





Borderless Benefits

An overview of global benefits




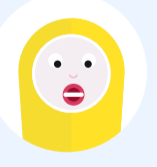








	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
 Weekly Working Hours	38 hours weekly + reasonable additional hours <small>No max limit for senior management</small>	38 hours weekly for everyone	Flexible working hours
 Overtime Compensation	Extended to certain Modern Awards* <small>1.5x for the first 2 hours and 2x for each hour after</small>	Extended to all employees	
 Paid Time Off	4 weeks off per year	5-6 weeks + ability to buy additional days	Unlimited time off
 Public Holidays	7 national public holidays + state and territory public holidays		

General benefits

 Pension	10% by employer; voluntary contributions by employees**		
 Healthcare	2% levy on taxable income. <small>Additional 1.5% or less Medicare levy for higher income taxpayers</small>	Private health insurance covering employees and their dependents	+ dental private healthcare
 Flexible Working	Statutory right for employees aged 55+, caregivers, parents, disabled or victims of domestic violence	Work from home at least 1 or 2 times a week. Flexible working hours with core hours	Full time work from home
 Home Office	When the employer requests WFH, they have to provide an ergonomic workspace to employees	Whatever is needed (as requested by the employee)	Monthly stipend of up to \$150 to cover utility costs
 Education & Training		Learning and development budget for conferences and training	Freedom to take any training or conference
 Transport		Partial or full commuter allowance (public transport)	Company car and fuel, or a car allowance
 Life Assurance		3 times the employee's salary, incl. long-term disability	4-6 times the employee's salary
 Meals		Free coffee, tea, fruit and snacks daily	Free meals or subsidised canteens or daily meal allowance of €10
 Profit Sharing		Annual bonuses ranging from 6%-10%. Up to half of salary for senior management	Company stocks

Leave

 Sick Leave	10 days paid leave <small>Personal illness or care of a sick family member</small>	Up to 10 additional sick leave days	Unlimited sick leave
 Maternity Leave	52 unpaid weeks <small>18 weeks paid at minimum wage through the Paid Parental Leave Scheme</small>	Top up the 18-week benefit to the employee's full salary	Full salary for up to 34 weeks
 Paternity Leave	2 weeks minimum wage paid leave <small>Extended to the father or partner, incl. same sex</small>	Top up the benefit to the employee's full salary	Additional 2 to 6 weeks paid leave
 Adoption Leave	Same as maternity leave + 2 days of unpaid pre-adoption leave	Top up of the entire leave (2 days pre-adoption + 18 weeks)	Full salary for up to 34 week incl. the 2 days pre-adoption leave
 Bereavement Leave	2 days of paid leave per occasion of serious illness, injury or death of a family member	Additional 3-5 days, covering anyone close to the employee	As much as needed
 Family & Domestic Violence Leave	5 days unpaid leave each year	Paid leave	Additional days if needed
 Community Service Leave	Unlimited unpaid leave for voluntary emergency management activities	Up to 5 days of paid leave for volunteer service	
 Long Service Leave	2-3 months full-pay leave for employees with 5+ years tenure		



Croatia










How benefits work

	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
 Weekly Working Hours	Max 50 hours weekly	40 hours weekly (beyond triggers overtime)	Flexible working hours
 Overtime Compensation	No stipulated overtime pay	1.5 times the employee's salary	
 Paid Time Off	20 days paid time off	24-26 days paid time off	Unlimited time off
 Public Holidays	13 national holidays	+ Independence Day (June 25th)	

General benefits


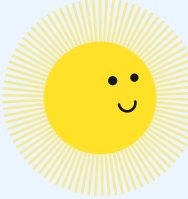

 Pension	Public pension financed through social security contributions ¹	Up to HRK 500 monthly contribution to the pension fund's third pillar	HRK 500+ contribution to the pension fund
 Healthcare	Healthcare financed through social security contributions ²	Private health insurance, including vision, dental and dependents	Higher and better private health insurance coverage
 Home Office Budget	Equipment, including an ergonomic workstation ³	Additional stipend for equipment beyond the required	HRK 500 allowance and ability to request additional equipment
 Flexible Working	Parents on maternal, paternal, parental, and adoption leave have the right to request work flexibility to care for their children	Flexible working hours and hybrid models including option to WFH 2-3 times a week	Option for full-time WFH
 Transport		Tax-free public transport scheme	Public transportation allowance
 Additional Remuneration			Stock options, often around 0.005% to 0.02%
 Education & Training		Training, conferences or development allowance	Stipend for books and online subscriptions
 Wellness Program		Employee Assistance Programme, gym membership and yoga lessons	Additional wellness benefits such as meditation lessons and massages

