



LMSTM
ENERGY

Press play on
your career in
renewable energy.

Make a difference working for Australia's leading
bioenergy and emissions reduction company.

Your future is our future

Let us take you on a journey through the cutting-edge world of renewable energy. At LMS Energy, we believe in nurturing talent and investing in the future. That's why we are proud to offer a Graduate and Apprentice Program, designed to provide valuable learning, experiences, hands-on training and exciting career opportunities for individuals passionate about renewable energy.



LMS Energy at a glance



AUSTRALIA'S LARGEST EMISSIONS REDUCER

LMS is at the forefront of environmental stewardship, reducing over 4 million tonnes of carbon dioxide annually – a contribution equivalent to planting 68 million trees.



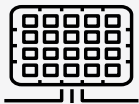
PROUDLY HOMEGROWN AND FAMILY-OWNED

As a 100% Australian-owned, family business with in-house manufacturing, LMS embodies the spirit of local entrepreneurship, supporting the nation's economy.



POWERING THE NATION

LMS plays a pivotal role in powering Australia by generating a whopping 600,000 megawatts of reliable and clean baseload renewable electricity, contributing to a greener future.



SOLAR ON LANDFILL PIONEER

Leading the way as the first company to successfully harness solar energy on landfill sites in Australia, turning previously unused spaces into sustainable power sources.



INNOVATIVE CIRCULAR ECONOMY TRANSITION

We are driving innovation and actively participating in Australia's transition towards a circular economy, where sustainability and resource efficiency are paramount.



EMPOWERING COMMUNITIES, BRIGHTENING LIVES

LMS is not just a business but a community partner. Our 'Give Back Day' initiatives reflect our commitment to supporting and enriching Australian communities.

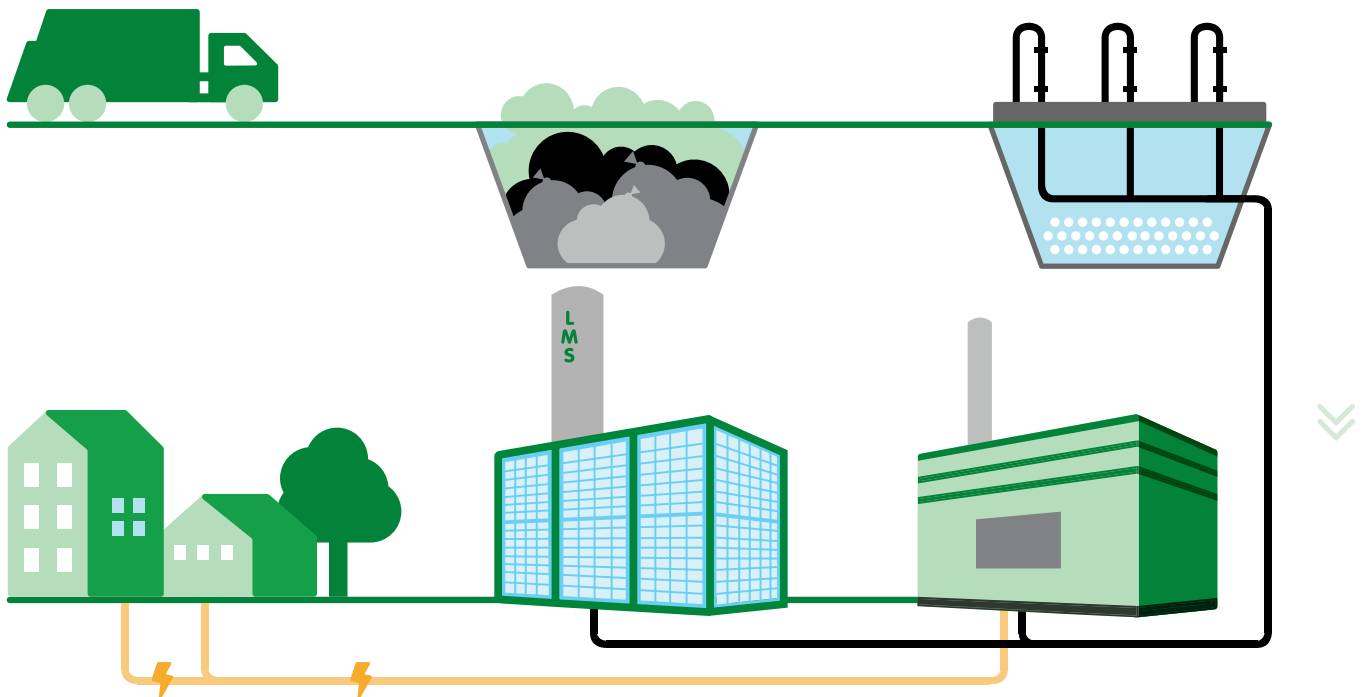
Landfill biogas to energy

So what do we do at LMS Energy? Our core business is landfill biogas-to-energy. As you can see in the diagram below, we ensure that your waste is not being wasted.

01 Waste is collected and transported to a landfill.

» 02 As the waste breaks down, it naturally produces landfill biogas containing methane, which would harm the atmosphere if not destroyed.

» 03 LMS Energy captures the biogas before it's released into the atmosphere in a series of underground wells. Pipes transport the biogas to the onsite LMS Energy Bioenergy Facility.



06 Electricity is transported to the grid and onto homes and businesses.

« 05 Any excess biogas is transported to an industry-leading biogas flare.

