



# EMPLOYMENT AGREEMENT

*Resource Recovery Supervisor*

**DAMIEN SEWELL**

|                       |                                                                                                           |
|-----------------------|-----------------------------------------------------------------------------------------------------------|
| <b>Employer</b>       | Superior Bin Solutions Pty Ltd (ACN 691 623 444 / ABN 66 691 623 444), trading as Superior Skip Bins      |
| <b>Employment</b>     | Permanent full-time from 14 September 2026; prior service preserved as required by law                    |
| <b>Effective date</b> | 14 September 2026                                                                                         |
| <b>Award</b>          | Waste Management Award 2020 (MA000043); Level 5, subject to higher duties and the work actually performed |
| <b>First payday</b>   | Wednesday, 23 September 2026                                                                              |
| <b>Ordinary rate</b>  | \$44.00 gross per ordinary hour for 38 ordinary hours per week, exclusive of superannuation               |

For signature 12 September 2026 | Australia/Brisbane | Effective 14 September 2026 once signed by both parties

# Employment agreement

This agreement is made between Superior Bin Solutions Pty Ltd and Damien Sewell. The schedules form part of the agreement.

## 1. Parties and status

1.1 The employer is Superior Bin Solutions Pty Ltd (ACN 691 623 444 / ABN 66 691 623 444), trading as Superior Skip Bins (Employer).

1.2 The employee is Damien Sewell (Employee).

1.3 From the Agreement Effective Date, the Employee is employed on a permanent, ongoing full-time basis for 38 ordinary hours per week. Employment has no fixed end date and continues until terminated in accordance with this agreement and applicable law.

## 2. Full-time transition and service

2.1 The Employee's employment changes from casual to permanent full-time from 14 September 2026 (Agreement Effective Date). The Agreement Effective Date is not represented as the Employee's original commencement date.

2.2 The change does not reset the Employee's continuous service. Earlier service and accrued rights will be recognised to the extent required by the Fair Work Act 2009 (Cth), the National Employment Standards (NES), the Award and any applicable law. Full-time annual leave and personal/carer's leave accrue progressively from the Agreement Effective Date.

2.3 Casual loading ceases from the Agreement Effective Date. The remuneration and permanent employment entitlements in this agreement apply from that date.

## 3. Position, reporting and duties

3.1 The Employee is employed as Resource Recovery Supervisor and reports to Ian Young, Business Operations Manager. If Ian Young is unavailable, the Employee reports to Michael Davy, Director of Operations.

3.2 The Employee will perform the duties in Schedule 2 and other lawful and reasonable duties within the Employee's skills, competence, licences and applicable classification.

3.3 The Employee is assigned Level 5 under the Award. This is an operational supervision and resource-recovery role covering shed and yard workflow and authorised plant operation. The Level 5 assignment does not reduce any entitlement arising from the functions actually performed. If the Employee performs work at a higher classification level on a day, Award clause 15.3 requires the minimum rate for the highest level worked for the whole day.

## 4. Service and review

4.1 Employment in the permanent full-time position is subject to a three-month probationary period from the Agreement Effective Date. This probationary period is an internal assessment arrangement. It does not reset the Employee's continuous service, reduce or exclude a statutory right, or alter any minimum employment period that applies by law. The Employee's earlier service is preserved as stated in clause 2.

4.2 During probation, either party may terminate employment by giving the notice, or payment in lieu where applicable, required by the NES, the Award and other applicable law.

4.3 At approximately three months, the Employer will review the full-time supervisor arrangement, including performance, duties, Award coverage, classification, number of employees supervised and remuneration. The review does not delay any earlier adjustment required by law or a material change in duties, and does not guarantee a pay increase, promotion or continued employment.

## 5. Primary workplace

5.1 The primary workplace is 12 Brewery Road, Gympie QLD 4570. Work may also be required at customer sites, other group locations or another reasonable location connected with the role.

5.2 This clause does not limit any statutory right to request flexible working arrangements.

## 6. Ordinary hours, roster and breaks

6.1 The Employee's 38 ordinary hours are rostered Monday to Thursday from 5.30 am to 2.00 pm (8 paid hours each day after the unpaid meal break) and Friday from 5.30 am to 12.00 pm (6 paid hours after the unpaid meal break). The workweek runs Monday to Sunday.