Leave

 Sick Leave	18 months ⁴ paid sick leave covered at 70% of salary	Pay is 100% of salary	
 Maternity Leave	28-45 days before the child's birth + 70 days after birth at full pay		
 Paternity Leave	Mothers can choose to share some of their leave with the father	2-4 weeks paid leave	4-8 weeks paid leave
 Adoption Leave	Same entitlements as maternity and parental leave and pay	2-4 weeks paid leave for the adoptive father	4-8 weeks paid leave for the adoptive father
 Parental Leave	4 months per child for the first two kids; 15 months for subsequent ones. Leave is capped at 170% of the budget base monthly		
 Childcare Leave	Part or full time leave (depending on the severity of the disability) and a cash benefit of HRK 2,328 monthly ⁵	Top up to full wage	Additional time off
 Special Event Leave	7 days off for marriage, childbirth, serious illness or funeral of a family member. 1 day for blood donation	Additional time off for other life events, such as moving houses, child's graduation, charity work	
 Education & Training Leave	Paid time off for educational or vocational training for the workers' council or trade union work		
 Travel Insurance		Travel health insurance provided by the company	

Denmark





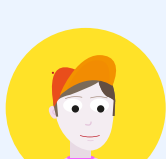


How benefits work

	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
 Weekly Working Hours	48 hours maximum	37 hours	Flexible hours
 Paid Time Off	25 days off	Extra 5 days off	Unlimited
 Public Holidays	11 bank holidays	+ Christmas Eve	+ Constitution Day

General benefits





 Pension	Government Social Security pension*	Private pension contribution ~6%	Private pension contribution ~10%
 Healthcare	National health care system	Private healthcare including dependents	+ Dental & Vision
 Flexible Working		Work from home at least 1 or 2 days a week	Work from home/remote full time
 Education & Training		Contribution to training costs	In-house training, tuition reimbursement or paid training
 Wellness (gym, fitness, yoga)		Wellness membership	Gym membership, paid massage
 Home Office Budget		DKK 8,000 stipend for home office	As much as needed
 Mental Health			Counselling service or Employment Assistance Programmes
 Meals			Contribution to the cost of meals or subsidized canteens
 Profit Sharing			Stock options

Leave

 Sick Leave	Unlimited paid sick leave**, with weekly pay capped at DKK 4,405	Full pay for shortterm sick leave	Full pay for longterm sick leave
 Maternity Leave	18 weeks paid leave, capped at DKK 4,355 per week, covered by government	Top up government's contribution for full salary amount	
 Paternity Leave	9 weeks paid leave	Full salary & additional 2-4 weeks of leave	Full salary & up to 12 weeks of additional leave
 Parental Leave	32 weeks paid leave until children turn 9 including maternity/paternity	Paid leave for the entire duration of leave	
 Adoption Leave	Before arrival: 4-8 weeks if adoption is international; 1-2 weeks if domestic After arrival: 2 weeks for both parents, 14 weeks for one parent	Top up government's contribution	
 Force Majeure Leave	Unpaid	Paid	
 Bereavement Leave		5-10 paid days	20 paid days, plus 2 days for pet loss

Estonia







How benefits work

	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
 Weekly Working Hours	Max 48 hours weekly	40 hours weekly	Flexible working hours
 Overtime Compensation	Time off equal to the overtime or 1.5 times pay	1.5 times the employee's salary	
 Paid Time Off	28 calendar days per year ¹	24-26 working days off	Unlimited time off
 Public Holidays	12 public holidays The days preceding New Year's Day, Anniversary of the Republic of Estonia, Victory Day and Christmas Eve are reduced by three hours		

General benefits

 Pension	Government pension ²	Matched private pension (3%)	Private pension contribution (6%)
 Healthcare	Public healthcare covered by employers who contribute 13% of the employee's gross pay	Fully paid or partially paid private health insurance, including dependents	Fully paid private health insurance, including dental and vision
 Home Office		Ergonomic consultation and workstation	Up to €100 allowance and ability to request additional equipment
 Flexible Working	Right to request flexible work	Flexible working hours, option to WFH 1-3 days per week	Option to WFH full time
 Education & Training		Paid learning, career development assistance or budget for conferences and seminars	Monthly or annual allowance for training, courses, books or language courses
 Wellness		50% of gym membership, EUR 50 sport stipend, Employee Assistance Programme	Coaching, books stipend, fully covered gym membership
 Profit Sharing			Stock options often ranging from 0.05 to 1%

