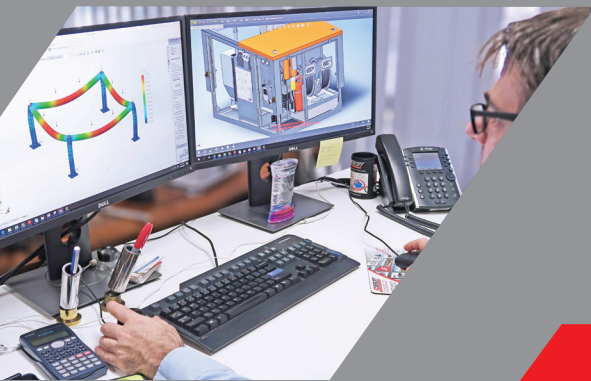


# WORKING AT SOUTHCOTT



# Southcott Employee Value Proposition

## Welcome to Southcott

Southcott Pty Ltd is a family run business with 135 years' service in Australian manufacturing. As a company, we prioritise sustaining partnerships and relationships while promoting and driving innovation.

Southcott aims to provide the most cutting edge solution on the market. Our services include system design, component & kit supply, electronic control integration, installation, service & repair and training. We pride ourselves in delivering excellent customer service with our 10 branches and 4 manufacturing facilities nationally offering the Complete Hydraulic Solution.



## Key Business Values



### Prioritising Partnerships & Sustainable Relationships

- Our relationships are lasting in nature with our employees, our customers, our suppliers, and the communities we operate in.
- We understand our customers, their needs and differences.
- We work with like-minded partners to make our solutions available to as wide a market as possible.



### Promoting & Driving Innovation

- We leverage leading technology for our chosen markets.
- We create products, solutions, and intellectual property to generate mutually beneficial outcomes.
- We believe we are uniquely placed to support Australian innovation and manufacturing.



### Adapting to Market Requirements in a Commercially Responsible Manner

- Our resources and skills meet market needs to promote the long term benefit of the company.
- Our customers have alternatives, and they are the reason we are in business.
- Our processes ensure we are easy to do business with, promote efficiency and allow better decisions.

# Culture

## Recruit + Retain + Develop

At Southcott, we aim to recruit, retain, and develop the most qualified and competent people. We accomplish this by providing flexibility, encouragement, and opportunities to challenge and develop professionally and personally.



### People

The average employee service at Southcott is approximately 10 years, ranging from new starters to veterans with 50 years' service. As a company, we share common values of honesty, respect and accountability, focusing on fostering a positive work environment.



### Equality & Diversity

Southcott believes in treating employees equally irrespective of gender, age, race, and religion. We also have a commitment to providing employment to individuals on special terms, reduced working capacity and long term unemployed individuals.



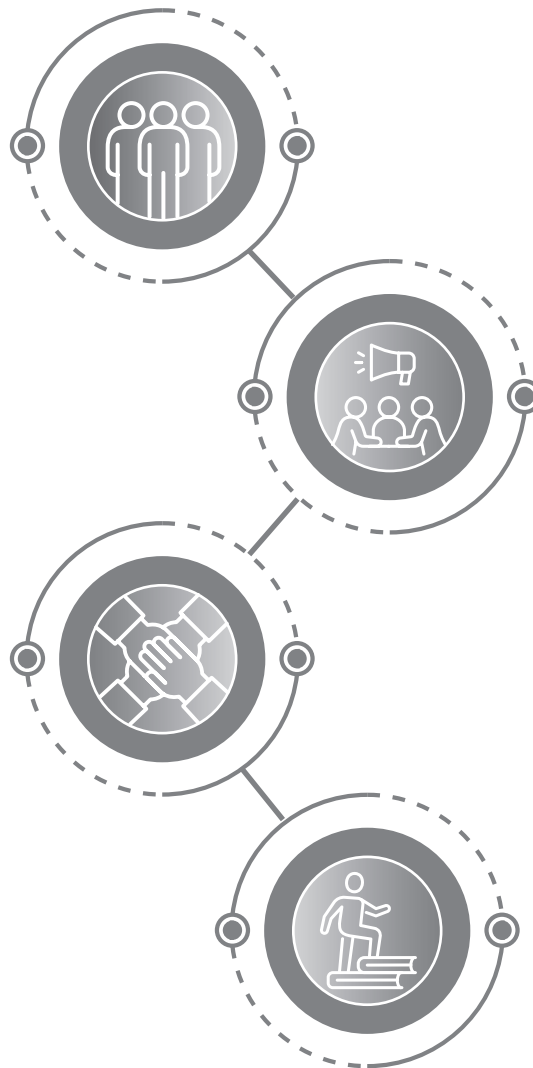
### Communication

Southcott strives to do what is best for the customer and employee. We do this by establishing open communication with an engaging and supportive environment while working collaboratively towards a common goal.



### Empowerment

Southcott believes an empowered workforce environment fosters innovative ideas and new perspectives towards the future of the business. We listen and encourage our employees to pursue innovative solutions.



