

Our vision for BlueScope in Australia is to be a vibrant, modern manufacturer, embodying progress, innovation and sustainability.

We seek to be a supplier and employer of choice with a deeply engaged and capable workforce, trusted and respected by the communities in which we operate.

This guide provides an overview of the remuneration and benefits available to people who work at BlueScope.

To learn more about working at BlueScope, visit bluescope.com or explore current opportunities on our [careers site](#).

BlueScope: a manufacturer built with strength, for shared success

Our Strategic Themes

Our core focus is on *customer value creation, operational excellence, and shareholder value delivery*.

Acknowledgement of Country

BlueScope honours and pays respect to Ancestors, Elders, and their future leaders as the Custodians of this Country.

We acknowledge that the First Nations people have inhabited Australia for millennia, and their cultures, lore's, ceremonies, and connection to Country are sacred and continuing. As a business that makes steel and many value-added products from steel, we respect that there is a very real connection between the "earth" of this Country, its people, and the products that we make.

We are committed to ensuring our operations and supply chains respect this connection, and to creating products that underpin sustainable development. Our products can be infinitely recycled for future generations. We acknowledge the many different Nations across this ancient continent, from rural and remote communities to our cities and suburban areas. It is through the Ancestral knowledge and stories of local Peoples that we can more fully know and understand Country and the unique ways in which Country connects us all.

Our success comes from our people

Our Purpose sets the course for BlueScope and gives us the courage and confidence to deliver what matters most to our communities. It also helps us attract and retain the very best people to get us there.

Our Bond outlines our guiding principles and identifies our key stakeholders.

When we say **Our People are our strength** in Our Bond, we acknowledge that our success as a business comes from our people. We appreciate how our people conduct themselves and choose to do what is right.

We want to work in a safe and satisfying environment. We choose to treat each other with trust and respect and maintain a healthy balance between work and home life.

This guide highlights some of the benefits you could experience when working with BlueScope - from competitive pay, flexible work options, safe, healthy and inclusive workplaces, learning and development and more.

It's an exciting time to be working with BlueScope and helping bring our vision to life - to be a vibrant, modern manufacturer of one of the world's most amazing materials: steel.

Together, we're **creating strength** for the future.

Our Purpose

We create and inspire smart solutions in steel, to strengthen our communities for the future.

Our Bond

Our Customers are our partners

Our People are our strength

Our Shareholders are our foundations

Our Local Communities are our homes



Employee Benefits

We value the skills, teamwork, and drive people bring to their work. If you join BlueScope, you'll be recognised and rewarded for the contribution you make and the outcomes you help deliver. Importantly, we aim to support people to thrive at different work and life stages.

As we continue to create strength for the future through our people, products and solutions, we want every day to be a chance to experience:

Innovation

Make innovative products and create innovative solutions for our customers and communities.

Growth

Learn and develop as you grow, working alongside industry specialists and building career pathways for the future.

Connection

Experience connection and care, and work collaboratively.

Contribution

Deliver work that matters and have your work valued. We're dedicated to supporting you to bring your best across these areas.

Employment terms and conditions are set out in individual employment contracts, letters of offer and, where applicable, industrial instruments. This brochure is a guide to some of the benefits available and may change from time to time.

Total Rewards

Total Rewards

Our 'Total Rewards' approach brings together pay, benefits and development opportunities to support people at work and in life. We offer:

- Competitive remuneration within the markets in which we operate.
- Superannuation, incentives and resources that assist with retirement goals.
- A range of benefits to support work and life, health and wellbeing, career and learning, giving and receiving, and everyday finances.



Explore each reward in more detail on the following pages, or select an icon to jump straight to a section.

Our Approach to Pay & Reward



Individual Contracts

Our remuneration framework and processes ensure we offer competitive and performance-based pay.

Pay is set with reference to the role, skills and market practice. Ongoing pay movement reflects performance, experience and market position.

We offer competitive remuneration via base pay, superannuation and, where applicable, incentive opportunities. There are a number of different incentive programs operating within Australian Steel Products.

Your total Annual Reward at Target – Individual Contract

Variable Pay

Short-Term Incentive: Annual Profit Share Plan or other, Discretionary Bonus Plan

Normally paid once per year as a lump sum based on target %.

*some schemes pay quarterly

Conditional on business performance.

Annual Review

May be delivered as an **increase to base pay** once per year in September.
(or may be paid as a lump-sum-in-lieu of a base increase).

Conditional on your personal performance review, market position and overall Annual Salary Review budget.

Total Fixed Reward

Superannuation: Calculated as a **percentage of base pay** paid to a nominated superannuation fund.

Base Pay: Regular pay, delivered fortnightly.

Guaranteed Reward
(Some locations and roles can include allowances within Base Pay).

