



EMPLOYMENT AGREEMENT

Resource Recovery Supervisor

DAMIEN SEWELL

Employer

Superior Bin Solutions Pty Ltd (ACN 691 623 444 / ABN 66 691 623 444), trading as Superior Skip Bins

Employment

Casual; existing casual service preserved; no guarantee of hours

Agreement period

Monday 5 October 2026 to Sunday 11 October 2026; first payday Monday 12 October 2026 for that week

Award

Waste Management Award 2020 (MA000043), Level 5 (cl 12.5) locked as agreed; higher duties if work on a day exceeds Level 5

First payday

Monday 12 October 2026

Casual hourly rate

\$44.00 gross per hour inclusive of 25% casual loading, exclusive of superannuation

**Leading-hand /
supervisor allowance**

\$30.19 per week (4–8 employees) in addition to the casual hourly rate when supervising (Award cl 16.2(c)); larger groups subject to Award variation

For signature | 6 October 2026 | Australia/Brisbane | Agreement period Mon 5 – Sun 11 October 2026

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 The Employee is employed as a casual employee. There is no guarantee of hours, days or continuing work. Each engagement stands alone. Employment continues only while engagements are offered and accepted, until ended in accordance with this agreement and applicable law.

2. Commencement and employment status

2.1 The Employee is already employed by the Employer on a casual basis. This agreement records the terms of that casual employment in writing, as required by clause 8.2 and clause 11.1 of the Waste Management Award 2020 (Award). Employment under this agreement is effective from Monday 5 October 2026 (Agreement Effective Date). The Agreement Effective Date is not the Employee's original commencement date. Continuous service for any purpose that applies to casuals under the Fair Work Act 2009 (Cth) (Act), the National Employment Standards (NES) or the Award is assessed under those laws from the Employee's existing service without a break.

2.2 The agreement period is Monday 5 October 2026 to Sunday 11 October 2026 inclusive (Agreement Period), being one Monday–Sunday workweek. Engagements in the Agreement Period are casual and there is no guarantee of any hours, days or engagements during it. The Employer does not guarantee hours, engagements or continuing work after Sunday 11 October 2026. If, after the Agreement Period, the Employer offers and the Employee accepts further casual engagements, those engagements continue on the terms of this agreement unless and until the parties vary or replace it in writing. The end of the Agreement Period does not by itself terminate the employment, create a break in service or affect any statutory right.

2.3 This agreement does not create a new commencement, a break in service or a new probationary period. The Employee's existing service continues without a break and is recognised to the extent required by the Act, the NES, the Award and any other applicable law.

2.4 The Employee is a casual employee within the meaning of section 15A of the Act. The Employer does not make a firm advance commitment to continuing and indefinite work according to an agreed pattern. The Employer may offer work for a day or period; the Employee may accept or reject an offer. Accepting one engagement does not create an entitlement to further engagements.

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 Don Paterson, General Manager.

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

This is one Resource Recovery Supervisor role. When engaged, the Employee supervises and coordinates the shed and yard crew as directed, is responsible for the day-to-day efficiency and safe running of shed and yard work, and performs shed, yard and resource-recovery work and the operation of authorised earthmoving and materials-handling plant, as directed according to the needs of the business. Some engagements will be predominantly supervising. Some engagements will be predominantly plant or shed and yard work. The same contract terms apply so the Employee can do either. The supervisor title does not create a guarantee of hours or change the casual basis of employment.

Truck driving is not a required duty of this role. The Employee will not be required to drive a waste-management vehicle on a public road as a condition of this role. Any driving occurs only by agreement on the day, and only when the Employee holds the required licence class and any required tickets and is authorised and directed to drive.

3.3 One casual hourly rate applies to shed, yard, plant and any agreed driving work. The Employee is classified at Level 5 under the Award (clause 12.5), locked as agreed. The Level 5 classification is agreed by the Employer and does not reduce any entitlement arising from the functions actually performed. If the Employee performs work at a higher classification level on a day (including Level 8 earthmoving plant over 150 BHP, or tipping-platform operation), Award clause 15.3 requires the minimum rate for the highest level, calculated hourly, for the whole day.

