



Mining potential for over 160 years



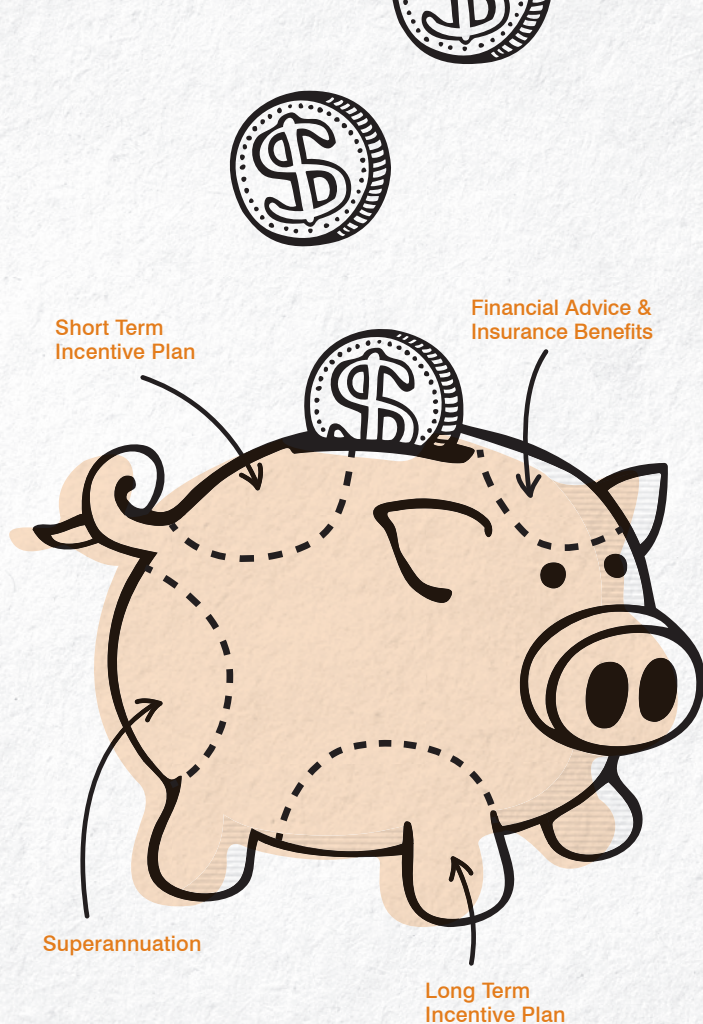
CLIFFS



We're an international mining and natural resources company headquartered in Cleveland USA, with our Asia Pacific head office in Perth, Western Australia.

We've been operating for over 160 years and have a bright future ahead. Our organisational strengths start with selecting the right people who fit our culture and who contribute toward achieving our business objectives. We appreciate individual effort and, in return, provide our employees with additional benefits over and above their salary.

Read on to learn how we support our workforce through our Employee Benefits Program.



Financial benefits

The role that our employees play in meeting our business objectives cannot be understated.

That's why we provide generous financial rewards such as:

- 15% superannuation provided with monthly cash out options
- Annual Short Term Incentive Plan where employees can potentially receive a target amount of between 15% to 30% of their base salary. This target percentage is determined by role level
- Long Term Incentive Plan for Senior Managers where up to one quarter of the base salary is vested over a three year performance period. The grant is made up of Restricted Share Units and Performance Shares
- Financial advice and a range of insurance benefits for employees who elect to participate in the Cliffs Superannuation Fund
- Financial planning assistance for all new Senior Manager and above roles