Short Term Incentives (also called Variable Pay): Within BlueScope and Australian Steel Products, the majority of our employees participate in some form of discretionary annual Short-Term Incentive plan. The primary incentive plan is called a Profit Share Plan (PSP). For eligible employees, the PSP provides an opportunity to earn a bonus tied directly to the financial performance of Australian Steel Products, the business unit, and an individual's personal performance. Other types of plans tied to key performance indicators also operate in some business units.



Enterprise Agreements

For employees covered by an **Enterprise Agreement**, terms and conditions will be documented in the applicable Enterprise Agreement or other Instrument.

Your total Annual Reward at Target – Agreement-covered

Variable Pay

Short-Term Incentive: Paid in accordance with site arrangements.

Paid according to the scheme cycle (**annual, quarterly or monthly**) as a lump sum.

Conditional on business performance.

Annual Review

May be delivered as an **increase to base** pay once per year as per the Agreement or site arrangement.

Rostered Earnings

(allowances, loadings, penalties)

Subject to the **roster pattern and conditions of work** covered by the relevant agreement.

Total Fixed Reward

Superannuation: Calculated as a **percentage of base pay** paid to a nominated superannuation fund.

Base Pay: Regular pay, delivered fortnightly.

Guaranteed Reward

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Superannuation: Investing in Your Future



Superannuation

We understand that superannuation plays an essential role in your total compensation and is crucial for helping you achieve long-term financial security.

As part of our commitment to supporting our employees' long-term wellbeing, we contribute the statutory Superannuation Guarantee percentage, and in some cases, additional contributions may apply, depending on your role and employment agreement.

If you're considering a career with BlueScope, you'll find opportunities to grow your retirement savings while you work with us. Beyond the company's contributions, you have the option to salary sacrifice, allowing you to add extra funds to your superannuation and increase your savings while you work with us.

BlueScope has established strong relationships with two award winning funds, Australian Super and Australian Retirement Trust. Whether you're new to BlueScope or considering a career with us, you'll benefit from the expertise and support offered by these trusted funds, helping you plan for a brighter financial future.

AustralianSuper



Insurance

At BlueScope, we're committed to your financial wellbeing, now and into the future. That's why, through our nominated superannuation funds, employees have access to comprehensive insurance options, including life and total permanent disablement cover. These benefits are designed to protect you and your loved ones, offering peace of mind should the unexpected occur.

As everyone's needs are unique, we encourage you to explore your insurance options and make informed choices that best suit your personal circumstances. When you join BlueScope, you are not only building your retirement savings, you're also supported with resources, expert guidance, and protection for what matters most.



Leave

Our people are the foundation of everything we do, and we want our people to feel supported and thrive at work and at home. To help you balance your professional and personal commitments, we offer a variety of flexible leave options.

Long Service Leave

For many, BlueScope isn't just a job, it's a career shaped over time, built on learning, connection and meaningful work. We value the dedication and contribution of our people and recognise the importance of taking time out to rest, recharge and reflect.

Our **Long Service Leave** policy provides an opportunity for a well-earned break, supporting both wellbeing and professional growth. Long Service Leave entitlements are determined in accordance with the laws of each Australian State, ensuring fair and consistent benefits wherever you work with us.

When Life Throws You a Curveball

At BlueScope, your life outside of work is just as important as your time with us. Depending on your circumstances, and even where personal leave has been exhausted, additional leave options may be available to support you through a difficult time.

Alongside your annual and personal leave entitlements, our **Wellbeing Leave** gives you that extra layer of support and flexibility during times of illness or when caring for an immediate family member. Agreement-covered employees should refer to the arrangements in their agreement.

Parental Leave

Becoming a parent is an exciting journey, and we're here to provide support that grows with you and your family. We recognise that families are not one size fits all, so we aim to provide flexibility, choice, and meaningful support to help you focus on what matters most.

Eligible parents can access **12 weeks of paid parental leave, or 24 weeks at half pay**, within 24 months of the birth or adoption of a child. To support longer term financial wellbeing, we also **pay superannuation up to 40 weeks of unpaid parental leave**.

By supporting people through this important life stage, we aim to help them stay connected, feel valued, and return to work with confidence and support.



Diversity Equity and Inclusion (DEI)

Our people are our strength, and we know we perform at our best when everyone feels valued, respected and included. We believe diverse perspectives drive innovation, creativity and better outcomes, for our people, our customers and the communities in which we operate.

Our commitment to Diversity, Equity and Inclusion is guided by dedicated **First Nations and Gender strategies**, and strengthened through **partnerships with organisations such as the National Association of Women in Operations and Supply Nation**.