Leave

 Sick Leave	240 paid sick leave calendar days after the first 3 days. 4th to 8th paid by the employer; 9th onward paid by the Health Insurance Fund at 70% of salary	Full pay for the first 3 days of illness	Top up of the 70% allowance to full pay
 Maternity Leave	20 weeks full pay pregnancy and maternity leave, covered by the Health Insurance Fund + EUR 320 childbirth allowance upon birth	Additional 6 weeks paid leave	
 Paternity Leave	One month pay covered by the Health Insurance Fund ³	Employers top up the government's allowance	Up to 30 additional calendar days, paid by the employer
 Adoption Leave	70 calendar days for the adoption of children younger than 10. Paid by the government at full rate	Additional 70 calendar days of leave, covered by the employer	Additional 6 weeks of leave
 Parental Leave	435 calendar days off shared between parents and taken before the child turns 3. Paid at full rate by the government	Leave can be carried over until the child turns 8	The leave is not limited to the child's age
 Childcare Leave	<ul style="list-style-type: none">6 days for children under 3⁴3 days for children aged 3 to 146 days for three children under 14	Employer tops up the government allowance	6-10 days, regardless of number and age of children, covered by the employer
 Study Leave	30 calendar days of educational leave, 20 of them paid by the government at regular wage		Employer pays for the remaining 10 days

¹ In Estonia, all seven days of the week are taken to calculate time off, not just the five working days of the week

² Employers contribute 20%, employees 2% of the employee's gross pay



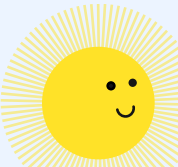

³ Pay is 100% regular wages (capped at 3 times the average gross monthly salary in Estonia based on the data published by Statistics Estonia). Paid by the government

⁴ Paid by the government at the rate of minimum wage






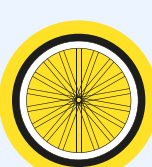

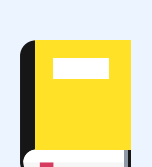
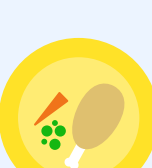



France

How benefits work

	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
 Weekly Working Hours	35 hours weekly, additional hours trigger overtime	35 hours weekly	Flexible working hours
 Overtime Compensation	Every hour beyond the weekly 35 hours. Payment varies between 110% and 150% of regular wages	125% minimum pay and/or time off in lieu of remuneration for overtime	150% remote first overtime pay for the entire overtime
 Paid Time Off	30 days annually Up to 2 additional days for certain employees with extended working hours	Up to 10 additional days off	Unlimited time off with statutory minimum
 Public Holidays	11 public holidays, only Labour Day must be paid	All public holidays paid	Additional time off for Christmas and Easter

General benefits

 Pension	Social Security covers this through Pension ¹ and Old age insurance ²		Up to 5.5% additional monthly contributions
 Healthcare	Mutuelle (private health insurance) for all employees	Private health insurance covering dependents	Dental and vision insurance
 Home Office	Work from home allowances and compensations are in place when the employee doesn't have an office at their disposal	Ergonomic consultation and workstation	€100 allowance and ability to request additional equipment
 Profit Sharing³	Profit-sharing plan negotiated as part of a collective bargaining agreement	Bonus plans, such as 13th month pay, year-end or performance-based bonuses	Bonus plans, such as 13th month pay, year-end or performance-based bonuses
 Flexible Working	3 days a week minimum if remote work possible	Hybrid model (WFH 1-3 days weekly or as desired)	Flexible working hours or WFH full-time
 Transport	50% of commuting expenses on public transport	Full cover of a second-class transportation card	Full cover for first-class transport or company car
 Life Insurance	Prévoyance is mandatory for managers in all industries and to all employees in certain industries	Providing all employees with Prévoyance regardless of the industry	
 Education & Training		Budget for conferences, seminars or mentorship programs	Monthly allowance for training, courses, books or language courses
 Meals		Coffee, tea, snacks. Lunch vouchers, tax free up to €5.55	Subsidised or free breakfast and/or lunch; weekly drinks
 Wellness Program		Employee Assistance Programme, gym membership	Coaching, massages, language lessons, yoga

