



LMS<sup>TM</sup>  
ENERGY

LMS  
ENERGY

SAFETY  
NEVER  
COMPROMISE.

LMS  
ENERGY

Employee  
Value Proposition  
FY24



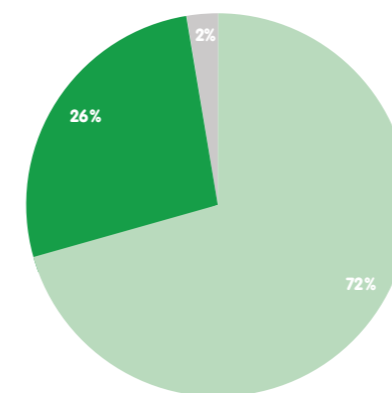
## Employee Value Proposition

LMS Energy (LMS) has remained a family business with strong values for more than 25 years. Today, LMS is Australia's largest bioenergy and emissions reductions company. We abate 600,000 cubic metres of methane every day – equivalent to 240 Olympic swimming pools!

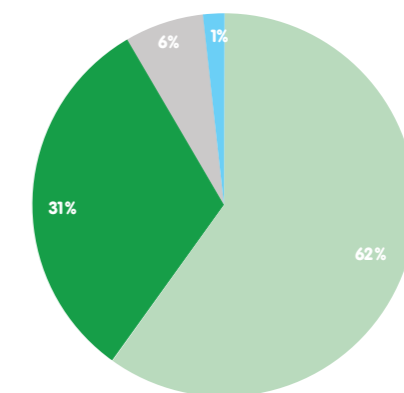
This achievement would not be possible without our greatest strength, our people. The calibre of our people is unmatched. Our employees are dedicated and passionate individuals from a variety of disciplines and industries. All employees are treated fairly and equally regardless of their background or physical characteristics.

In the 2023 Employee Engagement Survey, 98% of employees either agreed or strongly agreed that LMS treats employees fairly regardless of race, gender, age, ethnicity, background, sexual orientation or other differences. LMS recently established a dedicated Diversity, Equity and Inclusion Committee to ensure diversity of thought continues to exist within the company.

At LMS, we are united in our purpose to achieve a zero carbon future. In the 2023 Employee Engagement Survey, 93% of employees either agreed or strongly agreed they have a great sense of purpose working within a renewable energy company.



LMS ENERGY TREATS EMPLOYEES FAIRLY REGARDLESS OF RACE, GENDER, AGE, ETHNICITY, BACKGROUND, SEXUAL ORIENTATION OR OTHER DIFFERENCES



I HAVE A GREAT SENSE OF PURPOSE WORKING WITHIN A RENEWABLE ENERGY COMPANY



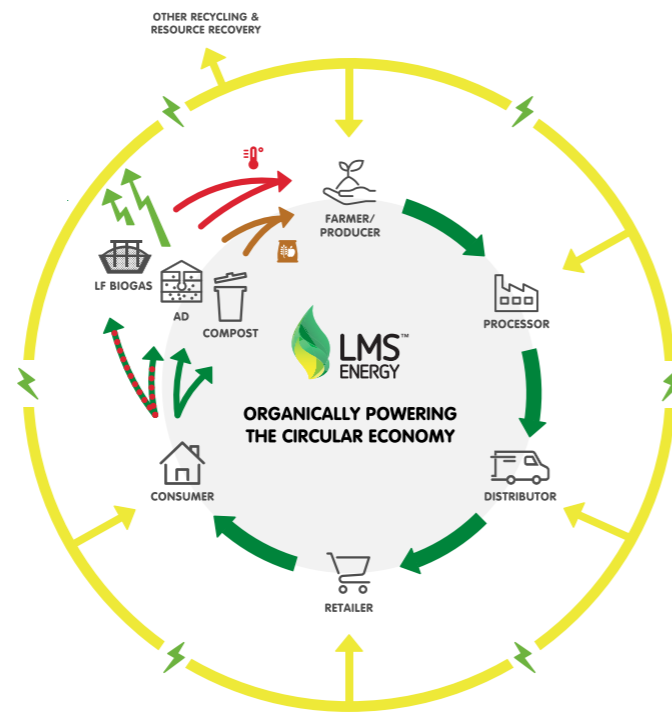
OUR VISION IS TO BE THE LEADING BIOENERGY AND METHANE ABATEMENT COMPANY, POWERING THE CIRCULAR ECONOMY.  
INTEGRITY, SAFETY, INNOVATION, DEVELOPMENT, TEAMWORK, COMMITMENT



## Sense of Purpose

LMS employees know that when they come to work, they are helping to solve climate change while supplying Australians with secure, affordable and clean energy. Each year LMS abates greenhouse gases equivalent to four million tonnes of carbon, and generates 600,000 megawatt hours of base-load renewable energy – enough to power 100,000 homes a day. LMS captures and destroys methane at landfills, an important climate strategy to reduce the impact of the 27 million tonnes of waste Australians send to landfill each year.

