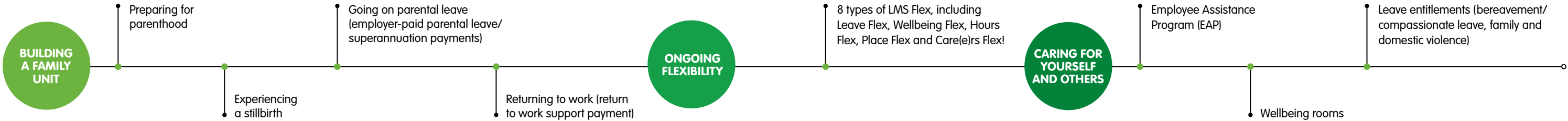
If you’re a new parent, caring for elderly parents or looking after a loved one with a disability or serious illness, we recognise the importance of putting your family first.

We are committed to supporting our employees and empowering them to be the best versions of themselves – both at work and at home.

This is one of the reasons why 88% of our employees either agree or strongly agree they would recommend LMS as a place to work.



Your caregiving journey



Every family is different. Every chapter in life is different. At LMS, we offer a variety of policies and benefits to support employees on their caregiving journey.

BUILDING A FAMILY UNIT

Preparing for parenthood

LMS provides a range of useful resources for employees when preparing for parenthood. Our employee hub on the Intranet has relevant information for families and those with caregiving responsibilities.

We also understand that navigating policy changes and understanding eligibility can be daunting. That's why we provide dedicated People and Culture business partners to assist you through this process. They are here to support you, ensuring a smooth transition out of and back into work.

Experiencing a stillbirth

LMS provides the same employer-paid parental leave entitlements for employees who endure a stillbirth.

Going on parental leave

We've designed a parental leave policy that provides flexibility and choice when it comes to caring for children. Here's what our Leave Policy entails:

- We provide a variety of flexible options for parental leave (i.e. one day or one-week blocks), allowing employees to customise their leave arrangements to suit their circumstances.
- We offer 10 weeks of leave for primary carers and 3 weeks for secondary carers. Any individual, regardless of gender, has the opportunity to be the primary or secondary carer.
- We continue to make superannuation contributions for up to 12 months during unpaid parental leave, promoting gender pay equity and financial stability.
- We offer the option for partners to take parental leave simultaneously, fostering a collaborative approach to caregiving.
- We support employees wishing to utilise their 10 paid "keeping in touch days", enabling seamless work check-ins before they return to work.

Returning to work

We know that returning to work can be an overwhelming step for parents, whether it be your first child or your fourth! Here's what our benefits entail:

- We provide a return-to-work support payment for primary carers who have been on a continuous break (20 weeks or more) of parental leave. The support payment is paid for a period

of 6 months following the employee's return-to-work date. This means new parents returning 3 or 4 days a week will be paid for an extra day a week for 6 months, and new parents returning less than 3 days a week will be paid for an extra half day a week for the first 6 months.

- We ensure that returning employees don't feel stressed or pressured to significantly contribute to group and company objectives, therefore we provide the option for individual employee objectives to be placed on hold for 6 months within our Clear Review performance development framework.
- We offer mentors or coaches to returning employees for additional support. These mentors or coaches are employees themselves who have also returned to work after a period of parental leave. They offer guidance and support to employees, providing someone to talk to during this transitional period.

ONGOING FLEXIBILITY

Leave and Wellbeing Flex

At LMS, we've crafted a Flexible Working Policy that offers a range of options — eight to be exact! These options include the ability to purchase additional annual leave and a dedicated weekly wellbeing hour. We understand that wellbeing isn't one-size-fits-all, which is why we empower our employees to decide how they would like to use it. Whether it's a mid-morning gym session, quality time with loved ones over coffee, or an extended lunch break, our employees have the freedom to prioritise their wellbeing.

Hours Flex

If our employee's caregiving responsibilities intensify, they can always drop their hours to part-time, and then ramp them back up to full-time when they're ready. We have looked at the job design of full-time roles within our operational groups and re-designed these to make them suitable for part-time work.

Place and Care(e)r Flex

We also offer our diverse workforce the option to work from anywhere. This means they can travel home to visit their family and friends, while still being able to work. Whether it be career or carer flex, you can also take unpaid leave for up to 3 months!

CARING FOR YOURSELF AND OTHERS

To effectively take care of others, employees need to first take care of themselves. At LMS, we provide a range of other benefits to help employees prioritise self-care and their own wellbeing.

Employee Assistance Program

LMS offers a holistic Employee Assistance Program through [cu] health. This gives our employees access to a range of virtual healthcare appointments, including GPs, psychologists, dieticians, and health coaches. Our goal is to empower employees to prioritise their mental and physical health, ensuring they have the energy to support the people around them.

Wellbeing Rooms

Our head offices are set-up with wellbeing rooms for employees. These multi-purpose rooms are spaces which can be used for meditation and mindfulness, as well as breastfeeding, childcare, prayer and first aid.

Leave

LMS provides several other unique types of leave. We acknowledge that from time-to-time, our employees will endure painful and traumatic events. This could be when a loved one sustains a life-threatening illness or injury, or when they experience another type of loss (i.e. miscarriage). We therefore do not put a pre-determined limit on an employee's entitlement to paid bereavement and compassionate leave.

Similar to bereavement and compassionate leave, LMS does not put a pre-determined limit on family and domestic violence leave. LMS also offers financial support and emergency accommodation assistance to employees affected by family and domestic violence.



Hear from our people



“Returning to work after having a baby was a big adjustment. LMS’ progressive return to work and flexibility policies, like casual ‘keeping in touch’ days before my official return, made it much easier to settle back in while my baby Max eased into childcare.