Leave

 Sick Leave	33 days at 80% of gross salary + Paid leave after 4th day, covered by Social Security at 50-90% of earnings, capped at €46 per day	Pay for first 3 days of illness	Top up to 100% of salary
 Maternity Leave	16 weeks off, 26 after 3rd child. The pay, covered by Social Security is an average from the 3 previous months, capped at €89.03 per day	Top up to full compensation	Up to 8 additional weeks
 Paternity Leave	14 days off ⁴ , 3 of them paid by the employer, the rest by Social Security, capped at €89.03 per day	Top up to full compensation	Additional 4-8 weeks paternity leave
 Adoption Leave	10-22 weeks depending on number of existing and adopted children. The pay, covered by Social Security, is capped at €89.03 a day	Top up to full compensation	Additional 4-8 weeks adoption leave
 Parental Leave	Full time or part time unpaid parental leave, available for one year. Additional 310 days off if the child has a serious illness		
 Carers Leave	<ul style="list-style-type: none">2 days paid leave to care for a child with disability or chronic pathology3 months unpaid⁵ leave to care for a disabled relative	<ul style="list-style-type: none">Paid leave when taking care of sick childrenTop up of the daily caregiver allowance	Additional to unlimited paid time off to care for sick children
 Bereavement Leave	<ul style="list-style-type: none">2-7 days paid by the employer, varying on relationshipFamily solidarity covered by Social Security, capped at 3 months, €56.27 per day	Additional 1 to 2 weeks of paid time off	Unlimited paid time off
 Family Leave	<ul style="list-style-type: none">Child birth or adoption: 3 daysWedding or civil union: 4 daysChild's wedding: 1 day	Additional time off for other life events, such as moving houses, child's graduation, charity work	
 Sabbatical Leave	6-11 months unpaid leave if employee has been with the company 36 month	One month paid sabbatical	Sabbatical paid for 1-3 months
 Business Creation Leave	Up to one year full or part-time unpaid leave to take care of a new business, eligibility applies		

¹ The employee contributes 0.4% and the employer contributes 1.9% monthly

² The employee contributes 6.9% and the employer contributes 8.55% monthly





³ Applies to companies over 50 people

⁴ Starting on 1 July 2021: 28 days off






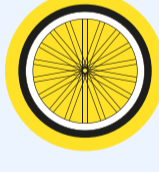




⁵ A limited governmental daily caregiver allowance available, capped at €43.83-52.08 a day

Germany







How benefits work

	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
 Weekly Working Hours	8 hours a day max Extra 2 hours a day possible if weekly total < 48	36 to 40 hours weekly	Flexible hours
 Overtime Compensation		Compensation is paid if: - Overtime is >15% of regular working hours - Monthly salary < €6,900 West & €6,450 East	Time off in lieu or increased pay rate (20%)
 Paid Time Off	24 days when on a 6-day week 20 days when on a 5-day week 5 extra days for severely disabled workers	25 to 30 days	Unlimited
 Public Holidays	9 national holidays Additional holidays based on the state	Christmas Eve and New Year's Eve as half or full days off	

General benefits

 Pension	Part of the welfare program covered by social security *	Private pension Financed in part by employer and employee	Private pension Financed mostly by the employer
 Healthcare	Part of mandatory public health insurance **	Private health insurance Premium ~ €100 per month (not common)	+ Dental and vision private healthcare (not common)
 Flexible working	Employees can request a reduction of their working time	WFH at least once a week & flexible hours (with established core hours)	WFH full-time & flexible hours in the summer
 Education & Training		Development budget to be used in conferences, training, and language classes	Freedom to take whichever training or conference the employee wants
 Life Insurance & Assurance		Employer-paid supplemental life insurance. Cover for 3-5 times annual salary, depending on the type of accident	
 Transport		Free or partially paid public transport to and from work	Car allowance/lease plus fuel budget (senior and sales positions)
 Wellness (gym, fitness, yoga)		Discounted or free gym membership	Child support, including transportation and meals and help with rent
 Meals		Low-cost employee cafeteria Free coffee, tea, fruits and snacks daily	- €7 vouchers per day, and up to 15 vouchers per month. Companies contribute 50% of the cost. - Free meals or subsidised canteens
 Bonus		An extra month's wage at the end of the year, known as Christmas bonus	Christmas and vacation bonus
 Home Office Budget		One-off payment to set up an appropriate office space - €500	Monthly stipend €50 allowance for recurring office-related costs


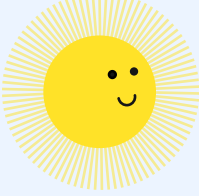

Leave

 Sick Leave	6 weeks of statutory sick pay per sickness, paid by employer. Following 6-78 weeks by the national health insurance	Not common as statutory sick leave is quite comprehensive	Private insurance with extended coverage
 Maternity Leave	6 weeks before birth + 8 weeks following birth. 4 weeks extra for premature birth or twins/triplets	Flexible (reduced hours) reintegration & time off for IVF treatments	Extended to the father
 Paternity Leave		1-2 paid days off	Longer paid time off
 Parental Leave & Adoption Leave	24 months (28 each if both parents take the leave). Limited to the child's 8th birthday, paid by the government for the first 12 months	Top up government's pay to full pay	Pay for remaining months of leave after government payment stops
 Bereavement leave		2 paid days	Extended leave for grieving or as much as needed
 Carers leave	Unpaid time off to take care of loved ones. Could be either short-term (up to 10 days) or long-term (up to 6 months)	Paid time off for short-term leave	Paid time off for long-term leave