Our core business is landfill biogas-to-energy, but LMS is also a company built on innovation. Employees can be confident they are at the forefront of environmental change within the waste management and bioenergy industry. LMS is actively developing cutting-edge projects, such as anaerobic digesters and green data centres. These innovations support the circular economy, organics recycling, landfill diversion and further reduce the climate impact of waste. Innovative ideas are encouraged at all levels, with employees given the opportunity to submit progressive suggestions through LMS' Think Tank initiative.



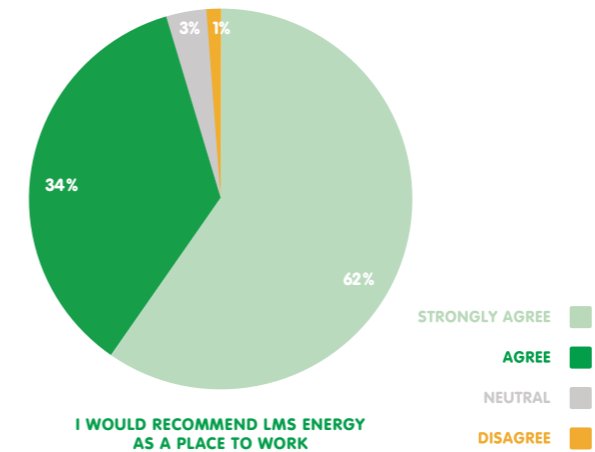
— FOOD & AGRICULTURAL PRODUCTS  
 — CONTAMINATED ORGANIC WASTE (i.e. with other rubbish)  
 — NUTRIENTS  
 — HEAT  
 — BIOENERGY  
 LF BIOGAS = LANDFILL BIOGAS CAPTURE  
 AD = ANAEROBIC DIGESTION

“I enjoy coming into work knowing that we are doing our part to keep carbon emissions down.”

“Being involved in a company making a positive contribution to the planet is rewarding.”

## Employee Retention Scheme

LMS has implemented an Employee Retention Scheme in FY24, which gives employees “ownership” over a generator for a year. It is a long-term incentive scheme which rewards employee loyalty and tenure at LMS while engaging employees with generator and site performance. Each year the electricity profit of a randomly selected generator will be placed into a fund and distributed to employees with greater than 5 years tenure.



## EMPLOYEE GENERATOR OWNERSHIP

In the 2023 Employee Engagement Survey, 96% of employees either agreed or strongly agreed they would recommend LMS as a place to work. This is why we have an average staff tenure of 5 years, well above the national average. We will always reward employees who make an impact and actively contribute to our success.

### WHY DOES LMS EXIST AS A COMPANY?

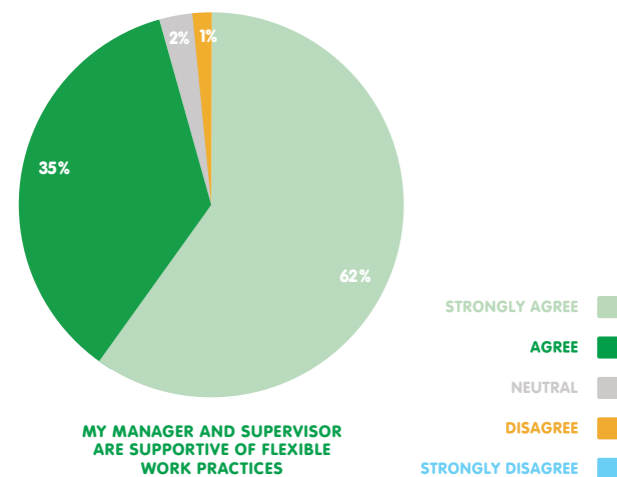
- We exist to protect the environment from the impact of waste
- We exist to be a great business for our people, our clients and the community
- We exist to challenge the status-quo through innovation

“The culture is marvelous. I have never experienced anything like it previously.”



## The Future Favours the Flexible

Flexibility is about trust and dialogue at LMS. In the 2023 Employee Engagement Survey, 97% of employees either agreed or strongly agreed their manager and supervisor are supportive of flexible work practices. Our employee experience is characterised by the following flexible benefits:



“Of all the places that I have been employed at, LMS has by far been the most flexible and supportive employer when it comes to flexible work practices.”



