

Welcome To

One Team. All Customers. Every Outcome.



ONE TEAM

Connect.

Collaborate.

Learn.

Deliver.

Across Programmed and PERSOL ANZ,
every customer is shared,
every opportunity is collective, and
every outcome is achieved, *together*.

One Team.
Programmed.

Why One Team?

One Team is about bringing our three Staffing businesses together as one connected team - strengthening collaboration, sharing our knowledge and expertise, and recognising the value we collectively bring to our customers.

By learning from each other and working together, we can uncover new opportunities, deliver better outcomes and build a stronger, more connected business.

Our goal is simple: create a shared mindset where collaboration, connection and teamwork become the way we work every day.



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One Team Mindset

These principles help bring our people, capabilities and shared purpose closer - creating a more connected way of working across Staffing.

They're about making the most of what we already do well: building relationships, sharing knowledge, supporting each other and using our collective strengths to create better outcomes for our customers.

It starts with four simple actions:

- **Connect** - Building relationships and learning from colleagues
- **Collaborate** - Working together to solve challenges and share ideas
- **Learn** - Gain deeper understanding our businesses and capabilities
- **Deliver** - Bringing our strengths together to create better outcomes

1

CONNECT

Build relationships across Staffing and seek opportunities to work together.

2

COLLABORATE

Create a culture of helpfulness through open communication, support and shared expertise.

3

LEARN

Know our businesses. Share your knowledge. Understand our collective strengths.

4

DELIVER

Own the outcome, support each other and celebrate success as One Team.

What you can do.

Working as One Team starts with small actions - connecting more, sharing knowledge and supporting each other to achieve better outcomes together.

Here are some simple ways you can get involved:

- Connect with colleagues across Staffing
- Share ideas, knowledge and examples of collaboration
- Learn more about our teams, capabilities and how we can support each other
- Look for opportunities to work together and create value for our customers
- Celebrate the wins that come from teamwork

Every conversation, connection and shared success helps us build a stronger, more connected business.

Together, we're not just three businesses working side by side – we are **One Team.**



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One Team will be everywhere

You'll see, hear and experience One Team across multiple channels over the coming weeks.

One Team isn't a single event - it's an ongoing conversation.

Watch for new content, stories, challenges and opportunities to get involved over the coming weeks.

LAUNCH CHANNELS



EGM Town Hall



Launch Comms



Teams posts



One Team Central - microsite



Branch Morning Teas



Weekly challenges



Posters



Branch TV's

Industrial & Infrastructure

Key Industries

Workforce solutions across transport, logistics & warehousing, manufacturing & FMCG, government & services, and trades & civil.

Core Services

From Temporary and contract workforce management to MSP/RPO and our Skills Development Centres.

One Team. All Customers. Every Outcome.

Industrial and Infrastructure (Australia)



OUR PURPOSE

“Building outstanding people, strong customers and great communities”

Apprenticeships & Traineeships

Key Industries

Delivering nationally recognised training backed by more than 10 years' experience supporting Programmed's workforce across construction, infrastructure, utilities, manufacturing and industrial sectors. Our training is shaped by real industry needs and employer expectations.

Core Services

We deliver practical, industry-aligned training that builds workforce capability and job-ready skills. Our flexible programs support individuals, employers and industry partners with nationally recognised qualifications designed for real workplace outcomes.

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OUR PURPOSE

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PERSOL (Australia)

Key Industries

Delivering specialist recruitment across professional & technical, government, ICT and executive sectors, supported by deep market expertise and access to a 1M+ candidate database.

Core Services

Providing end-to-end talent solutions across temporary, contract, permanent and high-volume hiring - connecting organisations with the skills they need to succeed.

One Team. All Customers. Every Outcome.



PERSOL (New Zealand)

Key Industries

Delivering blue- and white-collar workforce solutions across transport, logistics & warehousing, manufacturing, fabrication, government, and professional & technical sectors.

Core Services

Providing flexible workforce solutions across temporary, contract, permanent, seasonal and project-based hiring, including MSP and RPO services to meet evolving workforce needs.

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PERSOL (New Zealand)



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One Team Central

Microsite & Weekly Challenge!