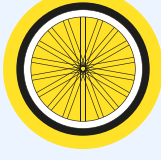





Ireland

How benefits work

	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
 Working Hours	48 hours max May not opt out to work longer hours	37 - 40 hours Higher rates of pay for overtime	Flexible hours
 Holiday Entitlement	20 days off	24 - 28 days off	Unlimited
 Bank Holidays	9 bank holidays	+ Good Friday	+ Christmas Eve & New Year's Eve

General benefits



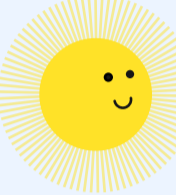

 Pension	PRSA Employer doesn't have to contribute	PRSA  Employer matches contribution	
 Healthcare	Public	Private	Private + Dental & Vision includes dependents
 Life Assurance		Moderate cover	Substantial cover
 Transport		Cycle to work scheme or travel saver scheme	Local travelcard or car allowance
 Wellness Program		Employment assistance programme (EAP)	+ Gym membership
 Education & Training		Contribution to training costs	In-house training, tuition reimbursement or paid training
 Meals			Contribution to the cost of meals or subsidized canteens

Leave

 Sick Leave	3 days	5-10 days	No formal cap on paid sick days
 Maternity Leave	26 weeks of paid leave & an extra 16 weeks unpaid*	Top up government's contribution	Full salary & longer leave
 Paternity Leave	5 weeks paid leave by the government*	Some level of compensation on top of government's contribution	Full salary & longer leave
 Adoption Leave	24 weeks of paid leave & extra 16 weeks unpaid*	Some level of compensation or top up government's contribution	Full salary & longer leave
 Parent's Leave	5 weeks paid leave (will extend to 7 weeks in July 2022)	Longer paid leave	Full salary & longer leave

The Netherlands





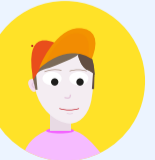



How benefits work

	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
 Weekly Working Hours	40 hours maximum	36-40 hours weekly	Flexible hours
 Overtime Compensation	Between 50% and 100% pay		100% or time in lieu of pay
 Paid Time Off	20 days	5 to 10 extra days off	Unlimited time off
 Public Holidays	8 days + Liberation Day (once in 5 years). Pay or time off not statutory	Paid public holidays	

General benefits



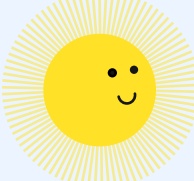

 Pension	National Insurance contributions by employee*	Up to 8% private pension fund employer contribution	8%+ employer contribution into a private pension fund
 Healthcare	Shared contribution between employee and employer**	Group healthcare insurance scheme	Employer refunds health insurance costs
 Flexible working	After one year of service employees can request to work remotely or to work flexible hours	Option to request flexible working from the start of employment. Core hours	Work from anywhere allowed for limited periods of time
 Home Office	When the employer requests WFH, they have to provide an ergonomic workspace to employees	Whatever is needed (as requested by the employee)	Monthly stipend of up to €100 to cover utility costs
 Education & Training		5 paid training days and a training budget equaling 5% of the employee's salary	A training budget of up to 10% of the salary, including Dutch language courses
 Transport		Public transportation stipend and/or a bike	Company car and fuel allowance
 Wellness (gym, fitness, yoga)		Employee Assistance Programme or counselling	Wellness allowance Gym membership <small>(Free or discounted)</small>
 Meals		Free coffee, tea, fruit and snacks daily	Free meals or subsidised canteens or daily meal allowance of €10
 Profit Sharing		Annual bonus or commission equal to a month's salary	Profit-sharing scheme

Leave






 Sick Leave	Up to 2 years of paid sick leave Covered by employer at 70% of the pre-illness salary	100% of the employee's salary in the first year of sickness	>70% for the 2 years of sick leave
 Pregnancy and Maternity Leave	6 weeks pregnancy leave & 10 weeks maternity. Extra 4 weeks for twins. <small>100% pay from government, capped at €214.28/day</small>	Up to 6 months (inc. statutory) of time off and full pay	Take-what-you-need arrangement and pay
 Paternity Leave	5 days (paid by employer) 5 weeks during first 6 months after birth <small>(Covered by Employment Insurance Agency at 70% of salary)</small>	2 weeks fully paid leave	4-8 weeks fully paid leave
 Parental Leave	From August 2022, 9 weeks paid, 17 unpaid leave for each child under 8	Paid leave	No child age restriction
 Adoption Leave	6 weeks <small>100% covered by government</small>	Same as statutory maternity leave	Take-what-you-need arrangement and pay
 Carer's leave	Short-term essential care to parents, partners or children who live at home. Paid at 70% of salary Long-term to care for a child, partner or parent who is seriously ill and require care	Short-term leave not tracked, salary paid in full	Long-term leave salary paid at a rate of 70-100%
 Emergency leave	Short term leave used for unforeseen personal circumstances and 100% paid by the employer		
 Special leave	1-4 days for life events <small>Marriage notice, family member marriage or funeral, moving house, anniversary, medical appointment</small>		

