



**Find your future**  
For people who  
belong at Laminex

**Laminex<sup>®</sup>**

You know you've found the right place when you feel like you belong. Where you feel embraced and encouraged to be your authentic self.

Where you mix with people, with shared values and drive. Whose energy sparks your own, and where you feel like you can make yourself at home.



Find your future

# Contents

Find your fit	4
Find your purpose	8
Find your potential	11
Find your anywhere	12
Find your rewards	14
Find your wellbeing	15
Are you ready to take the next step?	16



At Laminex we're a team of high performers.  
We believe in camaraderie and creativity.  
In continuous learning, and embracing  
change. In balancing work with wellbeing.  
And achieving personal goals just as much as  
professional goals.

We understand career journeys are winding.  
And no matter where you live, or what you  
aspire to do – we'll support you and your  
dreams, from anywhere you want to be.

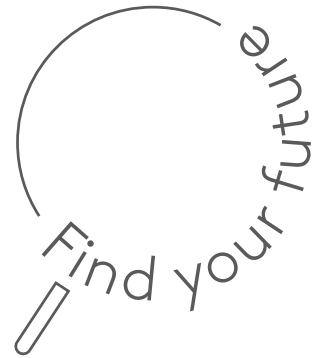
## For people who belong at Laminex

We are an inclusive and diverse  
workplace with a vibrant culture –  
and we're looking for people like you

**People who embrace innovation.**  
**People who nurture safety.**  
**People who champion creativity.**  
**And people who are ready to chart  
their own course.**

From our regional hubs to  
city centres to our work  
from anywhere workforce...

There's a future for you at Laminex.  
**Find your future today.**



We know when you're looking for a new place to work, there are lots of questions you want the answers to.

Throughout this guide, we answer your most commonly asked questions, and share insights into what it's like to work at Laminex.

# Find your fit

**Are you looking for an Australian owned company, with products designed and manufactured locally?**

You'll find that here. Since Australia's had happy little Vegemites, Laminex has been creating decorative laminates. We began in a tin shed in Melbourne in 1934, and have grown to 29 regional locations, 16 distribution and service centres, 41 showroom locations and 5 major city hubs.

In fact, we're so proudly Australian, our colour palettes and surfaces are inspired by, and reflect, the beautiful natural landscapes of our environment.

Being a proud Australian manufacturer also means we celebrate Australia's rich cultural history. We acknowledge that we live and work on the traditional lands of Aboriginal and Torres Strait Islander peoples across Australia, and we pay our respects to their elders past and present.



essastone®

HI-MACS®  
Acrylic Solid Surface

FUSION.

SURROUND  
by Laminex™

trade essentials®

FORMICA®

## Do you believe every Australian deserves great quality products and great quality design?

So do we. Our collection of products match quality and beauty with function. For all tastes and purposes, our diverse brands are serious multi-taskers.

From modern laminates to engineered stones, wood

panelling to acrylic surfaces – we help create spaces that work.

As part of the Laminex family, we have a collection of brands focused on different elements of design and building, to cover every surface.



## Find your fit

### Are you looking for a culture that supports high performance?

If so, you'll fit right in at Laminex. High performance is one of our core cultural pillars... but for us it doesn't mean we churn out heaps of products year on year, or over-work our people to the bone.

We have a sustainable approach – both to the quality of the products we make, and how we approach work. For us, high performance is about great planning and direction. It's embedding behaviours of collaboration and connection and ultimately doing the best for our clients, people, and ourselves.