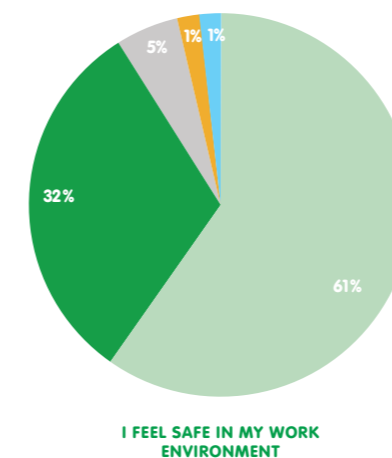
- **TIME FLEX** – a reduction in ordinary working hours and variable start and finish times
- **MICRO FLEX** – flexibility to attend personal appointments
- **LEAVE FLEX** – an option to purchase two weeks of annual leave
- **PLACE FLEX** – an option to work from home two days a week or work from anywhere 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
- **CAREER FLEX** – an opportunity to take unpaid leave for up to three months to travel, take a rest or have a career break

“I believe the flexibility and support for development is tremendous at LMS and the workplace culture is amazing.”

## Work Health and Safety

The physical and psychosocial wellbeing of our employees is our number one priority at LMS. To deliver this commitment, managers and employees work together to always ensure workplace safety comes above all else and is never compromised. In the 2023 Employee Engagement Survey, 93% of employees either agreed or strongly agreed they feel safe in their work environment. Employees can also nominate their colleagues for safety excellence in the quarterly Safety Award!

At LMS we genuinely care about our employees. All employees have access to a free and anonymous Employee Assistance Program, as well as ongoing Mental Health First Aid Training.

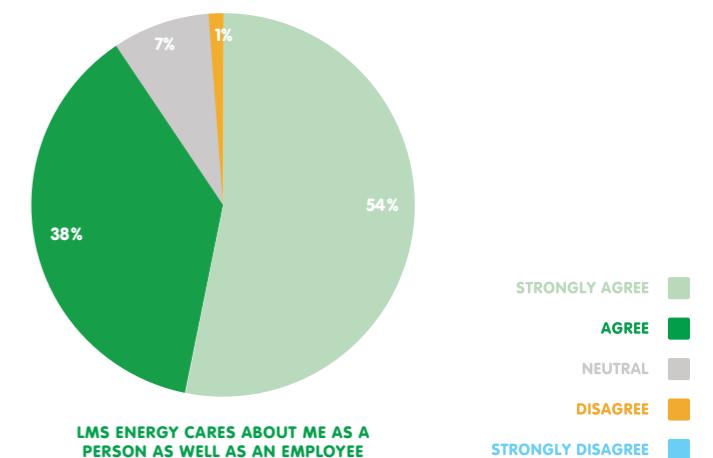


I FEEL SAFE IN MY WORK ENVIRONMENT

**SAFETY.**  
**NEVER**  
**COMPROMISE.**  
A better workplace for everyone

Our employees also benefit from progressive leave policies, such as no limitations on bereavement and compassionate leave. We trust our employees and when they experience tragedy or hardship, we will be there to catch them.

LMS employees are regularly invited to take part in an array of wellbeing initiatives, such as listening to guest speakers and events held to mark national awareness days. We also dedicate the whole month of September each year to employee wellbeing. In the 2023 Employee Engagement Survey, 92% of employees either agreed or strongly agreed that LMS genuinely cared about them as a person as well as an employee.



LMS ENERGY CARES ABOUT ME AS A PERSON AS WELL AS AN EMPLOYEE



## Community Engagement

Employees actively take part in LMS' philanthropic activities, helping to strengthen and deepen our relationship with the community, while also instilling a shared sense of meaning and purpose. All employees at LMS have access to a 'Give Back Day,' an additional paid leave day to take part in corporate volunteering activities.

The most recent corporate support activities include:

- Being proud volunteers at FareShare Brisbane, packing 2,519 meals for Australians experiencing hardship.
- Being a proud supporter of the Smith Family's annual Toy and Book Appeal and child sponsorship program.
- Being a proud supporter of Breast Cancer trials and a participant in Australia's Biggest Morning Tea to support the Cancer Council.
- Being a proud supporter of the KickStart for Kids Fundraiser through Springfield Help for Small Charities.
- Working with local councils and schools to provide educational tours of our project facilities.

