



Why join team Aeris?

While our core business is copper, zinc and gold, our people are one of our most valuable resources. Together we have created a workplace culture that is proactive, collaborative, results-based, and respectful.

WORKPLACE OF RESPECT

Our team members bring diverse experiences and qualities to our workplaces and we respect and value all of them. When you come to work for us, you can expect a positive and inclusive workplace which is guided by the Aeris Workplace of Respect Policy.

LEAVE POLICIES FOR EVERYONE

Our leave arrangements recognise our team members' unique circumstances and provide options to:

- Swap public holidays to celebrate days that matter to them
- Purchase additional leave to better balance work and family commitments
- Take a three-to-twelve-month career break and have their job waiting for them when they get back
- Access various types of community service leave
- Access paid family and domestic violence leave
- Access up to five days leave for those undertaking gender affirmation/transformation



OUR MENTAL HEALTH AND WELLBEING PARTNER

We provide access to free and confidential counselling services via our Employee Assistance Program (EAP) and access to free dieticians, and financial and legal advice.

PARENTAL LEAVE FOR ALL FAMILIES

Our paid parental leave policy recognises families come in all shapes and sizes. We offer 12 weeks of leave on full pay to a primary carer who has become a parent through birth, surrogacy or adoption – regardless of gender.

MORE TIME TO FOCUS ON WHAT YOU LOVE

Our teams who work operational rosters can enjoy up to a nine-day break before their next swing. Other roles offer flexible working arrangements. This provides our teams quality time with friends and family, doing what they love. How is that for work-life balance?

WE SUPPORT WHERE YOU LIVE

Our competitive remuneration and benefits include options for our people who live locally and those who FIFO (fly-in-fly-out) or DIDO (drive-in-drive-out) to our workplaces.

OUR PARTNERS GIVE YOU MORE

As an Aeris employee, you can access discounts and benefits, including:

- Private health insurance discounts
- Salary packaging options
- Travel services: travel incentives, car hire and Qantas Club



"The culture is good on our mine site. There are great opportunities to start and build your mining career."

Gene, Mine Manager



OPPORTUNITIES TO LEARN AND DEVELOP

We offer training, development and experience to help you forge a lifelong career, including:

- 1 Entry-level training in operational roles
- 2 Trades apprenticeships
- 3 Professional development and education assistance
- 4 Step-up experience and development
- 5 Leadership development



JOIN AERIS AND THRIVE

Aeris Resources is an ASX-listed diversified mining and exploration company employing around 1,000 people across mining operations in New South Wales, Queensland, Western Australia and Victoria.

Our diverse workforce features a broad range of roles that call for operational, trade and professional skills.

Explore our current vacancies, at:

aerisresources.com.au/people/currentvacancies/.

We look forward to hearing from you!

APPRENTICESHIPS

Gain a trade qualification and valuable real-world experience as a fitter/machinist, diesel fitter, boilermaker or electrician.

VACATION STUDENT PROGRAMS

Want practical experience that can't be taught in the classroom? We offer opportunities for students completing tertiary qualifications across a range of disciplines including geology, mining engineering, metallurgy, environment, surveying and health and safety.

GRADUATE POSITIONS

Are you a talented mining, engineering, geology, metallurgy, surveying, environment or health and safety graduate? Start your career with Aeris.

Find out about apprenticeships, vacation student programs and graduate positions at: aerisresources.com.au/people/thenextgen/.