The return-to-work support payment, allowing me to work three days while being paid for four during the first six months, has been invaluable.

This extra time at home with Max has been priceless and it shows how much LMS values me not just as an employee, but as a parent and part of my family.”

KIM ROBERTSON



“My husband Robert and I both work for LMS, and both have the option to work from home two days per week. This allows us both to be involved with school drop off and pick up of our two young boys.

There is also flexibility with work hours, which means we can be available for after-school sports and our boys don’t need to miss out on those opportunities. The supportive environment that LMS provides, and the understanding our managers show around the difficulties in raising a young family, have helped to reduce our stress in those early years when we were dealing with a lot of sickness from childcare and kindergarten.”

MICHELLE AND ROBERT MAPLE



“At LMS, the team’s wellbeing isn’t just a priority; it’s a genuine commitment. One of the benefits we’re lucky to have is our flexible working policy, with my favorite option being “place flex,” which allows employees to work from anywhere!

I am a migrant who has made Australia home, but my heart remains with my family in South America. Just to get home, it takes me two days and five flights across the world to see my loved ones. So, for me, this policy is a game-changer, as it extends my time abroad beyond the usual four weeks of annual leave. The benefit is more than just logging in from a different location; it’s about being present and living unforgettable moments with my mom, my aunties, my dog, and my friends.

Whether it’s gathering around the dinner table or just catching up with them, place flex allows me to bridge the distance and cherish those moments while keeping up with my projects at work. It’s priceless, and I am very grateful to LMS for keeping us connected to what truly matters most: our family and our professional growth!”

MELISSA BEDOYA ROJAS



“I want to be involved in my grandchildren’s lives as much as possible. I am unsure who gets the most satisfaction from this involvement, them, or me. I believe being a grandparent is one of life’s greatest joys, a way to experience once again the satisfaction of spending quality time and doting on the children in your life; only this time around, they are your children’s children, and so the relationships are that much sweeter. LMS enables me to do this with its family friendly culture. I can collect my grandchildren from childcare two days a week, have an insight into their little childcare lives and spend valuable time with them.”

JEANETTE RUSSO



“Being a part of a company that places a high value on family and offers a flexible work policy has been incredibly rewarding. I have been able to access secondary carers leave under LMS’ employer-paid parental leave scheme to be present following the birth of both of my daughters. This ongoing flexibility has also allowed me to actively participate in meaningful moments with them, from celebrating their achievements (i.e. Student of the Week award), to assisting my wife with daily drop-offs and pick-ups. Acknowledging the intricacies of the job role of the broader Installations group, the company has also extended x 6 RDO-s for the team which has been well-received. I am deeply grateful for the opportunities LMS has provided me to be present both at work and at home.”

SAM VALENTINE



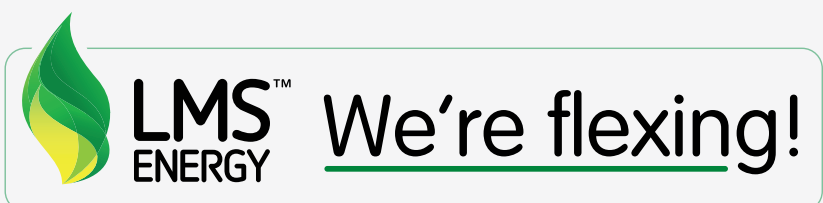
“My husband Marc and I both work for LMS and with Marc’s role being demanding with travel and other commitments, we have been able to utilise LMS’ flexible working policy by adjusting my hours to accommodate school pick up and drop offs, which is hugely beneficial to our children.

LMS has also been very supportive and understanding of our personal circumstances with caring for a child with a disability, allowing for adjustments in our working hours for doctors’ appointments and therapy sessions, which has been amazing.

After finding out that the support we need for our daughter is either unavailable or not sufficient in New Zealand compared to Australia, LMS has been incredible to organise and support our travel and relocation to Australia so our daughter can receive the healthcare she requires.

The ongoing support and flexibility that LMS provides is second to none and we are forever grateful for this amazing contribution to our work-life balance.”

REBECCA AND MARC TAYLOR



Time Flex

Flexibility to choose start and finish times



Micro Flex

Flexibility to attend personal appointments



Leave Flex

An option to purchase two weeks of annual leave



Place Flex

An option to work from home two days a week or work from anywhere for up to two weeks



Wellbeing Flex

A wellbeing hour a week for exercise, mindfulness or an extended lunch break



Hours Flex

Flexibility to reduce or increase full-time or part-time employment fractions



Care(e)r Flex

Access to unpaid leave for up to three months to take a career break or care for a loved one

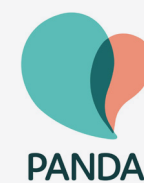


Cultural Flex

An option to substitute one public holiday a year for another day of cultural or religious significance



Resources



PANDA supports the mental wellbeing of parents across Australia during pregnancy and early parenthood. Contact the PANDA Helpline **1300 726 306** (Mon—Sat).



SANDS supports individuals who experience a miscarriage or stillbirth. Contact the 24/7 bereavement support line **1300 308 307**.



PARENT HELP supports families in New Zealand with an array of parenting issues. Contact the Parenting Helpline **0800 568 856** (9am to 9pm, 7 days).



LIFELINE provides crisis support for anyone feeling overwhelmed, having difficulty coping or staying safe. Contact the 24/7 Crisis Support Line **13 11 14**.



1800RESPECT supports people impacted by domestic, family or sexual violence. Contact the 24/7 Counselling Service **1800 737 732**.



EMPLOYEE ASSISTANCE PROGRAM



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Manager – Carbon Markets

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