

Welcome  
to a place  
where  
imagination  
overcomes  
impossible.



Working hand-in-hand with pathologists  
to develop ground-breaking AI solutions.



# Hello, we're franklin.ai

We're leveraging the power of AI in pathology to benefit millions of patients every day.

How?

Through our state-of-the-art clinical AI solutions.

While we're a tech company, people are at the heart of everything we do.

From our dedicated teams to our valued healthcare partners and pathologists, we empower our people to lead, innovate and inspire.

Amid an inclusive, supportive culture and a sense of genuine belonging, we're surrounded by remarkably talented colleagues who also happen to be really lovely humans.

We're a growing community of connectors and collaborators, dreamers and realists, problem solvers and visionaries.

With a thirst for knowledge, insatiable curiosity and passion to make a better world, we're doing the best work of our lives.

Come join us...



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# Our values



Values are a big deal for us. We don't see them as just nice words to put in our company literature and be forgotten about - they're baked into our DNA and they come to life in our behaviours and interactions every day. We're not perfect and we don't always get it right, but we strive to live up to them.

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## Great responsibility is great opportunity.

We fully understand the importance of the work we do and deeply care about the outcomes we're responsible for. We will protect people through scientific evidence in every endeavour. We'll act with a sense of urgency to make our solutions as widely accessible as possible, while achieving clinical excellence.



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## Imagination overcomes impossible.

The toughest challenges give us the chance to make the greatest impact. Driven by curiosity and imagination, our bold ambition takes us to places others don't dare to go.

02

## We do the best work of our lives, together.

We're energised by our colleagues and partners. We collaborate with genuine respect and work hard, knowing that what we are doing is meaningful and important.

04

## Obsessed with the process.

The way that we do things is as important to us as the things that we do. While we move at pace, we pause at key moments to reflect. And once we get to the finish line of a sprint, we look back on how we performed, how we addressed issues and how we can do better going forward.





We inherently understand that, in the modern world, the greatest of ambitions are not achieved by a solo genius or a single 'Eureka!' moment. They're made possible through a dedicated team collaborating closely over time, each person playing a key role to support and push each other further. Knowing that every one of us is here to do the best work of our life, we're committed to creating an environment and culture where everybody feels a sense of belonging. A place where people feel nurtured, supported, challenged and inspired.

**To this end, we've carefully curated a package of team benefits for everyone to tap into whenever needed...**



## Do work that matters.

We're operating at scale with pioneering AI technologies that few other companies are. It's challenging, important work that's creating a more equitable healthcare future for all.



We take our  
work seriously,  
but not  
ourselves.

Yes, we work hard but we do it knowing that the end result will be worth it. We love what we do, we enjoy working together and we take time out to celebrate our wins.



## Diversity is not a buzzword, it's in our DNA.

We embrace, celebrate and support diversity - it's just what we do. We're proud to be an equal opportunity employer with diverse perspectives shaping our inclusive culture.



# Help us grow.

Through our employee referral program,  
successful referrers receive a juicy bonus.



## 9-5 is so 1995.

Whether you're a morning person or a night owl, we'll flex to your working style. Our flexible work options include Work From Home days and part-time arrangements.



Work is an  
activity, not  
a location.

Times have changed. We don't always have to be together in a physical space to work effectively. Our flexibility includes remote working - empowering our team to work from wherever they are around Australia. Of course, sometimes we need to be together, collaborating in person. Which is why we have a beautiful state-of-the-art office in the Sydney CBD.



## Your growth is our growth.

We offer career development pathways for every role, and provide access to an annual learning budget. You'll also have the opportunity to upskill through job shadowing, participating in Hackathons and peer-to-peer 'Lunch & Learn' sessions.



## Hone your skills alongside some of the best in the business.

There's a saying in tennis that the way to improve is to play with a better partner. The same ethos applies here. You'll have the opportunity to work with passionate industry leaders who'll help you succeed in your role. And you'll get to do the same for others.



## Our holistic approach to wellbeing.

We ensure our people are cared for both in and outside of the workplace. As a part of this, we offer a confidential 24/7 EAP Service.



Money's not  
everything,  
but it's an  
important thing.

Our remuneration approach ensures  
you are paid fairly and competitively.





# It's good to give back.

As a company, we get involved in corporate engagement activities, including various fundraising and awareness initiatives like STEPtember and R U OK Day.





## Parenting is one of the toughest gigs on the planet.

The toughest gig calls for the strongest support. Our 'Becoming a Parent' program recognises that parenthood takes many forms and comes with many challenges. The program is our way of playing a small part during a momentous life event, to be there for our people - and their little people - when it matters most.

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# Parenthood's not always straightforward.

**Egg or sperm collection and freezing, and IVF support.**

This crucial support is available for you and your partner. You can access financial support up to \$10,000. In addition, you can claim a discount from the global leader in assisted reproductive services, Virtus Health. And crucially, flexible working hours give our people the space and balance they need as they go on their journey.





# There for the tough times.

## **Early pregnancy loss.**

You and your partner are never alone. For anyone going through this heartbreakin experience we offer different kinds of support.

For miscarriage and early pregnancy loss, you can take two weeks of paid bereavement leave and have access to a library of resources in partnership with the Pink Elephants Support Network.

For pregnancy loss after 16 weeks of pregnancy, you can access 16 weeks of paid leave.