New Zealand







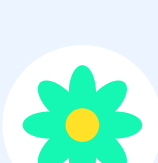

How benefits work

	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
 Working Hours	40 hours Employer and employee can agree on longer hours	37-40 hours	Flexible working hours
 Overtime Compensation		Pay for overtime at salary rate	1.5 pay for overtime hours
 Paid Time Off	20 days , accrued not per calendar but anniversary year	5 additional days off; birthday off; paid leave for charity work; unpaid extended leave	Unlimited time off with statutory minimum
 Public Holidays	Fully paid 10 national holidays + 1 regional holiday		

General benefits



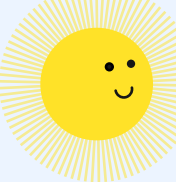

 Pension	KiwiSaver for employees age 18 to 65*	Additional 3% contribution by the employer	Additional 7% contribution by employer
 Healthcare	Public healthcare	Private health insurance for senior employees	Private health insurance for all employees
 Flexible Working	Employees have the right to request to work from home. Declining requires a good business reason	\$1000 home office setup allowance, \$500 monthly co-working allowance, 1-2 days WFH & flexible hours	Work from home full time
 Education & Training		Professional training, conference & training budget	Freedom to take any training or conference
 Wellness Program		Employee Assistance Programme. Gym memberships	Health insurance policies

Leave

 Sick Leave	10 fully paid days per year. A total of 20 can be transferred over to the following years	Additional 5 days	Unlimited sick leave including for stress-related problems
 Primary Carer Leave**	26 weeks paid leave for maternity and adoption, capped at \$585.80 weekly + 4-26 weeks unpaid leave. 10 unpaid days for pregnancy related appointments	52 weeks of leave for all primary carers. The paid part topped up to full salary	Full pay for the unpaid part of the leave (4 to 26 weeks)
 Paternity Leave	2 weeks unpaid leave, incl. adoption. Primary carer can transfer some of their unpaid leave	Full salary paid leave	Up to 8 weeks paid leave
 Parental Leave	25% of salary for up to 3 months leave if child aged <6 years (+3 months for disabled or chronically ill child). Total leave = 2 years	Extended leave and top up to full salary	Leave as needed, fully paid
 Bereavment Leave	1-3 days paid leave covered by employer	Additional 3-5 days	As much as needed
 Domestic Violence Leave	10 days paid leave. Ability to request a short-term variation in hours, days, or place of work	Additional paid days if needed	
 Miscarriage Leave	3 days paid leave for both parents		
 Volunteer Defense Force Leave	Unpaid leave for training		

Poland




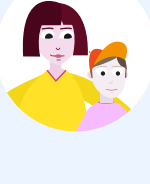
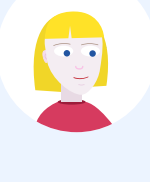


How benefits work

	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
 Weekly Working Hours	Max 48 hours including overtime	36 to 40 hours weekly	Flexible working hours
 Overtime Compensation	50-100% extra pay depending on circumstances	Option for time off in exchange for overtime work	
 Paid Time Off	20 days if <10 years experience* 26 days if 10+ years experience	27-30 days	Day off on birthday. Unlimited paid time off
 Public Holidays	13 paid public holidays		

General benefits

 Pension	Mandatory to offer, optional to join. Contribution is 1.5% of gross salary	Additional 2.5% contribution	An Employee Pension Plan
 Healthcare	Co-finance corrective glasses purchase if prescribed	Co-financing private health care, including dependents	Private health care, including dental & vision
 Home Office	Cover the installation, servicing, and maintenance costs of a health & safety compliant workstation	Stipend for additional accessories beyond the required	Monthly allowance for WFH costs (usually up to 250zł)
 Company Social Benefits Fund (ZFŚS)	Mandatory for companies with 50+ employees. Approximately 37.5% of the average monthly salary	ZFŚS setup when under 50 full-time employees. A holiday subsidy	
 Flexible Working		Flexibility on hours and WFH days	Fully remote with optional office attendance
 Education & Training		Training, conferences or development allowance	Polish language lessons for expats
 Transport		Transport cost reimbursement	Company car for senior executives and/or reimbursement for fuel costs
 Life Assurance		Private life insurance	
 Meals		In-office: daily snacks and drinks. Lunch cards/vouchers	Free in-office lunches (1 to 5 days a week)
 Wellness Program		Employee Assistance Programme. Gym or sport membership	