4. Probation and review

4.1 No new probationary period applies. The Employee's existing casual service is preserved as stated in clause 2. The absence of a new probation does not exclude or reduce any statutory right, including any casual conversion pathway under the NES.

4.2 If casual engagements continue after the Agreement Period, at approximately three months after the Agreement Effective Date the Employer will review performance, duties, Award coverage, classification, any leading-hand arrangement and remuneration. The review does not guarantee more hours, conversion to permanent employment, a rate increase, promotion, reclassification or continued engagement, and it does not delay an earlier change required by law or by a material change in duties.

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. Hours, engagements, roster and breaks

6.1 There is no guaranteed number of ordinary hours per week or per year. Hours are offered only when the Employer has work and offers an engagement, and only if the Employee accepts that engagement.

6.2 The minimum engagement and minimum payment for a casual employee is 4 hours each day the Employee is engaged, as required by Award clause 11.3 and the NES casual minimum engagement rules. If the Employee is required to attend and is then released early, the Employee is still paid for at least 4 hours at the applicable rate for that engagement (subject to lawful exceptions, if any).

6.3 When an engagement is offered and accepted for ordinary hours on a weekday, those ordinary hours are generally 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, unless overtime or other Award arrangements apply.

6.4 Under Award clause 11.2, the Employer must notify a casual employee at the end of the day whether their services will be required on the next working day.

6.5 An unpaid meal break of 30 minutes will be taken at an Award-compliant time directed by the Employer on the day when the engagement requires it. Under Award clause 14.1 the unpaid meal break is between 30 minutes and 1 hour and must be allowed within 5.25 hours of commencing work.

6.6 If the Employee works overtime after 2 hours of overtime, an unpaid overtime meal break of between 15 and 30 minutes will be allowed as required by Award clause 14.2. That break is unpaid.

6.7 The Employer may direct the Employee to take additional paid rest during ordinary hours where heat, humidity, manual work, plant operation or fatigue makes it reasonably necessary for work health and safety. Those rests are paid, sit inside paid engagement time, are not deducted from pay, and do not of themselves create a guaranteed daily finish or a guarantee of further hours. They are in addition to the unpaid Award meal. Timing and number are directed by the Employer on the day. This is not a Waste Management Award rest break and is not a guaranteed number of 15-minute rests each day. There is no paid smoko. If the Employee works in the shed, the Employee will follow the shed heat rule as directed under work health and safety law, consistent with this clause.

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

6.9 Work outside an accepted engagement 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 that Award overtime, weekend and public-holiday penalties, shift 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. Casual rate and payment

8.1 From the Agreement Effective Date, the Employee's casual ordinary hourly rate is \$44.00 gross per hour. That rate is inclusive of the 25% casual loading required by Award clause 11.4 and is exclusive of employer superannuation contributions. The same casual hourly rate applies to shed, yard, plant and any agreed driving work. The leading-hand / supervisor allowance in clause 9.5 is paid separately and in addition to this \$44.00 rate when the Employee supervises as a leading hand; it is not included in the \$44.00 rate.

8.2 The 25% casual loading is paid instead of paid annual leave, paid personal/carer's leave, notice of termination and redundancy benefits, and the other conditions of full-time or part-time employment that the Award and NES replace with casual loading, as stated in Award clause 11.5.

8.3 For payroll and hours-recording purposes, each workweek runs from Monday to Sunday inclusive. Each weekly pay period comprises that single Monday–Sunday workweek.

8.4 Amounts earned during each weekly pay period, including ordinary casual hours, overtime and separately payable Award amounts, will be paid in arrears by electronic funds transfer to the Employee's nominated account so that cleared funds are available on the Monday immediately following the Sunday on which the workweek ends. Under Award clause 17, all earnings including overtime will be paid within 3 days of the end of the week/pay period. Payment is subject to PAYG withholding, lawful deductions and payroll rounding. Nominated-account details are not recorded in this agreement.

8.5 The Agreement Effective Date is Monday 5 October 2026 and the first payday is Monday 12 October 2026. The first Monday–Sunday workweek is 5–11 October 2026 (the Agreement Period) and is paid on the following Monday.