Our people also have access to our internal Mental Health First Aid Officers and Uprise EAP for confidential counselling support.



# Support when you need it most.

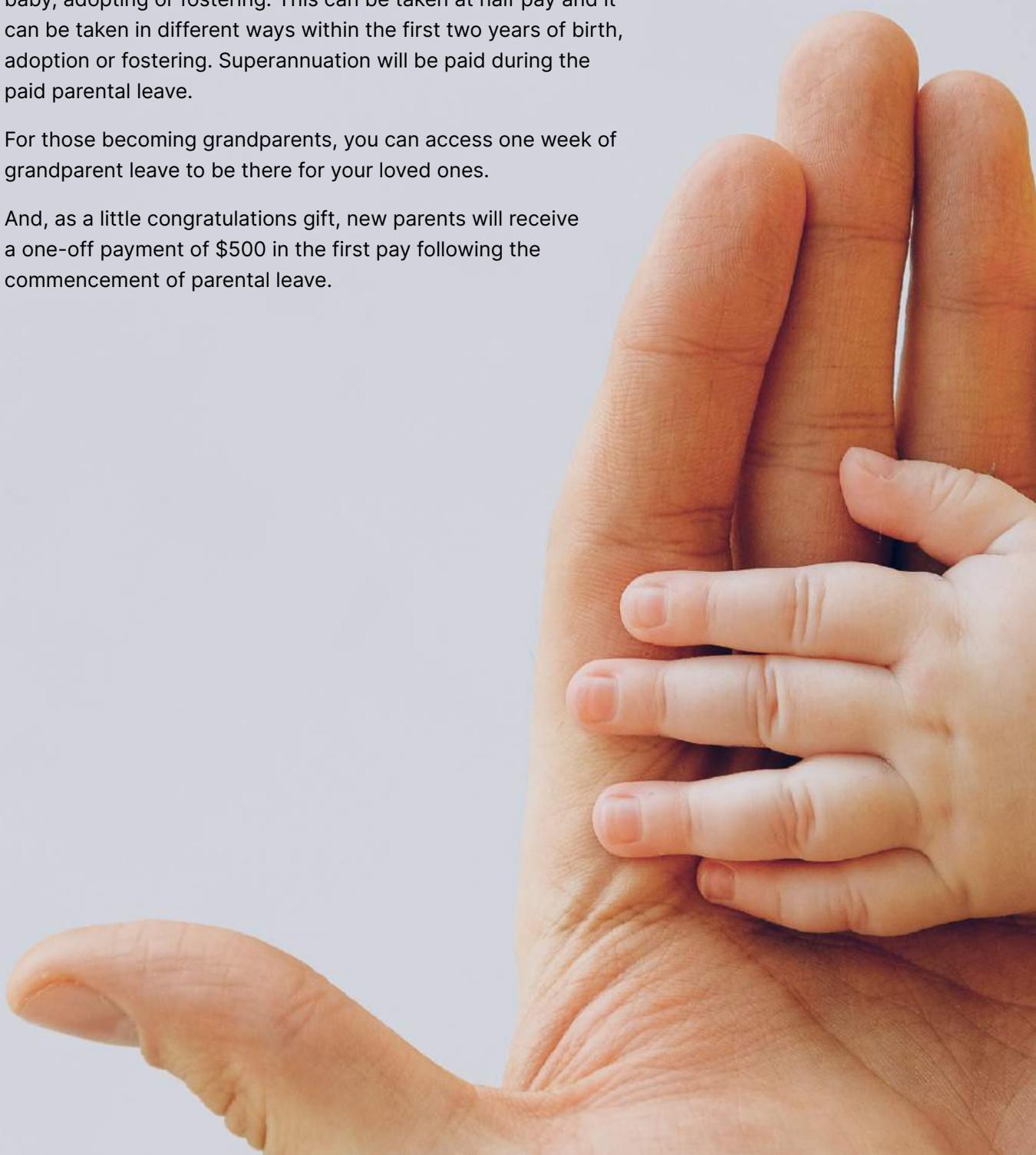
## Pregnancy, adoption and fostering support.

We understand that bringing a new member into your family can be a complex process, whether through pregnancy, adoption or fostering. We provide flexible working arrangements to enable you to attend medical appointments. Our people have access to ultrasound reimbursements up to \$1000.

You can take 16 weeks of paid parental leave when having a baby, adopting or fostering. This can be taken at half pay and it can be taken in different ways within the first two years of birth, adoption or fostering. Superannuation will be paid during the paid parental leave.

For those becoming grandparents, you can access one week of grandparent leave to be there for your loved ones.

And, as a little congratulations gift, new parents will receive a one-off payment of \$500 in the first pay following the commencement of parental leave.





## The early days.

### **Support for new parents.**

During paid parental leave, our people are encouraged to continue to access the benefits available to them. Our People and Culture team will also keep you informed during your absence on major initiatives being implemented or changes to the organisation.

When preparing to return to work, you are encouraged to talk to your manager to explore the type of flexibility you need to help balance being a parent with your work life.





# It doesn't stop there.

## **The gender-neutral policy for on-going support.**

We want to support our people beyond the initial few years of parenthood. As part of this, we recognise the important milestone when children commence primary school and the transition you face as a parent.

We offer two weeks paid leave for you to prepare your children and yourselves for school life.

Additionally, we offer access to a Nutritionist through our wellbeing program who runs a health seminar on eating habits and lunch packs for children.