Leave

 Sick Leave	33 days at 80% of gross salary + 149 days covered by Social Security	100% pay during the 33 days	Top up of the Social Security contributions to 100%
 Maternity Leave	20-37 weeks, paid at 100% by Social Security		
 Paternity Leave	2 weeks, paid at 100% by Social Security. Any outstanding maternity leave can be transferred to the father	Additional 2 weeks paid leave	Additional time off
 Adoption Leave	Same as maternity leave, split between both parents	Additional 2 weeks for the parent who is not the main one taking adoption leave	Additional time off for the parent who is not the main one taking adoption leave
 Parental Leave	32 weeks per family, paid at 60-100% by Social Security	Top up to 100% of salary	
 Childcare Leave	2 paid days a year until 14 years of age. 3 years unpaid until 5 years of age (18 years for a disabled child)	Up to an additional 3 days of paid time off	
 Significant Life Event Leave	1-2 paid days depending on circumstances	Additional 1 or 2 paid days for bereavement	
 Study Leave	6-21 paid days depending on circumstances		



Portugal

How benefits work

	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
 Weekly Working Hours	40 hours max	37-40 hours	Flexible hours 4-day week (rare)
 Overtime Compensation	Max 2 hours daily 1st hour + 25%, 2nd + 37.5%, Weekend/holiday + 50%	+ 50% each day	
 Paid Time Off	First year: 20 days Past first year: 22 days	Extra 3-8 days off Buy and sell scheme	Unlimited
 Public Holidays	13 Days + extra based on region		

General benefits





 Pension	Government pension fund Employer contribution of 23.75%, which also covers family and unemployment.	Private pension fund Contributing 2-3% of employee's salary	Private pension fund Contributing 4%+ of employee's salary
 Healthcare	Public healthcare	Private healthcare Includes dependents	+ Vision, dental & childbirth (private pre and post natal care)
 Education & Training	40 hours+ paid by employer Relevant to the field of work	Additional opportunities Including contribution to costs	+ In-house training, tuition reimbursement, book and conference stipend
 Life Insurance & Assurance		Allowance in lieu of arranging insurance	Private life insurance Sum insured equal to 1 or 2 annual salaries
 Transport		Monthly allowance for transport to and from work	Company car or bike
 Wellness (gym, fitness, yoga)		Discounted gym membership	Paid gym membership or wellness allowance
 Meals		Meal vouchers or lunch cards Meal allowances are tax-free up to €4.77 daily if paid in cash and €7.63 if paid by lunch tickets.	Free meals, subsidised canteens or food and snack stipend. Drinks on Friday
 Flexible working	Right to request flexible work if employee is victim of domestic violence or parent of children <3 years	1-2 days a week WFH. Flexibility on work hours, however often there is an expectation to work core hours.	Unlimited work from home
 Profit Sharing			Stock options

Leave







 Sick Leave	Social security benefit covers up to 1,095 days at varying %	Full pay during the first 3 days of sickness	+ Employer tops up sick benefit beyond 3 days
 Maternity Leave & Adoption Leave	Social security benefit 120 days, full pay. If twins, extra 30 days.	Extended leave covered by employer	Take-what-you-need arrangement
 Paternity Leave	Social security benefit - 25 days, full pay	+ 2-4 weeks, full pay	3 months full pay
 Parental Leave	25% of salary for up to 3 months leave if child aged <6 years (+3 months for disabled or chronically ill child). Total leave = 2 years	Extended leave and company tops up leave pay	Leave as needed, fully paid
 Bereavment leave	2 days a year, full pay	Additional 3-5 days, full pay	Take-what-you-need arrangement

Singapore

How benefits work

	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
 Working Hours	No statutory laws for working hours	40 hours weekly	Flexible working hours
 Overtime Compensation			1.5 times the hourly rate
 Paid Time Off	7-14 days depending on service length	14-20 days	Unlimited time off
 Public Holidays	11 public holidays + day off for general and presidential elections		

General benefits

 Pension	Employers and employees both contribute at rates determined by age group and salary	Up to 15% contribution to the supplementary retirement scheme	
 Healthcare	Employers and employees both contribute at rates determined by age group and salary	Private healthcare or an allowance for it, including dependents	
 Flexible Working		Flexible working hours; WFH 1-3 days a week	Option to WFH full time
 Bonus		One month's salary	2-3 times the monthly salary
 Life Insurance		Life insurance to executive employees	Life insurance extended to all employees
 Home Office		A one off home office allowance of up to SGD\$800	Ergonomic consultation and workstation, and additional equipment

