



Opal Packaging Plus

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EMPLOYMENT OFFER LETTER **Reference ID:** OPP-AUS-EMP-0645

Date: 09.07.2025

To: **NAYEM** Bangladesh

Passport No: A18489887

Subject: Offer of Employment

Dear Mr. NAYEM

Following a successful recruitment process, we are pleased to extend to you this formal offer of employment at Opal Packaging Plus for the position of Packaging Associate within our Operational Division at our Truganina facility, Victoria, Australia.

This offer is contingent upon the satisfactory completion of all pre-employment verifications including work eligibility, health clearances, and compliance with statutory immigration requirements.

1. Position Details

• Job Title: Packaging Associate

• **Employment Type:** Full-Time, Permanent

• Location: Unit B/2-6 Dolerite Way, Pemulwuy NSW 2145, Australia

• **Reporting To:** Shift Operations Supervisor

• Commencement Date: 15 July 2025

• **Probation Period:** 3 months from commencement

2. Compensation & Benefits

Component Description

Base Salary (AUD 2.100/month),

Shift Allowance Applicable per award wage agreements
 Overtime Pay 1% of base hourly rate (as per EBA terms)
 Superannuation 10.5% of base salary, employer-contributed

Leave Entitlements 20 paid annual leave days per year

Medical Benefits Group Health Insurance (commences after 90 days)

Other Benefits PPE provided, Meal vouchers (T&C apply)

All compensation is subject to applicable taxation laws in Australia.

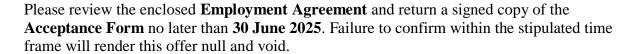
3. Conditions of Employment

- Proof of **right to work in Australia** (visa or residency)
- Submission of National Police Clearance Certificate
- Completion of **pre-employment medical assessment**
- Adherence to all internal company policies including the Code of Conduct,
 Occupational Health & Safety, and Environmental Compliance guidelines.

4. Confidentiality & Non-Disclosure

As part of your role, you will be exposed to proprietary and commercially sensitive information. You are required to sign a **Confidentiality Agreement** as part of your onboarding documents. Any breach of confidentiality may lead to termination of employment and potential legal action.

5. Acceptance of Offer



6. Contact

If you have any questions regarding this offer or require further clarification, please contact:

Rebecca Turner

Manager – Human Resources +611300275977

We look forward to welcoming you to Opal Packaging Plus and trust that your experience with us will be professionally enriching and personally rewarding.

Sincerely,