Employee Networks play an important role in bringing this commitment to life. Employee led networks create opportunities for connection, learning and support by bringing people together around shared experiences, interests and life stages. Our networks support a range of communities, including gender equity, parents and carers, LGBTQIA+ inclusion, and women in operational and professional roles, alongside broader inclusion and diversity initiatives. Through conversations, events and local initiatives, networks help build understanding, amplify diverse voices and strengthen inclusion across BlueScope.

Learn more via our [Inclusion and Diversity](#) page, [First Nations Framework](#) and [Gender Equity Report](#).

Flexibility at Work

We know flexibility at work matters. It helps people balance work and life, perform at their best, and sustain meaningful careers over time.

At BlueScope, flexibility is built on the belief that every role has some degree of flexibility, while recognising that the way flexibility looks can vary depending on the role and operational requirements. Some roles naturally lend themselves to greater adaptability than others, though our aim remains the same: to find solutions that work for individuals, teams, our customers, and the business.

Our approach to flexible work is guided by clear principles that put people first. Our B-Flex resources help leaders and team members understand how flexibility can be woven into daily life, creating a supportive and inclusive culture. We encourage open, practical conversations about ways of working that support people, teams, our customers and the business.

B-FLEX
It's how we work

Supporting Health and Wellbeing



Health and Wellbeing

We take a practical, holistic approach to Health and Wellbeing, focusing on what genuinely helps our people stay well and do their best work every day.

We work to Protect, Support and Promote wellbeing across every part of our business, by putting strong safety practices in place, offering meaningful support when it's needed, and fostering a culture where people are encouraged to look after themselves and each other.

Our goal is to ensure every person at BlueScope not only goes home safe, but also feels valued, connected and able to bring their best to work, every day.



Flu Vaccination

At larger sites, BlueScope offers free annual flu vaccinations for employees, with details communicated locally each year.

Fitness Passport

Fitness Passport supports active lifestyles by giving employees and their families access to a wide choice of gyms and fitness facilities for a single membership fee, with locations often conveniently close to home or work.

Through Initiatives like Fitness Passport, we support wellbeing in ways that fit different lives and priorities, helping our people thrive at work and beyond.

Employee Assistance Program

We understand that life can be unpredictable, and sometimes you need a bit of extra support, at work or at home. During those moments, having access to the right resources can make a real difference.

BlueScope offers a free and confidential Employee Assistance Program (EAP) to support employees and their immediate family with confidential help for work, health and life concerns. The service is provided by TELUS Health and is available 24 hours a day, seven days a week, so support is there when it is needed most.

Employees can access short-term coaching and counselling and can also use the TELUS Health One wellbeing platform for resources and support across mental, physical, social and financial wellbeing. Support may relate to everyday challenges, major life events, or simply needing someone independent to talk things through with.

As part of our commitment to inclusion and culturally safe support, the EAP includes a dedicated Aboriginal and Torres Strait Islander Support Line, providing culturally informed care delivered by qualified professionals.

Everyday Perks and Practical Benefits



Real Deals

If you join BlueScope, you'll enjoy access to exclusive deals through our trusted partners, giving you the opportunity to save on a wide variety of products and services.

Whether it's discounted travel, computers, health insurance or cars, our **Real Deals** program brings together special offers from our customers, suppliers and alliance partners. Our benefits are reviewed from time to time, ensuring they remain relevant to your lifestyle and priorities.

As part of these offers, you can take advantage of the **JB Hi-Fi Corporate Benefits** program. This partnership provides our people with savings on top brands in consumer electronics, whitegoods, telecommunications and small appliances, making it easier to access quality products for home or work.



Health Insurance

Our employees have access to **Bupa Corporate** health cover, which comes with exclusive benefits. These include Accident refund options and the opportunity to claim up to the full cost for optical services, depending on your provider's terms.



Novated Leasing - Cars

If you're in an eligible role, you may have access to novated leasing through our trusted provider. This could make it easier to drive the car you want, using pre-tax salary, all while enjoying potential savings and convenience. For more details on how it works and whether you qualify, visit our **Custom Fleet** partner here: [Custom Fleet](#)



Grow With Us: Career Growth and Learning



Learning and Capability

A commitment to lifelong learning and continuous development helps people grow, both professionally and personally. We recognise that empowering employees with opportunities to build their skills leads to stronger teams and rewarding careers.

Our development options cater to a range of preferences, offering virtual and in-person workshops designed to suit everyone. Those who join BlueScope benefit from engaging, contemporary learning experiences, including practical simulations, mentoring, coaching circles, and collaborative workshops.

We regularly introduce new and tailored learning programs, ensuring our people are equipped to meet the demands of a changing landscape and ready for their next challenge. By investing in ongoing learning, we help our people step confidently into new experiences, expand their capabilities and realise their ambitions.