6.2 Ordinary hours are worked within the Award ordinary span in clause 13.2 (4.00 am to 5.00 pm, Monday to Friday) and must not exceed 8 ordinary hours per day, worked continuously except for meal breaks.

6.3 The Employee must be allowed an unpaid meal break of between 30 minutes and one hour within 5.25 hours of commencing duty. The Employer and Employee will agree the time and length having regard to fatigue-management requirements, as required by Award clause 14.1. For the stated roster, the intended meal break is 30 minutes around 10.30 am and no later than 10.45 am after a 5.30 am start, unless another compliant time and length are agreed.

6.4 After 2 hours of overtime, the Employee must be allowed an unpaid overtime meal break of between 15 and 30 minutes. The Employee and supervisor will agree its time and length having regard to fatigue-management requirements, as required by Award clause 14.2.

6.5 The Employer may direct additional paid rest during ordinary hours where the work or conditions make it reasonably necessary for work health and safety. Those rests are paid, sit inside the 38 ordinary hours and are in addition to the unpaid Award meal. This clause does not guarantee a particular number or length of paid rests.

6.6 Any change to the ordinary-hours roster will be managed in accordance with the consultation required by the Award and the Fair Work Act 2009 (Cth).

6.7 The Employee may be required to work reasonable additional hours, subject to section 62 of the Fair Work Act 2009 (Cth) and the Award.

6.8 Work outside the roster should be approved in advance where practicable. A prior-approval requirement does not remove payment for work the Employer directed, required or knowingly permitted.

## 7. Time records and right to disconnect

7.1 The Employee must accurately record each workday's start time, finish time and unpaid breaks. Records are required so Award overtime, penalties, allowances and other entitlements can be assessed and paid. Records must be submitted and acknowledged each pay period.

7.2 Recording additional hours does not itself authorise them, but all hours worked must still be recorded and assessed for payment.

7.3 The Employee is not required to monitor, read or respond to contact outside working hours where refusal is reasonable under the Fair Work Act and the Award.

## 8. Ordinary pay and weekly payment

8.1 From the Agreement Effective Date, the Contractual Ordinary Hourly Rate is \$44.00 gross, exclusive of employer superannuation contributions, for each of 38 ordinary hours per week. This produces nominal gross ordinary pay of \$1,672.00 per week and \$86,944.00 per year.

8.2 For payroll and hours-recording purposes, each workweek and weekly pay period runs from Monday to Sunday inclusive.

8.3 Ordinary pay and other amounts earned during each weekly pay period will be paid in arrears by electronic funds transfer so cleared funds are available in the Employee's nominated account on the Wednesday immediately following the Sunday on which the pay period ends. Payment is subject to PAYG withholding and lawful deductions.

8.4 The Agreement Effective Date is Monday, 14 September 2026. The first payday under this full-time agreement is Wednesday, 23 September 2026 for the pay period ending Sunday, 20 September 2026.

8.5 If a scheduled payday is not a banking business day, the Employer will arrange payment so cleared funds are available on the immediately preceding banking business day.

8.6 Indicative equivalents are set out after clause 19. The \$44.00 Contractual Ordinary Hourly Rate controls percentage calculations. The Award comparison and separate rates are in clause 9 and Schedule 3.

| Period                 | Gross base  | Super at 12% | Indicative total |
|------------------------|-------------|--------------|------------------|
| Weekly                 | \$1,672.00  | \$200.64     | \$1,872.64       |
| Fortnightly equivalent | \$3,344.00  | \$401.28     | \$3,745.28       |
| Monthly equivalent     | \$7,245.33  | \$869.44     | \$8,114.77       |
| Annual equivalent      | \$86,944.00 | \$10,433.28  | \$97,377.28      |

## 9. Separate Award entitlements

9.1 The \$44.00 Contractual Ordinary Hourly Rate pays for ordinary hours only. For those hours it includes and exceeds the current Level 5 Award minimum rate and the all-purpose industry allowance. The industry allowance is not added a second time to the \$44.00 rate for ordinary hours, but remains included in the Award ordinary hourly rate for comparisons. The \$44.00 rate does not absorb overtime, weekend or public-holiday penalties, shift penalties, the leading-hand allowance, other separately payable allowances or annual-leave loading.