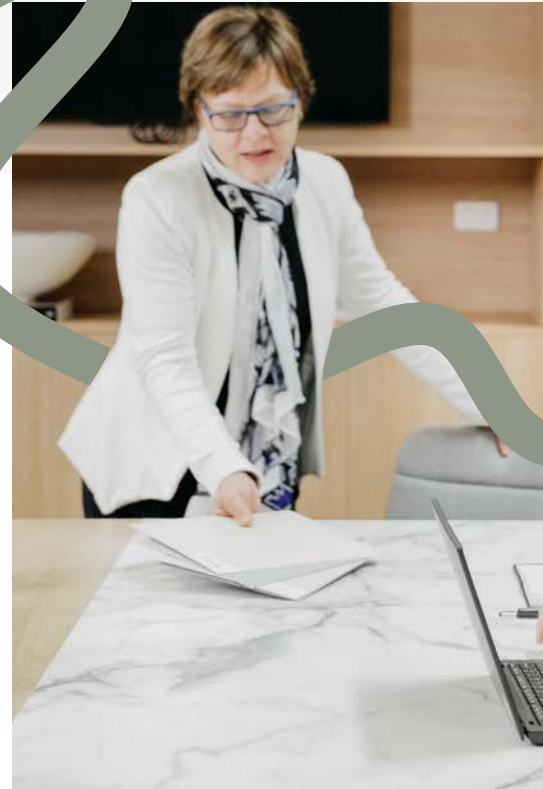
### How do we achieve and sustain high performance?

We're so glad you asked! We have a dedicated wellbeing program in place that supports performance and wellbeing at work.

We know we can't achieve our best without equal measures of: belonging, balance and body – so we support you to

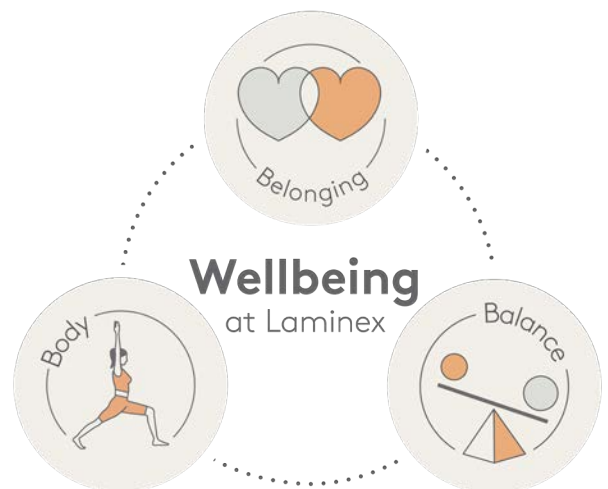
achieve your personal goals, just as much as we support your professional goals too.

For example, Experience Designer Ayse Caglar has pursued her Professional Pilates Instruction Diploma outside of her role at Laminex.



"I love my job but I also love Pilates and helping people move safely. Taking time in my day for Pilates actually feeds my motivation to work and I feel much more energised."

**Ayse Caglar**  
Experience Designer





## Do you love being creative and innovative at work?

Good! Because that drives so much of our culture at Laminex. Relentless innovation and creativity is another pillar that shapes the way we work with one another. It might look like new ideas, new ways of thinking, or new ways of approaching the same old tasks so we can achieve dramatically different results.

The pursuit of relentless innovation and creativity isn't easy; it calls for a commitment to stopping and considering whether the approach we're taking is the best we can do.

At Laminex, we encourage our people to try something new, knowing it's okay if it doesn't work out the first time round. We believe relentless innovation and creativity can (and should) show up across all areas of our business.



## Find your purpose

Purpose goes beyond what we do everyday. It's feeling like you're a part of something bigger. Of a force for good, and something that connects with what you believe in.

At Laminex, we're committed to a future with purpose. A future thriving from sustainability, and a future of equality for all people. Where everyone feels like they belong. Here, we share some of the ways we're committed to a future with purpose.



# Find your purpose

## Do you want to feel like you belong?

Celebrating what's unique about each and every person is a core part of working at Laminex. Whether it's respecting someone's cultural background, age or gender identity – everyone belongs at Laminex, including you.

Like many businesses and industries, we've found our best performing teams are those that are our most inclusive and diverse. They're innovative, harmonious, safe and productive, and represent the best our business can be. This is why we invite everyone to be their true selves at work.

Read on for our commitment to equality and belonging across our business.

## Are you looking for a place committed to equality?

### Gender equality

Manufacturing and building has traditionally been a male-dominated workforce, but we're making a change. We're working hard to make every part of our business a place of opportunity for women.

This is why we're dedicated to achieving gender balance across all of our business units, and supporting women keen to enter roles at all levels and areas of the business.

