





Poland


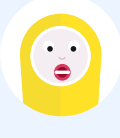
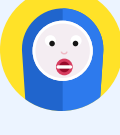
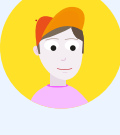




How benefits work

	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
 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
 Flexible Working		Flexibility on hours and WFH days	Fully remote with optional office attendance
 Home Office Budget	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)
 Life Insurance		Private life insurance	
 Transportation		Transport cost reimbursement	Company car for senior executives and/or reimbursement for fuel costs
 Company Social Benefits Fund	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	
 Meals		In-office: daily snacks and drinks. Lunch cards/vouchers	Free in-office lunches (1 to 5 days a week)
 Education & Training		Training, conferences or development allowance	Polish language lessons for expats
 Wellness Program		Employee Assistance Programme Gym or sport membership	
 Work From Home Allowance	No minimum amount but recommended €16-€22 (75-100zł)		

Leave

 Sick Leave	33 days at 80% of gross salary + 182 days (270 days in the case of pregnancy, or tuberculosis) 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	31 - 43 weeks per family, paid at 70-81.5% by Social Security	Top up to 100% of salary	
 Carer Leave	5 unpaid days per year. 3 days unpaid until 5 years of age or 18 years for a disabled child. 2 paid days a year for children until 14 years of age.	Up to an additional 3 days of paid time off	
 Education & Training Leave	6-21 paid days depending on circumstances		
 Significant Life Event Leave	1-2 paid days depending on circumstances	Additional 1 or 2 paid days for bereavement	
 Force Majeure Leave	2 days per year, paid 50%		