9.2 At 1 July 2026, the Level 5 benchmark is \$1,089.60 per week plus the all-purpose industry allowance of \$122.98 per week, being \$1,212.58 per week or \$63,054.16 over 52 weeks. The Award ordinary hourly rate at that benchmark, including the allowance, is \$31.91. The \$44.00 Contractual Ordinary Hourly Rate and \$1,672.00 weekly ordinary pay are above that benchmark. A higher classification and higher-duties rate applies whenever required by the work actually performed.

9.3 Overtime, weekend and public-holiday percentage rates and shiftwork percentage rates will be calculated using the higher of: (a) \$44.00; and (b) the then-current applicable Award ordinary hourly rate, including the all-purpose industry allowance and any higher classification rate. The relevant Award percentage is applied and each payroll line is rounded to cents. Each day's overtime stands alone. Saturday and Sunday minimum-payment rules, shiftwork rules and public-holiday rules apply as stated in the Award.

9.4 Schedule 3 shows the contractual results at \$44.00. For an ordinary shift hour, ordinary pay represents 100% and the applicable shift loading is paid separately. For ordinary hours worked on a public holiday, the additional Award percentage shown in Schedule 3 is paid separately from ordinary pay. Overtime outside ordinary hours is paid separately at the full applicable rate shown. Fixed-dollar allowances and annual-leave loading are calculated separately under the applicable Award formula. If an Award rate increases, a higher classification applies or another

minimum entitlement is greater, the Employer will calculate and pay the higher current entitlement. Schedule 3 does not freeze or cap a statutory entitlement.

9.5 Where the Employee is a leading hand for Award purposes, the leading-hand allowance in Award clause 16.2(c) is paid separately from the \$44.00 rate according to the number of employees in the supervised group. At 1 July 2026 the weekly amounts are \$30.19 for 4 to 8 employees, \$44.72 for 9 to 15 employees and \$61.49 for more than 15 employees. The then-current Award amount applies. The Employer will record the applicable supervised group and identify the allowance separately on the pay record and payslip.

9.6 Time off instead of payment for particular overtime may be used only under a separate written agreement complying with Award clause 19.6. This agreement does not create a standing arrangement to substitute time off for overtime pay.

9.7 If the Employee receives no prior notification and is required to work overtime for 2 hours or more, the Employer will supply a suitable meal or pay the applicable Award meal allowance, currently \$21.82, as required by Award clause 16.3(a).

9.8 Except for the express ordinary-hours treatment of the Award minimum rate and all-purpose industry allowance in clauses 8.1 and 9.1, this agreement is not an annualised-wage or general offsetting arrangement. Nothing permits a payment in one pay period to offset a shortfall in another.

## 10. Superannuation

10.1 In addition to ordinary pay and other applicable earnings, the Employer will make superannuation contributions at 12% or any higher statutory minimum on the earnings required by law, to the Employee's chosen or otherwise applicable complying fund.

10.2 Contributions will be made within the time required by superannuation law. The Employee must provide valid super-choice information or assist the Employer to identify any stapled fund.

## 11. Award, NES and minimum entitlements

11.1 The parties intend the Waste Management Award 2020 (MA000043) to apply and assign the Employee Level 5. Award coverage and minimum classification are determined by the work actually performed, not the job title Resource Recovery Supervisor. Other functions are classified under Award clause 12, and higher duties apply under Award clause 15.3. Supervisory work may attract the separate leading-hand allowance under clause 16.2(c).

11.2 No enterprise agreement is known to apply to the Employee's employment at the date of this agreement.

11.3 This agreement operates subject to the Fair Work Act 2009 (Cth), the NES, the Award, superannuation law, work health and safety law and any other applicable industrial instrument or legislation.

11.4 If an applicable minimum entitlement exceeds the corresponding payment or benefit under this agreement, the Employer will pay or provide the required difference.

11.5 The Employer will give the Employee the current Fair Work Information Statement and provide reasonable access to the Award.

## 12. Leave and public holidays

12.1 From the Agreement Effective Date, the Employee is entitled to annual leave, personal/carer's leave, compassionate leave, paid family and domestic violence leave, community service leave, parental leave, public holidays, long service leave and other leave under the NES, the Award and applicable Queensland law.

12.2 Annual leave (4 weeks) and personal/carer's leave (10 days) accrue progressively from the Agreement Effective Date on the Employee's ordinary hours. Other NES leave applies as required. Earlier service is preserved as stated in clause 2.