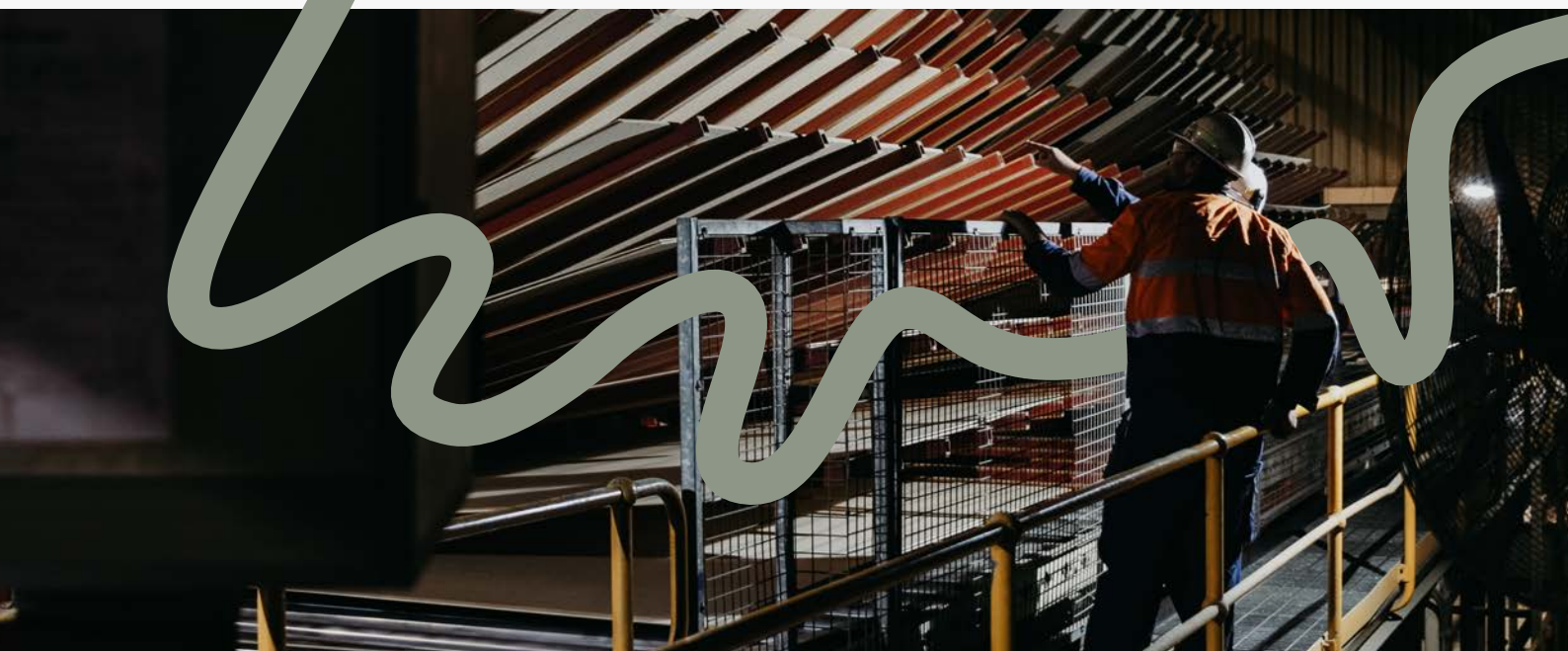
### Human rights

As part of the Fletcher Building Group, we are committed to upholding Human Rights across all our business operations. Human rights are fundamental civil, political, economic and social rights and freedoms that every human is entitled to without discrimination.

This includes the right to be treated decently at work, to express opinions and beliefs without fear of recrimination, to have privacy, and to be free from harassment, abuse or discrimination.

### Modern slavery

We are also committed to achieving the highest standards of ethical behaviour in how we conduct our business and activities. We support and respect the protection of human rights and endeavour to make sure that Fletcher Building is not complicit in human rights abuses. To this end, we will not tolerate slavery or human trafficking, abuse or unfair treatment in any part of our own business, or in any of our supply chains. Our policies and practices in relation to procurement, human resources and corporate responsibility support this commitment.



## Is caring for the environment important to you?

Us too. As part of the Fletcher Building group, we're committed to our actions leading to meaningful change, focusing on six key sustainability aims:

We also offer an extensive range of environmentally-preferable surface solutions that meet or exceed industry standards.