FutureScope & LinkedIn Learning

Your ongoing growth and learning are important to us, which is why everyone at BlueScope has complete access to **LinkedIn Learning** through our **FutureScope** global learning platform.

Whether you're working on site, out in the field or from home, FutureScope is easy to reach on any device, including your own mobile. With **more than 13,000 courses** on offer, you can discover professional development opportunities that match your interests and help you build new skills whenever it suits you.

We appreciate that learning is most powerful when it's shared. FutureScope is more than just a library of courses, it's a space where you can join communities, connect with team members locally and globally, and learn from the experience of others. You're encouraged to join discussions, ask questions, and share your own expertise, your knowledge and experience help create strength for the future, together.



**Future
Scope.**



Career Progression and Growth

At BlueScope, your career could take you further than imagined. As a global leader in steel and materials solutions, we offer opportunities across Australia and around the world, supporting career journeys that reflect your individual ambitions and lifestyle.

Some of our people choose to specialise and build deep expertise in a particular field. Others thrive by exploring different roles, developing a broad skillset and a rewarding career that evolves over time. Whether you're looking to stay close to home or eager to take on new challenges in regional, interstate or international locations, BlueScope offers a range of pathways for various aspirations, supporting your career journey wherever it may lead.

We appreciate that everyone's journey is unique, and at BlueScope, we encourage our people to take full advantage of the opportunities, guidance and support on offer, empowering them to shape their own path. Development is about helping people explore what matters to them, whether that means building new skills, connecting with mentors and peers, or simply discovering what's possible.

We welcome people from all backgrounds and champion diverse perspectives, ensuring that everyone has access to meaningful growth and progression.

Ready to shape your future with us? Explore current opportunities at [BlueScope Careers](#).

Leadership Development

We're committed to growing confident, capable leaders who champion safety and inspire their teams to succeed.

Our leadership development programs are designed for different stages of your journey, whether you are stepping into leadership for the first time or bringing years of experience. We equip our people leaders with the practical skills and support needed to nurture high-performing teams and foster a safe, positive workplace. By supporting your development, we empower you to pursue a fulfilling career while contributing to the continuing success and future of BlueScope.





Educational Assistance

At BlueScope, eligible team members can take advantage of our **Education Assistance Scheme**, designed to help you build your career through further study.

The scheme offers financial support of up to \$2,500 per subject for approved Vocational, Tertiary, or Professional Accreditation courses that align with our organisational needs. In addition, paid study leave may be available, subject to approval, to support your learning journey. This scheme is one of the many ways we invest in your growth, helping you gain valuable qualifications while balancing work and studies.



Postgraduate Business Education

We're proud to partner with **Sydney Business School**, part of the University of Wollongong's Faculty of Business and Law, to support the career development of our team. Through this collaboration, BlueScope employees enjoy a 15% corporate discount on postgraduate business qualifications, making advanced study more accessible and rewarding.

The University of Wollongong is renowned globally for its excellence in engineering, business and management education. You can choose to study at the Sydney CBD Campus in Circular Quay, the Wollongong Campus, or online, offering flexibility to suit your lifestyle and work commitments. This partnership empowers our people to learn and grow professionally and gain internationally recognised credentials.



UNIVERSITY
OF WOLLONGONG
AUSTRALIA

Connection, Recognition & Community



Pulse Engagement Surveys

We regularly invite our people to have their say and share insights and experiences so we can all make BlueScope better, together.

We listen to your feedback and work together to implement actions from each Pulse survey, which helps BlueScope keep improving as an employer.

Pulse

Community Involvement

Our communities are our homes, and strong communities lay the foundation for a stronger future.

We actively support local groups and encourage our people to get involved, whether that's through volunteering, sharing expertise, or participating in community projects. You'll find teams involved in projects like the BlueScope Community Partners Program and local environmental restoration efforts, delivering practical hands-on support while building new skills and connections.

We take our responsibilities seriously, placing safety and sustainability at the heart of what we do. Most of these activities are organised locally, ensuring initiatives meet the unique needs and interests of each area.

Service Awards & Recognition

Our people are our strength, and we recognise the contribution and commitment that shapes who we are. Their dedication, ideas, and achievements make a real difference, and we acknowledge this great work at every stage of their career. We celebrate service milestones and contributions with certificates and service awards, taking pride in highlighting significant moments, whether through innovation or everyday excellence.

Recognition at BlueScope extends beyond formal awards. We actively shed light on those making a positive impact in their daily roles or through special projects. By celebrating initiative and creativity, we foster a vibrant, modern workplace where every contribution is valued and meaningful accomplishments are acknowledged.



Creating strength for the future

Visit bluescope.com for more information on
how we're **creating strength for the future.**

www.bluescope.com/auscareers in  

March 2026