12.3 Annual-leave loading will be paid separately under Award clause 22.2: 17.5% of the amount the Employer would have been required to pay for ordinary hours under clause 15, or the relevant weekend or shift penalty that would have applied, whichever is greater, but not both.

12.4 Leave must be requested and recorded in accordance with law and the Employer's reasonable procedures. Nothing in a procedure reduces a statutory entitlement.

### **13. Policies, directions and conduct**

13.1 The Employee must comply with lawful and reasonable directions and policies, including work health and safety, respectful workplace, privacy, records and use of company systems.

13.2 Policies are not contractual entitlements unless this agreement expressly states otherwise. The Employer may amend them, but no policy can override the NES, Award or this agreement.

13.3 The Employee must act honestly and in good faith, protect the Employer's legitimate interests, promptly disclose conflicts of interest and not accept a personal benefit that could improperly influence work decisions.

13.4 Outside work is permitted where it does not create a conflict, materially interfere with availability or performance, misuse confidential information or create a fatigue or safety risk. Actual conflicts, scheduling conflicts and fatigue risks must be disclosed promptly.

### **14. Safety, supervision and fitness for work**

14.1 The Employee must take reasonable care for their own health and safety and that of others who may be affected by the Employee's acts or omissions at work, comply with reasonable WHS instructions and exercise the role's stop-work authority when an unsafe condition is observed.

14.2 The Employee may operate vehicles, plant or equipment only when lawfully licensed or ticketed where required, trained, authorised and fit to do so. The Employee must immediately report any licence, competency, fitness, plant or equipment issue affecting safe work.

14.3 These duties do not transfer, reduce or replace any duty owed by the Employer or another duty holder under work health and safety law. This agreement does not appoint the Employee as a statutory work health and safety officer, health and safety representative or corporate officer.

### **15. Company property**

15.1 Vehicles, plant, keys, devices, PPE, accounts, credentials, records and other property supplied for work remain the Employer's property. The Employee must take reasonable care of them, follow security and safety requirements, report loss or damage promptly and return them on request or when employment ends.

15.2 The Employee must not export company information to personal accounts or unapproved services.

### **16. Confidential information, privacy and pay discussions**

16.1 The Employee must keep confidential non-public business information, including customer and supplier information, pricing, schedules, operating methods, passwords, personnel information and personal information. It may be used only for authorised work purposes.

16.2 This obligation does not prevent the Employee from discussing or disclosing remuneration or relevant employment conditions as protected by law, exercising a workplace right, making a protected disclosure, reporting to a regulator, obtaining confidential legal or financial advice or making a disclosure required by law.

16.3 The Employee must comply with privacy obligations and immediately report any suspected loss, misuse or unauthorised disclosure.

## **17. Performance and changes to the role**

17.1 The Employer may set reasonable performance standards and provide feedback, coaching and documented review. Where material underperformance or conduct concerns arise, the Employer will follow a process appropriate to the circumstances and applicable law.

17.2 The role may reasonably evolve with business needs. Any material change to duties, classification, remuneration, ordinary hours or primary work arrangements will be managed in writing and subject to the Award and consultation obligations.

## **18. Ending employment**

18.1 The Employer may terminate employment by giving written notice or payment in lieu as required by the NES, the Award and applicable law. The Employee may resign by giving the notice required by the Award.

18.2 The Employer may terminate without notice only where summary dismissal without notice is permitted by law, including applicable limits and procedural obligations.

18.3 On termination, the Employer will pay all amounts due by law. The Employee must return company property and provide a reasonable handover of current work and records.

18.4 Confidentiality, privacy, property-return and accrued-rights provisions intended to continue after employment survive termination.

## **19. General terms**

19.1 This agreement and its schedules record the entire agreement about the Employee's employment from the Agreement Effective Date, subject always to statutory rights, minimum entitlements and preserved service rights.

19.2 A variation must be in writing and signed or otherwise lawfully agreed. A delay in enforcing a right is not a waiver.

19.3 If a term is invalid or unenforceable, it is severed or read down to the minimum extent necessary without affecting the remaining terms.

19.4 Queensland and Commonwealth laws govern. Electronic and counterpart signatures are permitted. The Employee acknowledges receiving this agreement and having a reasonable opportunity to obtain independent advice before signing.

