

COGNIKIN PTY LTD

Employment Agreement (Part-Time) - Maria Pinker - Corrected

Reference: AWC-EMP-2026-MARIA-20260703

03 July 2026

Employment Agreement - Part-Time

Document status: Final corrected issue copy for CogniSign, prepared 3 July 2026. Supersedes the 24 June 2026 draft for signing purposes.

Employer: AWC Group Holdings Pty Ltd (ACN 695 044 323) t/a Australian Waste Company ("AWC", "the Company")

Employee: Maria Pinker ("you")

Work assignment: BINEYE.AI Pty Ltd (ACN 697 470 778) ("BinEye")

Start date: Monday 15 June 2026

Dear Maria,

We are pleased to confirm your part-time employment with AWC. The terms are set out below. You are an employee of AWC for PAYG withholding, superannuation, payroll, leave, workers compensation, award and National Employment Standards purposes. AWC assigns your work to BinEye and may on-charge BinEye for your loaded employment cost plus an internal administration margin. That inter-company arrangement is between AWC and BinEye and does not reduce your employee entitlements.

1. Position

- **Role:** Customer Success Agent - BinEye customer success and B2B sales support.
- **Work assignment:** exclusively within BinEye unless AWC and you agree otherwise.
- **Reporting line:** Marc Withnall manages your BinEye work and customer-success priorities.
- **Employer-side authority:** AWC remains your employer and payroll entity.

2. Employment Type and Hours

- **Employment type:** part-time permanent.
- **Ordinary hours:** 30 ordinary hours per week, being 6 hours per day, Monday to Friday unless varied by written agreement.
- **Daily window:** start and finish times are by agreement, consistent with the early-start working pattern discussed with you and operational needs.
- **Leave and NES:** annual leave, personal/carer's leave and other National Employment Standards entitlements accrue pro-rata to your ordinary hours.
- **Award:** Clerks - Private Sector Award MA000002, Level 3, subject to any final payroll classification check required by AWC.

3. Base Pay and Superannuation

- **Base salary:** \$60,000 per annum for your 30-hour-per-week part-time role. This is the agreed salary for the 30-hour week, not a full-time-equivalent expression.
- **Pay cycle:** monthly, through AWC payroll and Single Touch Payroll reporting.
- **Superannuation:** statutory Superannuation Guarantee is paid on ordinary time earnings at the rate required by law. As at the date of this agreement, the statutory rate is 12%.
- **Award safety/top-up:** if, in any pay period, your salary and applicable incentive payments do not leave you at least as well off as the minimum award/NES entitlements for the hours worked, AWC will top up the payment to the required lawful amount. The salary is intended to absorb any ordinary-hours early-start loading to the extent legally permitted, subject always to this top-up.

4. Per-Bin Bonus

In addition to your base salary, you are eligible for a BinEye per-bin bonus of \$50 per bin, paid in two

independently vesting halves:

- **\$25 on order:** when the customer's order is placed and the required deposit/payment event is received.
- **\$25 on delivery:** when the bin is delivered to the customer.

Each half is earned only when its own trigger is met. If an order is cancelled, reversed, or refunded before a

trigger is met, the corresponding half is not payable. If a paid amount is later reversed because the underlying

customer transaction is reversed, AWC may make a lawful adjustment against a future bonus payment.

The bonus is ordinary time earnings unless payroll/legal advice says otherwise, so statutory superannuation is

paid on it. Tax is withheld through payroll in the ordinary way for bonuses/commissions.

Monthly total-package cap: your total remuneration package in any month - base salary, per-bin bonus and

statutory superannuation combined - is capped at \$30,000. This is a ceiling, not a target. The cap does not

include any separate inter-company margin AWC charges BinEye.

5. Tools, Systems and Benefits

AWC/BinEye will provide the tools reasonably required for the role, which may include a laptop, phone, work

email account, Aircall, CRM access, BinEye/Sophia/CogniKin access, and related business systems.

No gym membership is included in this agreement.

6. Conditions and Onboarding

This employment is subject to:

- satisfactory right-to-work confirmation;
- completion of payroll onboarding, including TFN declaration, superannuation choice and payroll bank details;
- issue/acknowledgement of the Fair Work Information Statement and relevant workplace policies;
- compliance with privacy, IT/security, workplace conduct, anti-discrimination, bullying/harassment, WHS/WFH, call-recording and customer-data handling policies; and
- any reasonable background/reference checks required by AWC.

7. Probation

Your probation period is six months from the start date. During probation, AWC will assess fit, role scope, performance, attendance, customer handling, systems use and compliance with policies.

8. Termination

- During the first 90 days of employment, either party may terminate on one week's notice.
- After the first 90 days, either party may terminate on two weeks' notice.
- AWC may pay you in lieu of notice where lawful.
- Nothing in this agreement reduces your minimum National Employment Standards, award or statutory entitlements.

9. Acknowledgement and Acceptance

By signing, the parties confirm that this corrected agreement records the current employment terms and supersedes the 24 June 2026 signing draft, including removal of the gym-membership benefit and updating superannuation to the statutory rate.

Capacity	Name / title	Signature / date
BinEye work-assignment acknowledgement	Marc Withnall	
For AWC Group Holdings Pty Ltd	Nick Wells, Director	
Accepted by the employee	Maria Pinker	

Prepared by ODIN on 3 July 2026 from Marc Withnall's confirmed instructions and the Maria Pinker employment record. To be issued through CogniSign with filing to the payer employer's financials vault.