8.6 If a scheduled payday is not a banking business day, the Employer will arrange payment so that cleared funds are available on the immediately preceding banking business day, still within the time required by Award clause 17.

8.7 Indicative figures (banker's rounding) are set out after this clause. They illustrate the casual ordinary rate and the 4-hour minimum engagement; they are not a guarantee of hours.

Period	Gross base	Super at 12%	Indicative total
Casual ordinary hourly (incl. 25% loading)	\$44.00	12% of OTE	paid for hours worked
Minimum engagement (4 ordinary hours)	\$176.00	as required	when engaged that day

9. Separate Award entitlements

9.1 Overtime, weekend and public-holiday penalties, shift penalties and applicable allowances are paid under the Waste Management Award 2020 (MA000043) as varied. Those amounts are calculated and paid separately from the casual ordinary hourly rate in clause 8.1. Nothing in this agreement absorbs those amounts into the casual ordinary hourly rate unless a separate lawful written annualised-wage arrangement exists.

9.2 The Award industry allowance is paid for all purposes of the Award and forms part of the Award ordinary hourly rate used for Award calculations. The casual ordinary hourly rate in clause 8.1 is a loaded casual rate for ordinary hours; overtime and other loadings are assessed under the Award as varied (including the casual overtime treatment in clauses 11.6 and 19.2).

9.3 The Employee must not work unrecorded hours. The Employer will assess all recorded work for applicable payment.

9.4 If the Employer later proposes an annualised-wage arrangement, it will require a separate compliant written arrangement identifying the Award provisions, calculations, assumptions, outer limits, records and reconciliation process. Nothing in this agreement creates such an arrangement.

9.5 When the Employer places the Employee in charge of a group of employees as a leading hand, the leading-hand allowance under Award clause 16.2(c) is paid in addition to the \$44.00 casual ordinary hourly rate in clause 8.1 and is not included in that rate. At 1 July 2026 the weekly amount for a leading hand in charge of 4–8 employees is \$30.19 per week. Larger groups are paid under the Award table as varied.

9.6 The Award minimum rates track the Award as varied. If an applicable Award minimum for the classification that applies on a day (including higher duties under clause 15.3) exceeds the corresponding payment under this agreement, the Employer will pay the required difference.

10. Superannuation

10.1 In addition to the casual hourly rate, the Employer will make superannuation contributions at 12% or any higher statutory minimum on the ordinary time 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. Coverage is provisional and is a facts question. The Employee is classified at Level 5 under Award clause 12.5, locked as agreed by the Employer. Classification is not determined by the job title Resource Recovery Supervisor. Higher duties apply under Award clause 15.3 as set out in clause 3.3. For context under Award clause 12: labourer, depot hand or process-worker functions at a waste management facility are Level 2; weighbridge operation is Level 3; operation of earthmoving plant at a waste management facility up to and including 150 BHP is Level 4; driving a listed waste management vehicle exceeding 14 tonnes GVM and up to and including 30 tonnes GVM is Level 5; operation of earthmoving plant at a waste management facility over 150 BHP, or tipping-platform operation, is Level 8. Any agreed driving is classified by vehicle GVM and type under clause 12.

11.2 No enterprise agreement applies 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 the Casual Employment Information Statement before or as soon as practicable after commencement under this agreement, and again at the times required by the Act, and will provide reasonable access to the Award.

11.6 A pathway for employees to change from casual employment to full-time or part-time employment is provided in the NES (sections 66A to 66MA of the Act). Disputes about changes to casual employment status may be dealt with under the Act and/or Award clause 30.

12. Leave and public holidays

12.1 As a casual employee, the Employee is not entitled to paid annual leave or paid personal/carer's leave. The 25% casual loading is paid instead of those entitlements, and instead of notice of termination and redundancy benefits, as stated in Award clause 11.5 and clause 8.2 of this agreement.

12.2 The Employee remains entitled to unpaid leave and other NES entitlements that apply to casuals, including unpaid carer's leave, compassionate leave, unpaid family and domestic violence leave, community service leave, parental leave (where eligible), long service leave under applicable Queensland law where it applies to casuals, and public holidays under the NES and the Award when the Employee works or is otherwise entitled.