**01—**  
Be the leader in making sustainable building products



**02—**  
Careful management of our resources and emissions



**03—**  
Partner with our supply chain to deliver sustainable outcomes



**04—**  
Build healthy homes and deliver sustainable infrastructure



**05—**  
Support our people and our communities



**06—**  
Transparent environmental, social and governance reporting.



Once you step into a role at Laminex, that's just the beginning. We love learning and we love making it fun.

Whether it's playing our Laminex boardgame, or reading our safety storybook with your kids, you can expect the unexpected when it comes to learning. Before you know it, you'll have new skills you didn't realise you were gaining from all the fun you were having.



# Find your potential



Our learning hub Cornerstone houses over 600 e-learning courses and videos to develop your skills and knowledge. Not only that, you also have the opportunity to be involved in tailored learning programs like our Operational Excellence and

Safety Leadership programs, as well as the Fletcher Building Talent Programs and the Employee Education Fund.

Prefer learning by listening? Take in our Laminex Learning Bites podcast.

We never tire of coming up with new ways to share and learn and welcome your ideas and suggestions as you join our team.

Find your anywhere

2020 was certainly a year for experimenting with new ways of working, and for us it brought in an entirely new remote workforce strategy for our non-operational people.

We found that working from home and connecting virtually saw our people really thrive in this new world of work, which brought on our 'remote first' arrangement.

This means our teams are no longer bound by geographical locations, which has opened up great opportunities and new roles that had previously been restricted by an office location.



# Find your anywhere

## Is flexibility important to you?

There are endless opportunities for you at Laminex. With locations across 5 major cities, and 6 regional manufacturing locations and 41 showrooms around the country, you can choose to work in one of our bricks and mortar locations, or work from anywhere as part of our fully flexible workforce.

Laminex is an ecosystem of people, with many skills and talents across all facets of our business.

From product innovation, to design thinking, sales development, service delivery, logistics and manufacturing – together, we are all part of the amazing Laminex story.





## Virtual support

Know that no matter where you are, we'll support you with virtual leadership and training programs.

Plus, you can be part of our regular Laminex Live, the world's first ever, internal, interactive TV show. We share stories from across the business, interview Laminex leaders, discuss remote working tools and even have a hotline for the audience to call in and be live on air.



Find your future

Find your rewards

At Laminex we want to support you beyond just work, which is why we have our rewards program that helps you save and put money back into your household.



# Find your rewards

## Is recognition important to you?

Us too. We believe in celebrating good work, and letting our people know when they've done great work, so we have a tailor made rewards and recognition program to support this.

We know there's nothing nicer than a pat on the back with a little bit of cash. We give monetary awards for a job well done, and opportunities for you to increase your disposable income where you

can access cash back from over 380 retailers.

You can also send your peers gift cards of thanks or congratulations, and access many other perks through the Wellbeing Centre too.

With Experience by Laminex, you can save on everyday essentials... A conservative one year saving pattern is listed below for a single person and a family:

Rewards	Brands	Single	Family
Car	CALTEX  SUPERCHEAP AUTO  youi	\$200	\$499
Groceries	coles  Woolworths  HELLO FRESH	\$280	\$980
Entertainment	ticketmaster®  HOYTS  EVENT	\$204	\$394
Clothing	THE ICONIC  MYER  rebel	\$150	\$520
Home & Garden	K  JB HI-FI  THE GOOD GUYS	\$215	\$530
<b>Total Annual Savings</b>		<b>\$1,049</b>	<b>\$2,923</b>



# Find your wellbeing

**Do you prioritise health and wellbeing?**

We prioritise your health, safety and wellbeing at Laminex. As part of our team you'll be supported with safety leadership and frontline programs, and join a rich safety culture where we proactively look out for ourselves and each other.

You'll also have access to:

- Mentemia, our wellbeing support program
- We Care, our employee assistance program.

We support you in achieving your wellbeing goals, just as much as we support your work and development goals.



# Are you ready to take the next step?

We would love to hear  
from you.

Get in touch with us by emailing  
[peoplewhobelong@laminex.com.au](mailto:peoplewhobelong@laminex.com.au), or talking to your existing  
Laminex contact about the  
next steps.

**Find your future with us  
at Laminex.**





Find your future