## Learning and Development

LMS also places a large focus on the learning and development of our employees. Our recruitment strategy is always to promote internally where possible. LMS has also set-up the following programs and frameworks to support performance development:

- **GRADUATE AND APPRENTICE PROGRAM**  
6-12 month rotation-based program for entry-level roles
- **LMS START INDUCTION PROGRAM**  
3 day induction program in Adelaide for all new starters across Australia and New Zealand
- **A MANAGEMENT ACADEMY**  
2 day tailored and internal program for Managers and Group Managers
- **A CONTINUOUS PERFORMANCE MANAGEMENT FRAMEWORK**  
employee-owned conversations and no end of year performance appraisals!

In FY23 alone, our employees took more than 5,400 hours of study leave!

## Other Leave Entitlements

Employees at LMS also benefit from the following leave entitlements:

**EMPLOYER-PAID PARENTAL LEAVE**  
provided to both primary and secondary carers

**PRO-RATA LONG-SERVICE LEAVE ENTITLEMENT**  
from seven years of service

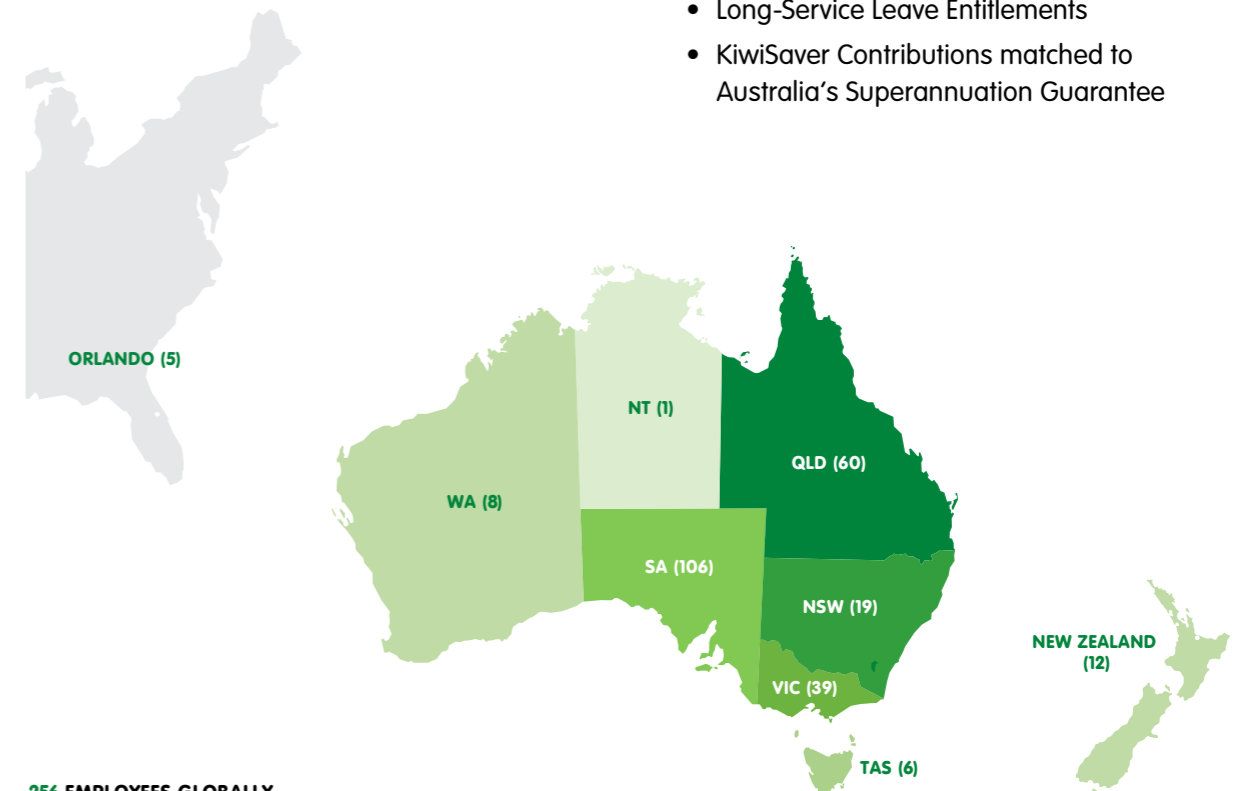
**PERSONAL LEAVE**  
for twelve days as opposed to ten days a year

## Other Benefits

- Laptops/phones provided in most job roles
- Travel opportunities in most job roles
- Tool of trade vehicles provided in some job roles
- Employee referral bonus
- Free flu vaccinations
- Electric Vehicle (EV) novated leasing
- Social and team events

### ADDITIONAL BENEFITS FOR NEW ZEALAND EMPLOYEES

- Long-Service Leave Entitlements
- KiwiSaver Contributions matched to Australia's Superannuation Guarantee



256 EMPLOYEES GLOBALLY



[LMS.COM.AU](http://LMS.COM.AU)



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