12.3 All time worked by a casual employee on a public holiday must be paid at the Award casual public-holiday rates in clause 27.5(g), with a minimum payment of 4 hours.

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 for accepted engagements, misuse confidential information, or create a fatigue or safety risk. Actual conflicts, scheduling conflicts and fatigue risks must be disclosed promptly.

14. Safety 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, and comply with reasonable WHS instructions.

14.2 The Employee must be fit for work and may operate vehicles, plant or equipment only when lawfully licensed, trained, authorised and fit to do so.

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 Any 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 or primary work arrangements will be managed in writing and subject to the Award and consultation obligations. Nothing in this clause creates a guarantee of hours.

18. Ending employment

18.1 Either party may end the casual employment in accordance with the NES, the Award and applicable law. Because the Employee is casual, notice of termination and redundancy benefits that apply to permanent employees do not apply where the Award and NES provide that the casual loading is paid instead (Award clause 11.5), except where a specific statutory right still applies.

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 for hours already worked and any other accrued entitlement that applies to casuals. 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 will survive termination.

19. General terms

19.1 This agreement and its schedules record the entire agreement about the Employee's employment, subject always to statutory rights and minimum entitlements.

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 the opportunity for independent advice before signing.

Schedule 1 — Employment particulars

Legal employer

Superior Bin Solutions Pty Ltd (ACN 691 623 444 / ABN 66 691 623 444)

Trading name	Superior Skip Bins
Employee	Damien Sewell
Employee contact	Email damiensewell69@gmail.com; phone 0419 691 232
Position	Resource Recovery Supervisor
Employment basis	Casual; existing casual service preserved; no guarantee of hours
Agreement Effective Date	Monday 5 October 2026 (start of employment under this agreement; not the Employee's original commencement date)
Agreement Period	Monday 5 October 2026 to Sunday 11 October 2026 inclusive; casual; no guarantee of hours or engagements after Sunday 11 October 2026; any further engagements offered and accepted continue on these terms unless varied or replaced in writing
Primary workplace	12 Brewery Road, Gympie QLD 4570
Reports to	Ian Young, Business Operations Manager; if Ian Young is unavailable, Don Paterson, General Manager
Hours	No guaranteed hours; work only when offered and accepted; minimum engagement/payment 4 hours each day engaged (Award cl 11.3 / NES); workweek Monday–Sunday for pay recording
Breaks	Unpaid Award meal 30 minutes when required by the engagement (within 5.25 hours of start); unpaid Award overtime meal 15–30 minutes after 2 hours overtime; additional paid rest only if directed on the day for work health and safety (heat, humidity, manual work, plant operation or fatigue), not Award smoko, no paid smoko, and not a guaranteed number of 15-minute rests each day. If working in the shed, follow the shed heat rule as directed
Award / classification	Waste Management Award 2020 (MA000043), provisional coverage; Level 5 (cl 12.5) locked as agreed; not by job title; higher duties cl 15.3
Casual hourly rate	\$44.00 gross per hour inclusive of 25% casual loading, exclusive of superannuation; one rate for shed, yard, plant and any agreed driving

**Leading-hand /
supervisor allowance**

Paid in addition to the \$44.00 casual hourly rate under Award cl 16.2(c) when the Employee is placed in charge of a group; \$30.19 per week at 1 July 2026 for 4-8 employees (larger groups under Award as varied); not included in the \$44.00 rate

Casual loading

25% paid instead of paid annual leave, paid personal/carer's leave, notice of termination and redundancy benefits (Award cl 11.5)

Pay cycle

Weekly by EFT to a nominated account; workweek Monday-Sunday inclusive; each weekly pay period is that single workweek; paid in arrears so cleared funds are available on the Monday immediately following the Sunday on which the workweek ends (preceding banking day if that Monday is not a banking day); all earnings including overtime paid within 3 days of the end of the week/pay period (Award cl 17); Agreement Effective Date Monday 5 October 2026 and first payday Monday 12 October 2026; the first Monday-Sunday workweek is 5-11 October 2026 and is paid the following Monday; nominated-account details are not recorded in this agreement

Superannuation

12% or any higher statutory minimum on ordinary time earnings required by law, additional to the casual hourly rate

