



ERM

ENERGET1°C5

— POWERFUL CAREERS WITH
PURPOSE AND IMPACT

— EMPLOYEE VALUE
PROPOSITION

Service areas

We're the climate risk and energy transition experts

Energetics partners with Australia's largest businesses, investors, and governments to help them form their strategic response to one of the biggest issues of our time – climate change. We do this through four key service areas.

🌀 Climate resilience

We set a new standard for climate risk and resilience assessments with our **landmark work for CBA's agribusiness loan book** as presented in their 2019 annual report. Since then we have applied our methodologies across the finance, infrastructure, mining, and agricultural sectors. Informed by climate science, we model changes under different temperature scenarios to value and productivity, provide critical insights for building resilience, and identify emerging markets, products and services.



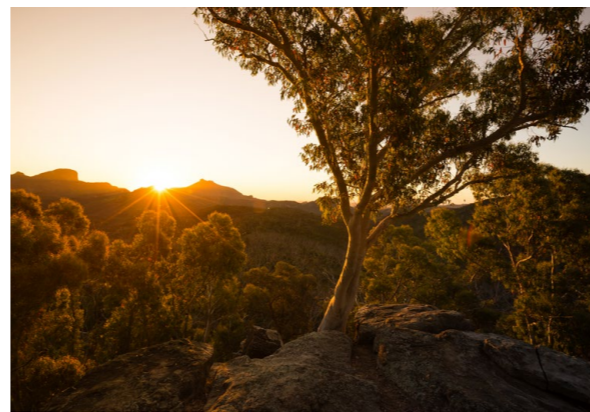
⬆️⬆️ Clean energy transition

Our energy market insights and dynamic, risk managed strategies are unrivalled. Energetics has advised more than a third of the announced renewable power purchase agreements in the National Electricity Market since 2020. With the decline in fossil fuel power and the dramatic growth in utility scale wind and solar, we also help global and domestic investors manage risk and capture value through this volatile period of transition.

Climate change and the transition to clean energy are profoundly difficult challenges. Address them and they are nation building opportunities.

⊖ Net zero

Recognised for our unique blend of strategic, technical and commercial capabilities, we are leading advisors on the transformation needed for a net zero economy. Our experts have delivered decarbonisation strategies for some of Australia's largest businesses that have been rolled out locally and throughout global operations.



📈 Data insights and analytics

Data is powerful. It underpins our understanding of climate resilience, unlocks actionable net zero pathways and informs the critical steps in our transition to clean energy. We translate data into insights to guide the critical decisions and ensure robust, defensible disclosures.



CEO

Dr Mary Stewart

“ The climate solutions we create for Australia, we are taking to the world.





Join us

Be part of Australia's transformation

At Energetics, high performance meets uncompromising purpose for real impact. When you join our team, you will:

Create impact that matters

Whether singlehandedly providing the commercial nous behind more than a third of all renewable power deals across the east coast electricity market of Australia; devising net zero plans and pathways for the biggest emitters across the economy; operationalising sustainability in business supported by great data insights and analytics, or bringing climate science into the boardrooms of ASX100, banks and investors, Energetics brings the technical and commercial smarts to the vastly complex and unprecedented challenge of our destabilising climate.

You will be part of an end-to-end client solution and see the practical benefit of the work you do. This results in a great sense of ownership of your work and puts you at the forefront of change.

We also encourage our people to support their passion for social impact and giving back to their local community. Employees are entitled to two days annually to volunteer for a chosen charity, NGO or community event. Our internal sustainability team, CliMates, drives a range of initiatives such as composting within our office buildings, blood donations, **plastic "imperfect" July**, and community projects.

Work with and learn from the best

A career with Energetics will give you the opportunity to work with Australia's leading commercial experts in climate risk and the transition to clean energy. You'll work amongst industry board members, thought leaders, engineers, scientists, lawyers, and data specialists, while being supported by highly skilled support staff. Our people are renown as critical thinkers and creative problem solvers.

Develop your expertise

Energetics will help you develop a career path to meet your goals within a structured framework. We'll provide you with the training, mentoring, technology and flexibility to plan your unique career pathway, and a working environment that is both challenging and stimulating. All employees have an annual allowance of 75 hours (part-time pro rata) for both formal learning and self-led training and development.

We often find that our people show a great deal of initiative and capability at an early stage. In turn, this is rewarded with early responsibility across projects and with clients – from managing projects to regular client-facing communication. You will always be guided by your managers and supported by your colleagues.

Join a team built on genuine passion

It's not often you come across a workplace where career ambition and personal purpose are so closely aligned. Energetics is one of those places. Our vision aligns with the global goal of containing warming to 1.5°C and we are determined to bring our expertise to bear to make a real contribution. We stand by our work and do so with an ethical lens.

We want you to thrive professionally and live your own purpose. If you join us, the work you do will help us fulfill our purpose too.

In turn, you will be rewarded with stimulating, cutting-edge and meaningful work with opportunities across multi-disciplinary teams. Our people are high performing professionals who are passionate about achieving far-reaching solutions for our clients. Underpinning this culture of excellence are strong, collaborative teams. There is a clear sense of camaraderie and inclusion across Energetics – it sets us apart.



What makes us unique

Our values

WE UNITE WITH

Genuine passion for Australia's transformation to a climate-resilient, net zero future. Our people have uncompromising purpose, energy, determination and authenticity.