Leave

 Sick Leave	14 days outpatient sick leave 60 days hospitalisation incl. the 14 days	Extra 6 days outpatient leave 10 hospitalisation days	Unlimited sick leave
 Maternity Leave	16 weeks paid ¹ for Singaporean children 12 weeks paid for non-Singaporean children	No distinction between the leaves based on the child's citizenship	Up to 26 weeks of paid leave, covered by the employer
 Paternity Leave (applies to adoption)	2 weeks of paid paternity leave, funded by the government, capped at SGD 2,500 per week ²	2 weeks of paid leave for all fathers regardless of child citizenship	Additional 2 to 6 weeks paid leave
 Shared Parental Leave	4 weeks of the wife's government-paid maternity or adoption leave ³	No civil status or child citizenship limitation	
 Childcare Leave	2-6 days paid childcare leave per parent depending on the citizenship of the child ⁴	6 days of paid leave per child, regardless of citizenship status	Up to 4 additional paid days off to care for sick children
 Infant Care Leave	6 days of unpaid leave per parent if the child has Singaporean citizenship	6 days of paid leave regardless of citizenship status	The extra 4 day extended for Childcare Leave can be applied for Infant Care as well
 National Service Leave	40 days of unpaid leave for training annually, extended to men		

¹ For the first 2 pregnancies, the employer pays for the first 8 weeks of leave and the government pays for the remaining 8 weeks. The government pays for the entire leave for additional pregnancies, capped at SGD 10,000 every 4 weeks.


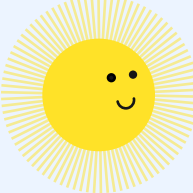

² The child must be a Singapore Citizen and the employee is or had been lawfully married to the child's mother between conception and birth or become lawfully married to the child's mother within 12 months after the child was born.

³ They need to be married to their child's mother and the child should be a Singapore Citizen


⁴ The employer pays for 3 days and the government pays the other 3, capped at SGD 500 per day.

United Kingdom


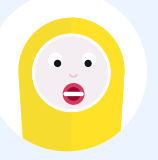
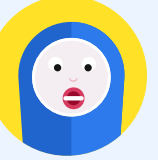
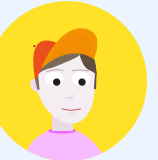


How benefits work

	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
 Weekly Working Hours	48 hours max	37.5-42 hours Offer overtime pay	Flexible
 Paid Time Off	20 days annually May include public holidays	28-30 days off + Public holidays	Unlimited
 Public Holidays	8-10 days annually Employer's choice to grant/pay	8-10 days annually Granted & paid in addition to full PTO entitlement	8-10 days annually Granted & paid in addition to full PTO entitlement

General benefits

 Pension	Employee enrolment +3% employer contribution	Match employee contribution up to 5%	Match employee contribution up to 10%
 Healthcare	Public healthcare (NHS)	Private healthcare for employee + dependents	+Dental & vision, +extras e.g. fertility treatment, gender transition, etc
 Life Assurance		1-4 times annual pay	4-10 times annual pay
 Transport		Cycle to work scheme Public transportation allowance	Car allowance
 Wellness Program		Subsidised or discounted gym membership, wellness allowance up to £50	Fully paid gym membership and wellness allowance up to £200
 Education & Training		£500-1,000 per year	£1,000+ per year
 Meals		Fruit and snacks daily and lunch once a week/month	Free meals or subsidized canteens, Friday Happy Hour, food or snack stipend
 Home Office Budget		Ergonomic consultation and home office budget of ~£2,500.	Ergonomic consultation and home office budget of ~£4,000.
 Profit Sharing			Stock options

Leave

 Sick Leave	First 3 days unpaid, £95.85 weekly for up to 28 weeks	5-15 full paid sick leave days at full salary	16+ days of full paid sick leave
 Maternity Leave	39 weeks Statutory Maternity Pay First 6 weeks at 90% of average weekly earnings (AWE) before tax; remaining 33 weeks at £151.20 or 90% of AWE	Company Maternity scheme, adding 2-16 weeks fully paid weeks	Full pay for the 16-35 weeks irrespective of gender and covering breastfeeding support
 Paternity Leave	1-2 consecutive weeks, paid at £148.68 or 90% of average weekly wage (whichever is lower)	Full pay for 2-4 weeks	3 months full pay
 Adoption Leave	Same as maternity	Company adoption pay scheme adding 2-16 weeks fully paid	Full pay for 16-35 weeks irrespective of gender
 Parental Leave	18 weeks' unpaid leave for each child, up to their 18th birthday	Paid leave	Paid leave with no yearly limitation
 Sabbatical			Yes