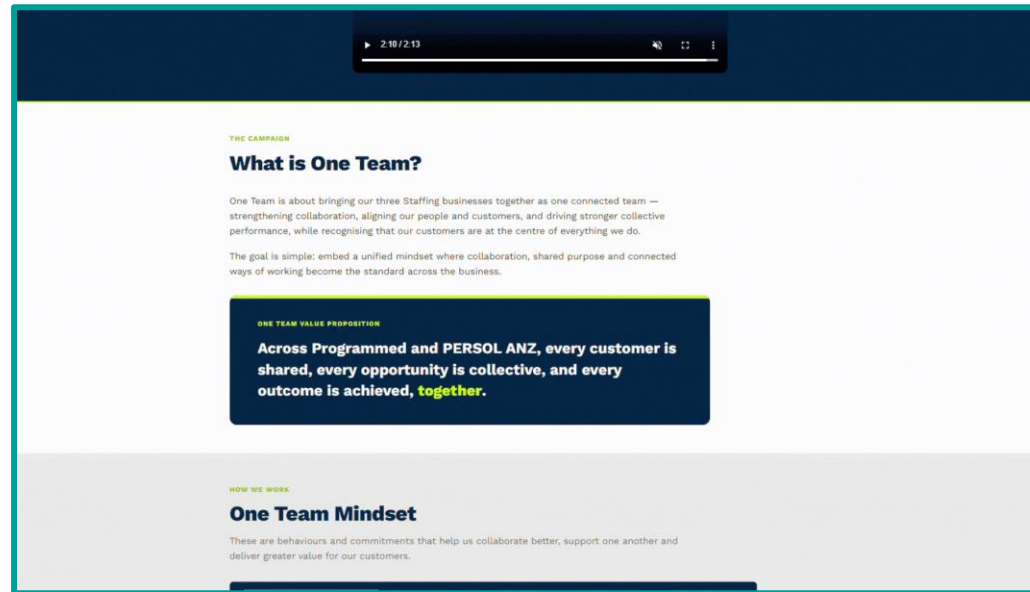
One Team Central Microsite

This is your central hub for all-things One Team.

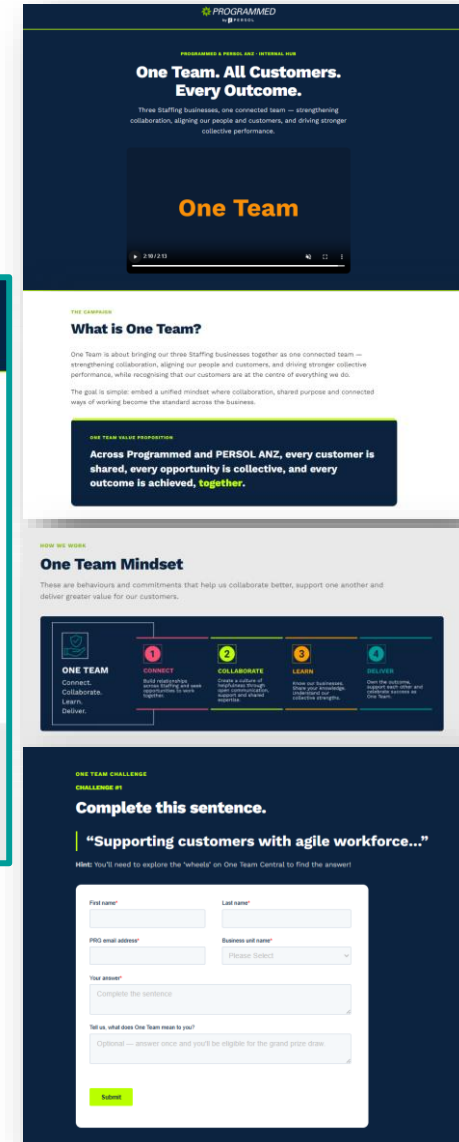
Here you will find:

- Leadership Team intro video
- Information on what One Team means
- Our 4 new business 'compass' visuals for each business area
- A1 Posters to print and display in branch
- One Team Challenge weekly tasks and submission form, and more!

One Team Central Microsite



One Team Central Microsite: info.programmed.com.au/one-team



One Team Challenge!

4 weeks. 4 challenges. One team.

Your mission: Connect with colleagues across our businesses, learn more about what we do, and show how we learn, connect, collaborate and deliver, *together*.

How it works:

- Complete the weekly challenges – will be located on the [One Team Central microsite](#)
- Winners selected at random each week from Australia & New Zealand

Weekly winners: Announced each Monday on the microsite.

- Australia: (1x) First prize draw, (2x) Second prize draws
- New Zealand: (1x) First prize draw, and (1x) Second prize draw

Weekly prizes!

- **1st Prize: Friday Freedom Pass:** 1x Full-day Annual Leave*
- **2nd Prize: Bonus Entries!** 3x instant entries into the 'One Team Spirit' prize draw**

*Friday Freedom Passes (Full-day Annual) – All leave dates/times must be approved by your Manager.

** **Bonus entries:** Make sure you complete all 4 tasks to be eligible for the 'One Team Spirit Prize' draw >>>>>>

See full Terms & Conditions on the [One Team Central microsite](#) page.

One Team 'Spirit' prize

(The final prize draw)

Eligibility - To be eligible for the final spirit prize draw, all participants must:

- Complete ALL four weekly challenges, and
- You must at some point during the 4-week period answer the question - "*What does One Team Mean to you*"?

Winners are selected at random:

x2 Australia winners
x1 New Zealand winner

Spirit Prize Includes:

- x1 Full-day Annual Leave
- x1 \$250 Digital Voucher

Submit all entries via the
'One Team Central' landing page.

Thank you

programmed.com.au