Unparalleled expertise. You'll work alongside specialists with multidisciplinary backgrounds, ambition, and market leading expertise. Our collective expertise is unrivalled.

Deliberate collaboration. Bringing people together to solve complex problems. We believe that mutually respectful, inclusive relationships enable powerful transformations and create lasting impact.

Adaptive thinking to solve complex and unprecedented challenges. Through critical thinking and drawing upon shared expertise, we respond quickly in an ever-changing environment and develop innovative commercial solutions for real impact.

Empowered people. With passion, expertise, a drive to collaborate, and an aptitude for adaptive thinking, our people can lead - and help our clients find the solutions we need for a 1.5°C world.



Work your way

At Energetics, we know our people are happiest when they have balance. Our flexible work policy allows for changes to start and finish times, spreading part-time hours across the week, and hybrid working. We want employees to be more rested, present in their personal lives, and engaged and productive in their professional work.

So, whether you prefer to work part-time or full-time, being in the office every day or a few, we'll work with you to design an arrangement that supports your lifestyle and personal commitments, while balancing in-person collaboration and team work.

Our Reconnecting with Loved One's program enables our people to work while visiting family and friend's interstate and overseas. This program has helped employees reconnect with loved ones since COVID including South Africa, Vietnam, India, Singapore, and Fiji.

As your life evolves, we'll continue to be flexible in supporting you. You might have a baby, start studying, volunteer or take an extended break. We'll work together to tailor a solution.

Be part of a team that fosters belonging

We know that Energetics is stronger for the insights and perspectives of people who not only bring technical excellence and deep commercial knowledge to their work, but also diverse views drawn from personal opinions and experiences.

We want you to be you and thrive. We're committed to creating and maintaining an inclusive workplace that encourages all our people to feel safe and comfortable in being their authentic selves.

Energetics is leading by example with a balanced proportion of female and male employees. Last financial year, 55% of our employees were women. Our female CEO and chartered chemical engineer, Dr Mary Stewart, is a driving force in our pursuit for a unique and diverse team, ensuring all employees have access to flexible working arrangements and resources. She herself has a four day work week to enable her to continue in her numerous other roles external to Energetics, including president of the Energy Efficiency Council (EEC) of Australia, and the chair of the International Energy Board of the Institute of Chemical Engineers (IChemE).

We strive to ensure that our short listed candidate pool is, as a minimum, representative of the gender mix of the tertiary background that we are seeking. All staff are required to complete anti-bullying and anti-harassment training, and further support is provided by equal opportunity, and LGBTQ trained contact officers.

Energetics is a proud member of **Pride in Diversity**, Australia's first and only not-for-profit employer program specifically designed to support employers in the creation of a truly inclusive workplace for employees of diverse sexuality and gender. We have a number of initiatives in place such as, the inclusion of pronouns in signatures, gender affirmation leave provisions, a private LGBTQIA+ networking group and providing our team members with yearly inclusion and diversity training (run by Pride in Diversity).

Energetics also recognises that an extraordinary wealth of expertise lies with First Nations peoples whose profound knowledge of Australia's weather systems, the land and its care has been advanced over thousands of years. Following our conditionally approved **Reflect Reconciliation Action Plan (RAP)**, we're excited to build relationships with Aboriginal and Torres Strait Islander peoples, and to learn more about the knowledge that is essential to climate action and climate adaptation.

A diverse workforce brings a rich mixture of beliefs and traditions. In recognition of this we enable staff to swap up to two public holidays per year that align their individual values, beliefs or celebration calendar.



Helping you be your authentic self

Employee benefits

Our people are at the core of everything we do, and we're committed to providing you with the necessary resources and benefits to help our team thrive both personally and professionally. Check out some of the great perks you'll have access to.

Health and wellbeing

- Employee Assistance Program | Benestar®
- Available mini mental health breaks
- Access to meditation and guided relaxation app | Headspace
- Optional flu vaccinations
- Salary continuance insurance
- Annual physical activity challenge

Learning and development (L&D)

- Personalised L&D plans and access to 75 hours annually for continual development
- Monthly professional development sessions led by our subject matter experts
- Internal mentoring program for junior employees

Flexible work and leave benefits

- Customised hybrid working arrangements (hours and location)
- Ability to work while reconnecting with family and friends, even when overseas
- 14 weeks parental leave (regardless of primary or secondary carer status) in addition to Government's Parental Leave Pay
- Onboarding allowance for new starters (~\$750) to set up to work from home
- Gender affirmation leave
- Swap up to two public holidays to align with your cultural beliefs or values
- Bereavement leave, which can be used for the loss of a family pet

Social impact

- Access to volunteering allowance (15 hours annually)
- Join our internal sustainability team (CliiMates) and have a seat at the table to champion our environmental performance

Adhoc perks

- Internal reward program | \$250 voucher for outstanding work
- Birthday treats or a \$50 donation to a charity of your choice
- Weekly breakfast club
- Weekly after work drinks
- Snacks and fruit provided
- Quarterly team social events
- Mobile phone and plan for all employees (including personal use)


Contact


If you require further assistance with the Energetics employee value proposition, please contact a member of our People and Culture team on:

+61 2 9929 3911

Info@energetics.com.au

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