## Schedule 1 — Employment particulars

|                                 |                                                                                                                                                                                                                                                                                                                       |
|---------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Legal employer</b>           | Superior Bin Solutions Pty Ltd (ACN 691 623 444 / ABN 66 691 623 444)                                                                                                                                                                                                                                                 |
| <b>Trading name</b>             | Superior Skip Bins                                                                                                                                                                                                                                                                                                    |
| <b>Employee</b>                 | Damien Sewell                                                                                                                                                                                                                                                                                                         |
| <b>Employee contact</b>         | address, phone and email to be provided in the Employee Onboarding Pack                                                                                                                                                                                                                                               |
| <b>Position</b>                 | Resource Recovery Supervisor                                                                                                                                                                                                                                                                                          |
| <b>Employment basis</b>         | Permanent full-time from 14 September 2026; earlier service preserved as required by law                                                                                                                                                                                                                              |
| <b>Agreement Effective Date</b> | 14 September 2026; this is not the original employment commencement date                                                                                                                                                                                                                                              |
| <b>Primary workplace</b>        | 12 Brewery Road, Gympie QLD 4570                                                                                                                                                                                                                                                                                      |
| <b>Reports to</b>               | Ian Young, Business Operations Manager; if Ian Young is unavailable, Michael Davy, Director of Operations                                                                                                                                                                                                             |
| <b>Ordinary hours</b>           | 38 per week: Monday-Thursday 5.30 am-2.00 pm (8 paid hours per day after 30-minute unpaid meal); Friday 5.30 am-12.00 pm (6 paid hours after 30-minute unpaid meal); workweek Monday-Sunday                                                                                                                           |
| <b>Breaks</b>                   | Unpaid Award meal 30 minutes intended around 10.30 am and in any event within 5.25 hours of start, with time and length agreed under Award clause 14.1; unpaid Award overtime meal 15-30 minutes after 2 hours overtime, with time and length agreed under clause 14.2; additional paid rest only if directed for WHS |
| <b>Award / classification</b>   | Waste Management Award 2020 (MA000043); Level 5, subject to any higher classification required by actual duties; higher duties under clause 15.3; leading-hand allowance separately under clause 16.2(c) where applicable                                                                                             |
| <b>Ordinary rate</b>            | \$44.00 gross per ordinary hour for 38 ordinary hours, equivalent to \$1,672.00 per week and \$86,944.00 per year, exclusive of superannuation                                                                                                                                                                        |
| <b>Pay cycle</b>                | Weekly periods run Monday-Sunday and are paid in arrears on the immediately following Wednesday; first payday Wednesday, 23 September 2026                                                                                                                                                                            |
| <b>Superannuation</b>           | 12% or any higher statutory minimum, additional to pay, on earnings required by law                                                                                                                                                                                                                                   |
| <b>Separate entitlements</b>    | Overtime, weekend and public-holiday percentage rates and shiftwork percentage rates paid separately using the higher of \$44.00 and the current applicable Award ordinary hourly rate; leading-hand and other fixed allowances and annual-leave loading paid separately under the applicable Award formula           |
| <b>Probation</b>                | Three months from 14 September 2026; earlier service and statutory rights are preserved as required by law                                                                                                                                                                                                            |
| <b>Review</b>                   | Full-time supervisor arrangement reviewed at approximately three months; no guaranteed change                                                                                                                                                                                                                         |

## Schedule 2 — Position description

### Role purpose

Lead the safe day-to-day resource-recovery workflow in the shed and yard, coordinate people, plant and vehicle movements, and operate authorised earthmoving plant so waste handling, sorting and recovery work is completed safely, accurately and efficiently.

### Core responsibilities

- Conduct daily pre-start meetings or toolbox talks and communicate the day's work, hazards and controls.
- Allocate and coordinate shed and yard work within the Employee's authority and lawful directions from management.
- Determine the day's exclusion-zone configuration, verify barriers or chains are correctly installed and control essential entry under approved procedures.
- Authorise and coordinate plant and vehicle movements in the shed using approved verbal, visual and horn signals.
- Operate the excavator or other earthmoving plant only when lawfully licensed or ticketed where required, trained, authorised and fit for the plant and task.
- Complete plant pre-start checks, maintain 360-degree situational awareness and shut down or secure plant as required by procedure.
- Monitor compliance, stop work immediately when an unsafe condition is observed and escalate hazards, incidents and near misses.
- Support waste sorting, recovery, bin and equipment movements, housekeeping and safe loading or unloading as operationally required.
- Accurately record hours, unpaid breaks, pre-starts, incidents, defects and other required operational information.
- Provide clear handovers and cooperate with drivers, shed and yard workers, contractors and managers.