# Training & Development

At Southcott, we value our employees and the contribution they bring to the company. We believe in a mutually beneficial relationship and strive to make every employee feel respected and valued. Southcott encourages and supports our employees to reach their full potential by providing development, training and job advancement opportunities.



## Shannon McDean | National WHS Co-ordinator



*"I started with Southcott 23 years ago in the Manufacturing division at Wingham. For the first 15 years with Southcott, I was trained in all areas of the Manufacturing business, from Admin to Production planning, quality assurance, and WHS. I was nominated as a company representative of the WHS committee in 2012, working within the Manufacturing division. In 2018 I was given the opportunity to attend a Cert 4 in Work Health and Safety training course and work my way up to achieving an Advanced Diploma in WHS.*

*In 2020 I was able to apply for the role of National WHS Co-ordinator and was successful. To be involved in WHS for the company was a huge opportunity for me. To be able to be a part of the company's success in safety and to help build the platform for our future company's development in safety makes my role a very rewarding one."*

## Kris Korbut | Mechatronic Engineer



*"I began with Southcott in a work experience position, moved into a graduate position and have now moved onto working as a full-time mechatronic engineer. Over the last year, I have been given many opportunities to expand my knowledge and grow my skills in the design, testing and integration of manufacturing projects and hydraulics and systems engineering. While doing all this, I have been supported by a great team who are always very helpful. It is great to see so much variety and challenge in my work, and I look forward to each new project."*

## Tyler Martin | Mechanical Trade Engineer



*"I have worked at Southcott since I finished school, which is now 3.5 years. They always provide great opportunities and different ways to develop yourself as a person and, most importantly, in a career. I was first employed as a 'Hose Assembler/Storeman.' I'm now currently in the second going third year of my apprenticeship as a Mechanical Trade Engineer and absolutely loving it. I have the privilege and honour to meet and work with some awesome people, which I would now call some of my best mates. I have always received unmeasured support from some of the greatest minds in hydraulics at my fingertips, allowing me to learn and grow confidently. Southcott's is on the trend up! I'm so excited being part of this strong, enthusiastic team and cannot wait for what new challenges and opportunities are ahead for both myself and the company."*



# Scholarships and Apprenticeships



## Southcott Engineering Scholarship in conjunction with UniSA

The Southcott Undergraduate Engineering Scholarship is available to commencing and continuing mechanical engineering students studying full-time in one of the following undergraduate programs at the University of South Australia:

- **Bachelor of Engineering (Honours, Mechanical)**
- **Bachelor of Engineering (Honours, Mechanical and Mechatronic)**
- **Bachelor of Engineering (Honours, Mechanical and Advanced Manufacturing)**

The scholarship provides the opportunity for recipients to engage with a leading Australian manufacturer by conducting the final year project and work experience placement at Southcott. There is also the possibility for recipients to benefit from part-time work experience while completing their university studies.



## Southcott Apprenticeships

At Southcott, we provide a pathway for apprenticeships that combines paid on-the-job training and formal study with a registered training organisation.

Apprentices will finish their higher-learning journey with practical skills and formal education whilst under the guidance of a qualified tradesman. On successful completion, this provides a platform to build a long term career within the Southcott organisation.



# Benefits & Recognition

Southcott creates a team of employees by offering above award salaries and yearly reviews as well as recognising employee's years of service and milestones. Our focus at Southcott is to create a positive and rewarding working environment.



Want to recognise a colleague for a job well done? The Southcott 'Shout Out' Award is a quarterly, peer-nominated award designed to create an opportunity to reward and congratulate employees who have demonstrated the company values and key behaviours. Nominations are assessed each quarter by the Executive Leadership Team (ELT) and the winners will receive \$1,000 as a reward.

## EAP

### Employee Assistance Program

An Employee Assistance Program (EAP) is a service contracted by Southcott to support our employees. It is a confidential and professional counselling service that assists us in providing a safe, healthy, and harmonious working environment.



### Employee Referral Incentive

If an employee refers a candidate (non-family) to Southcott and they are appointed to the position, the referring employee will be entitled to receive a voucher valued at \$250.



### Other Benefits

Annual flu shot, Mental Health First Aid, Workwear and business attire.



### Volunteer Leave

All employees of Southcott are entitled to take 1 day per calendar year of paid leave to support volunteer activities that enhance and serve the communities in which we live and work. Employees are free to choose what type of volunteer activities they wish to undertake for an organisation of their choice.

# Career Opportunities

Southcott has around 250 employees nationally in diverse fields ranging from engineering, technical sales, manufacturing, administration, stores, services and sales. Southcott believe in training and developing individuals for personal growth.

Warehouse / Storepersons

Engineers

Hose Fitters

Assemblers

Sales

Finance

Information Technology

Human Resources



## Visit our website

To see our current career opportunities please visit the careers page on our website:

[www.southcott.com.au/careers](http://www.southcott.com.au/careers)





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