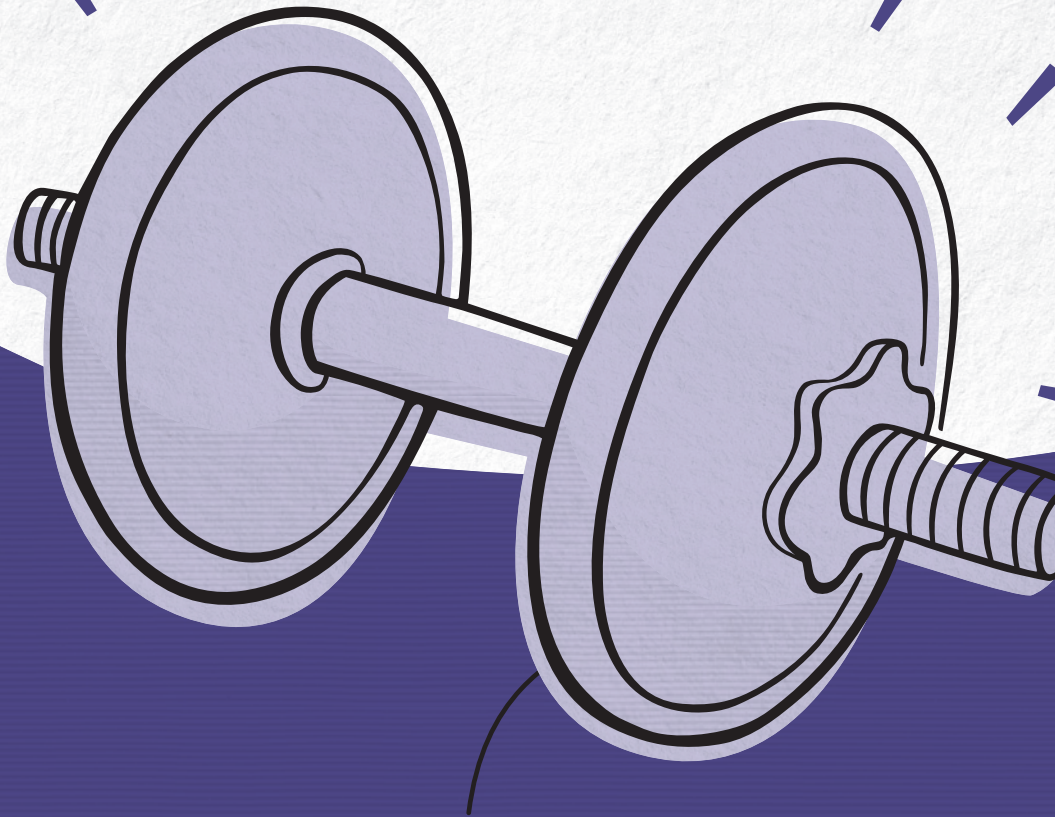
Health and wellbeing

A healthy heart and mind is a contagious spirit we like to embrace.

Based on this notion our employees enjoy:

- Private health insurance reimbursements
- Corporate discounts on private health insurance premiums offered by Bupa and Medibank Private
- Employee Assistance Program for employees and their immediate family to access confidential counselling support
- Annual flu vaccinations
- Fortnightly complimentary massage for Perth-based employees

- Gym membership subsidies of up to \$500 per year for Perth-based employees and provision of free gym facilities to site-based employees
- Executive medicals offered for Senior Manager and above roles





Professional development

Life doesn't stand still in our business and we encourage our employees to keep abreast of what's occurring in their area of expertise.

Our employees can receive:

- Study assistance support to attend relevant courses and receive financial reimbursement for course fees and materials
- Professional membership compensation for industry associations or societies
- A range of in-house Leadership and Learning and Development Programs
- Access to a comprehensive library of over 450 free online courses through our Cliffs College Program. Types of courses available include Personal Development, Management Essentials, Leadership, Project Management and Communication

Flexible work

Our work arrangements are not set in stone and we are willing to consider accommodating personal and family commitments through:

- Part-time employment
- Work from home plans
- Job share arrangements
- Flexible working hours



Personal

Employees have the option to take advantage of additional personal benefits.

These include:

- Personal travel insurance for all employees, their spouse/partner and dependant children
- Accident insurance while travelling between work and home
- Corporate travel insurance for travel greater than 50 kilometres from work, home or overnight
- Novated motor vehicle lease arrangements
- Long Service Leave can be taken on a pro-rated basis after seven years of continuous service
- Cliffs Employee Referral Program where up to \$10,000 can be earned through successful referral hires
- FIFO Families membership for site-based employees and their families who can access a support network whilst working away
- 25 days of annual leave per annum for site-based employees
- Microsoft Software Assurance Home Use Program so employees can have the latest version of Microsoft software on their home computer



Diversity

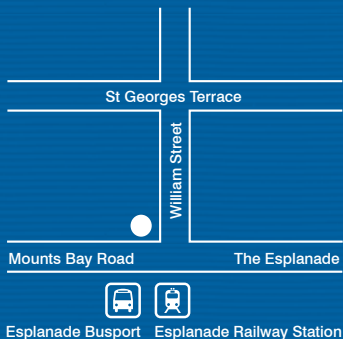
We recognise some benefits are specific to workforce groups.

That's why we provide:

- Paid parental leave
 - 18 weeks paid for a primary care giver
 - 9 days paid for a non-primary care giver
- Annual leave accrual credit when an employee returns from parental leave
- Our female employees with the option to attend external inspirational women's networking events in company time and at company expense
- Workplace Diversity and Cultural Awareness Training

These are just some of the generous benefits we offer. We're continually on the lookout for new or improved benefits, to ensure we stay ahead of industry standards.





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