### Authority and limits

The Employee may coordinate work and stop unsafe activity within the role and approved procedures. Material disciplinary action, changes to pay or employment terms, expenditure outside delegated limits and statutory notifications remain with an authorised manager or director. The role is not appointed as a statutory work health and safety officer, health and safety representative or corporate officer.

### Licences and competency

The Employee must hold and maintain every licence, ticket or competency required for assigned plant, vehicle or task work. No plant or vehicle may be operated unless the Employee is trained, authorised, fit and legally permitted to operate it.

### Working relationships

- Manager - Ian Young, Business Operations Manager; if Ian Young is unavailable, Michael Davy, Director of Operations
- Operational coordination - shed and yard workers, drivers, plant operators, contractors and visitors as directed

### Review indicators

The three-month review may consider safe supervision, exclusion-zone control, toolbox talks, attendance, time and plant records, work quality, communication, incident reporting, actual plant capacity and duties for classification, and the number of employees supervised for any leading-hand allowance. Measures must not reward unsafe work, unpaid work, concealment of incidents or failure to exercise a workplace right.

## Schedule 3 — Contractual and Award rates

The Contractual Ordinary Hourly Rate is \$44.00. It exceeds the Level 5 Award ordinary hourly rate of \$31.91 effective 1 July 2026, including the all-purpose industry allowance. The then-current applicable Award rate, a higher classification rate or any more beneficial legal entitlement applies automatically whenever it exceeds an amount shown here.

| Work type                                                    | Award multiple  | Rate                        | Conditions                                                                                                                 |
|--------------------------------------------------------------|-----------------|-----------------------------|----------------------------------------------------------------------------------------------------------------------------|
| Ordinary hours reference                                     | 100%            | \$44.00 per hour            | Paid for each ordinary hour; 38 ordinary hours produce \$1,672.00 per week                                                 |
| Afternoon-shift ordinary hours                               | 117.5%          | \$51.70 total per hour      | Ordinary pay represents 100%; 17.5% loading of \$7.70 per hour paid separately when Award shiftwork conditions are met     |
| Night-shift ordinary hours                                   | 130%            | \$57.20 total per hour      | Ordinary pay represents 100%; 30% loading of \$13.20 per hour paid separately when Award shiftwork conditions are met      |
| Overtime Monday to Saturday - first 2 hours                  | 150%            | \$66.00 per hour            | Full amount paid separately; Saturday overtime has a 4-hour minimum unless continuous with overtime begun the previous day |
| Overtime Monday to Saturday - after 2 hours                  | 200%            | \$88.00 per hour            | Full amount paid separately                                                                                                |
| Sunday work                                                  | 200%            | \$88.00 per hour            | Full amount paid separately; all Sunday duty stands alone; minimum payment 4 hours                                         |
| Public-holiday overtime outside ordinary hours               | 250%            | \$110.00 per hour           | Full amount paid separately; minimum payment 4 hours                                                                       |
| Good Friday or Christmas Day overtime outside ordinary hours | 300%            | \$132.00 per hour           | Full amount paid separately; minimum payment 4 hours                                                                       |
| Other public holiday worked during ordinary hours            | 150% additional | \$66.00 additional per hour | Paid separately in addition to ordinary pay for the hour; minimum payment 4 hours                                          |
| Good Friday or Christmas Day worked during ordinary hours    | 200% additional | \$88.00 additional per hour | Paid separately in addition to ordinary pay for the hour; minimum payment 4 hours                                          |

## Execution

Signed as an agreement. Each party confirms the agreement and schedules have been read, the particulars have been completed, and the Employee has had a reasonable opportunity to obtain independent advice before signing.

|                                |                  |
|--------------------------------|------------------|
| <b>For the Employer</b>        | <b>Employee</b>  |
| Superior Bin Solutions Pty Ltd | Damien Sewell    |
| Signature: _____               | Signature: _____ |
| Name: _____                    | Name: _____      |
| Position: _____                | Date: _____      |
| Date: _____                    |                  |

## Reference access

Official Award: [Waste Management Award 2020 \(MA000043\)](#)

Fair Work information: [Starting employment and the Fair Work Information Statement](#)