Separate entitlements

Overtime, weekend and public-holiday penalties, shift penalties and applicable allowances paid under Waste Management Award 2020 (MA000043) as varied; leading-hand allowance cl 16.2(c) paid separately when applicable; no silent annualised-wage absorption

Probation

None; existing service preserved; no new probationary period

Review

If engagements continue after the Agreement Period: performance, duties, coverage, classification, any leading-hand arrangement and remuneration at approximately three months; no guaranteed hours, conversion or rate change

Fair Work statements

Fair Work Information Statement and Casual Employment Information Statement to be given before or as soon as practicable after commencement under this agreement

Schedule 2 — Position description — Resource Recovery Supervisor

Role purpose

Supervise and coordinate the shed and yard crew at 12 Brewery Road, Gympie, as directed, perform safe, productive resource-recovery work in the shed and yard, and operate authorised earthmoving and materials-handling plant, so waste handling, sorting and recovery are completed safely, accurately and efficiently. Truck driving is not a required duty. Hours are casual and not guaranteed, including after the Agreement Period ending Sunday 11 October 2026.

Core responsibilities

- Supervise the shed and yard crew as directed when engaged, including directing daily shed work, coordinating sorting, loading and plant tasks, and seeing that allocated work is completed safely and recorded.
- Perform shed, yard and depot duties as directed, including waste sorting and recovery, bin and equipment movements, housekeeping and safe loading or unloading.
- Operate the excavator or other earthmoving plant only when lawfully licensed or ticketed where required, trained, authorised, fit and directed.
- Operate other plant (including forklift, bobcat or loader) only when lawfully licensed or ticketed where required, trained, authorised, fit and directed.
- Complete plant pre-start checks, maintain situational awareness and shut down or secure plant as required by procedure.
- Set up and comply with the day's exclusion-zone controls and use approved signals for plant and vehicle movements in the shed.
- Run or take part in pre-start meetings and toolbox talks as directed, and coordinate shed and yard work within lawful directions from management.
- Stop work when an unsafe condition is observed and report hazards, incidents, near misses, plant defects and licence or fitness issues promptly.
- Accurately record start time, finish time and unpaid breaks each workday, and complete required plant and operational records.
- Provide clear handovers and cooperate with drivers, shed and yard workers, contractors and managers.
- Follow lawful and reasonable directions, including work health and safety, fatigue, plant and site procedures.

Supervision, plant, shed and yard focus

This is one Resource Recovery Supervisor role covering supervision of the shed and yard crew, shed and yard work, and plant work. The position is not split into Supervisor and Operator as separate contracts. Truck driving is not a required duty; any driving occurs only by agreement and when licensed, authorised and directed. One casual hourly rate applies. The Employee is classified at Award Level 5 (cl 12.5), locked as agreed, with higher duties under cl 15.3 if work on a day exceeds Level 5.

Leading-hand work

When the Employer places the Employee in charge of a group of employees, the Award leading-hand / supervisor allowance is paid in addition to the \$44.00 casual hourly rate (cl 16.2(c); currently \$30.19 per week for 4–8 employees at 1 July 2026) and is not included in the \$44.00 rate.

Safety

Take reasonable care. Operate vehicles or plant only when lawfully licensed, trained, authorised and fit. This role is not appointed as a work health and safety officer.

Working relationships

- Manager — Ian Young, Business Operations Manager; if Ian Young is unavailable, Don Paterson, General Manager
- Shed and yard crew — supervise as directed
- Operational liaison — drivers, plant operators, contractors and visitors as directed

Review indicators

The review may consider safe supervision of the shed and yard, safe work, attendance when engaged, time and plant records, following directions, quality of shed, yard and plant work, actual duties for classification, and any group led for leading-hand purposes. Metrics must not reward unsafe work, unpaid work, concealment of incidents or failure to exercise a workplace right. Review does not guarantee hours or conversion.

Execution

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

For the Employer

Superior Bin Solutions Pty Ltd

Signature: _____

Name: Michael Davy

Position: Director of Operations

Date: _____

Employee

Damien Sewell

Signature: _____

Name: Damien Sewell

Date: _____

Reference access

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

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