« 04 Biogas is used as fuel in engines to create a valuable resource – renewable energy.

Meet John Our Founder & Chairman

I am determined to ensure LMS Energy remains the best in the business, while doing what is right by our people, clients and shareholders. We are a proud Australian company with strong family values. Our approach to sustainable thinking and employing, retaining and developing excellent people will not change. These are the cornerstones of our continuing success. LMS Energy's world-class technology would not be possible without the knowledge and dedication of our employees.



A handwritten signature in black ink, appearing to read 'John Falzon'.

John Falzon
Chairman



Our vision

Our vision is to be the leading bioenergy and methane abatement company, powering the circular economy.

Our purpose



To **protect our environment** from the impact of waste



To be a **great company** for our people, our clients and the community



To constantly **challenge the status-quo** through innovation

Our values



Integrity

PROTECT OUR REPUTATION



Innovation

THINK SUSTAINABLY



Safety

NEVER COMPROMISE



Development

GROW OUR PEOPLE



Teamwork

ONE TEAM, ONE COMPANY



Commitment

BUILD TO LAST

Why choose LMS Energy

At LMS Energy, our people are our greatest strength. We invest in our people by providing numerous opportunities for growth and development and value the importance of celebrating success.

INDUSTRY LEADERS

As a international company, LMS Energy is at the forefront of renewable energy solutions. With our cutting-edge technology and innovative approach, we are shaping the future of sustainable power generation. There is no other company in Australia that abates more greenhouse gases than LMS!

EXCEPTIONAL CULTURE

We foster a supportive and inclusive work environment where employees are encouraged to achieve their full potential. Your growth and development are our top priorities. In the recent Employee Engagement Survey, 96% of employees either agreed or strongly agreed that they would recommend LMS Energy as a place to work.

EXCITING CAREER PATHS

Our Graduate and Apprentice Program opens doors to diverse and fulfilling career opportunities. Whether you are interested in engineering, communications, finance or IT, LMS Energy offers a range of paths to explore and excel in.



Program highlights

Most of your learning is on-the-job, working within a core discipline and contributing to LMS Energy's key projects and initiatives that make a visible impact to our clients and community. We provide you the tools and support to drive your own professional career, seek out the opportunities that interest you, and work with the people who inspire you.

COMPREHENSIVE TRAINING

Our program provides extensive training tailored to your chosen field. You will gain practical skills through real-world projects, guided by experienced mentors committed to your development.

MEANINGFUL PROJECTS

At LMS Energy, you will be part of teams working on impactful projects that contribute to Australia's clean energy goals. The hands-on experience will prepare you for the challenges and rewards of the renewable energy industry.

NETWORKING AND COLLABORATION

Through our program, you will have the opportunity to collaborate with experts and colleagues from diverse backgrounds. This networking environment promotes knowledge sharing and opens doors to future collaborations.

PROGRESSION OPPORTUNITIES

The program is designed to equip you with the skills, knowledge, and experience needed for long-term career progression. We provide ongoing support and mentoring to help you achieve your professional goals.

Eligibility criteria

Our Graduates and Apprentices are ambitious individuals who enjoy working together to help solve climate change while supplying Australians with secure, affordable, clean energy.

To be considered for a position you will need to:

- Be currently undertaking or have completed a Bachelor's Degree in a relevant field to our role openings.
- Have an interest in an environmental and sustainability career.
- Demonstrate a high level of communication and problem-solving skills.
- Be highly motivated with a desire to achieve excellence.
- Be prepared to undertake an Australian Criminal History Check.
- Have full working rights with no restrictions.

How to apply

We welcome applications from driven and enthusiastic individuals who share our passion for the environment. To find out more about our Graduate and Apprenticeship program or to apply, please email employment@lms.com.au. All candidates will be required to provide a copy of their Academic Transcript and examples of their work during the two-stage hiring process.

JOIN US IN SHAPING A CLEAN AND SUSTAINABLE FUTURE!

At LMS Energy, we are committed to making a positive impact on the environment while providing rewarding career opportunities. Embark on your journey with us and become part of a dynamic team dedicated to creating a clean and sustainable future. Apply now and be part of the renewable energy revolution!

FAQs

WHEN DOES THE PROGRAM START?

Candidates who are currently undertaking a Bachelor's Degree can start work this year on either a casual or part-time basis. They can then move to full-time employment once their studies are complete.

Candidates who have completed their studies and have some recent work experience, may start work this year on a part-time or full-time basis (if they wish!).

HOW LONG IS THE PROGRAM?

The program is 6 months long. Upon completion of the program, our graduates are hired as ongoing, permanent employees.

WHERE IS THE PROGRAM LOCATED?

The majority of Graduate and Apprenticeship opportunities are provided in Adelaide and Brisbane. However, LMS Energy provides opportunities to travel across Australia and New Zealand.

LMS does also provide our employees with flexible work arrangements, and the opportunity to work from home after they have successfully completed their probation period. You'll also receive a wellbeing hour a week to focus on your mental and physical health.



Working together

If you can admire the foundations and values which got us here, as well as the vision to where we want to go; If you can learn from the past and continue to improve for the future; If you can put responsibility before excuses and respect before reward; If you believe working together is more productive than working alone; If you can be part of a team that enhances our reputation and achieves high performance results; If you believe innovation and employee development are important for success; If you believe a culture incorporating commitment, integrity and safety are vital... then you understand what it takes to work for LMS.



LMS.COM.AU