

Benefits at
devon

careers.devon.global



OUR PEOPLE-CENTRIC PRINCIPLES

We trust you to comply to our DevOn core values and act accordingly



We believe in equality at work



We support our employees take care of their well-being



The employee is at the center of all our policies



We understand your needs and provide a flexible environment for you to accelerate



IT'S ABOUT A GROWTH-FUELED JOURNEY.



Work Environment

Culture, Work-life Balance, Meaningful Work



Learning & Development

Career Development, Learning budget, Ikigai



Salary

Base Pay, Variable Pay, Recognition



Benefits

Health & Wellness, Retirement Benefits, Leave Benefits, Flexible Benefits and much more



WE HAVE MEANINGFUL BENEFITS THAT DRIVE VALUE FOR YOU



Insurance Benefits

Health care Insurance



Work-Life Balance Support

Time away from Work
Career Break Policy
Leave Encashment



Parental Support Benefits

Paternal Benefit Program



Mobility Benefits

Relocation Benefits
Transfer Support Policy
Travel Policy



Retirement Benefits

Employee PF Contribution



Other Benefits

Mobile & Broadband
Reimbursements

Insurance Benefits

HEALTH CARE CONTRIBUTION

Our comprehensive life insurance policy ensures the sum insured is paid to your nominee/beneficiary in any unfortunate event



Every employee receives a gross contribution Health care Insurance of 70 - EURO per month at DevOn



The employee is offered to participate in a group health insurance policy. Our organization is contracted with Interpolis. Participation in this insurance is optional.

Work-Life Balance Support

UNLIMITED HOLIDAY POLICY

Employees can take time off when they wish without being limited to a number of holidays days to be taken up. We believe you can take responsibility to decide for yourself.

16
Weeks
**PREGNANCY
AND
MATERNITY
LEAVE**

Sabbatical:

Employee may request an unpaid sabbatical for 3 months when one has been working for 2,5 years

UNLIMITED **DAYS**

**MINIMUM 20 DAYS OF
ANNUAL
LEAVE**

Parental Support Benefits

MATERNITY BENEFIT PROGRAM

1

Total 16 weeks or 20 weeks when pregnancy concerns more than one child.

2

Starts at least 6- 4 weeks before expected delivery date

3

Maternity leave of 10-12 weeks starts on the date of delivery

4

Mothers are entitled to their full salaries during this period.



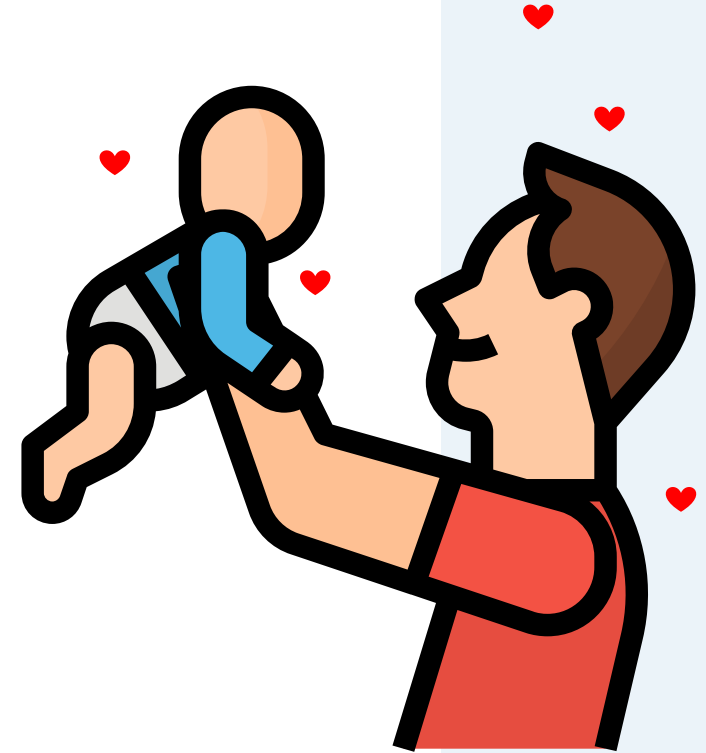
PATERNITY BENEFIT PROGRAM

1

Birth leave: 1 time 1 week off

2

Additional birth leave: 5 weeks



Mobility Benefits

TRAVEL

To travel for work select one of these possibilities.



Leasecar

Employees who need a car get a lease car of choice



Public transport

100% reimbursed commuting by public transport



RELOCATION POLICY

In the event of a relocation, we support you in ensuring a hassle-free relocation



Comprehensive relocation program

Covering household goods packing, moving, unpacking, airport pick-up and welcome,



Local accommodation

Hotel charges for temporary stay



Travel entitlement

Employee + immediate family including spouse, children,



Retirement Benefits

GRATUITY AND PENSION SCHEME

As an Accelerator, you participate in the pension scheme.



Other Benefits

MOBILE AND BROADBAND POLICY

You receive a budget of 375,- euro for a mobile of your choice and you will get a mobile plan

You will get a laptop to support your performance.



LEARNING & DEVELOPMENT

- Learning Budget allocated for each Accelerator
- Unlimited learning points could be earned through blogging/content creation and spend on more learning (trainings/certifications)
- Exposure to speak in webinars and internal knowledge sharing sessions
- Inhouse Training for free – Agile & Devops training
- Inhouse library



REWARDS & RECOGNITIONS

- Annual awards - explain
- Loyalty (long service) rewards
- Innovation of the quarter
- Accelerator of the quarter award



INNOVATION OF THE QUARTER

- This is a quarterly meeting organized where all the members of Devon and other group companies participate to showcase their innovation.
- The prize money for the innovation challenge is 2,500 Euros for every quarter
- **Various topics showcased during the session are:**
 - Agile HR
 - Toolkit for agile coaches and scrum masters
 - BOT ++ model
 - Agile Product Management
 - Enterprise DevOps Capability Model 2.0
 - Modern data platform, and so on.



FOOD & BEVERAGES BENEFIT

Keep your stomach full to increase your intellectual appetite...

- All day binge on the house: Cookies/ Fruits/ Tea/ Coffee/ Soft drinks - all stocked for your delight.
- Soft drinks/Beer on BSDs



FUN & ENTERTAINMENT

Work hard, Party harder...

- Fun @ Work - fun activities, talent show, celebrations, & parties
- Quarterly fun: Have a whole day of fun with your team
- Informal Clubs: driven by people of similar interests
- Meetups, Devon Summit
- Yearly Kick ON (annual day) celebration and party



REFERRAL BENEFITS

Attractive bonuses for employee referral

- IT Consultant: 500,- EURO
- Staff: 250,- EURO

Refer a customer

- 250 Euros on one month completion



WORK FROM HOME

Year 2020 gave us the option to explore work from home concept at length. As much as we love to have our teams working in office together, your health and wellness is of utmost importance to us. We continued a complete work from home option for the whole of 2021 & we are planning to bring in the hybrid model of work culture going forward.



WE'VE GOT YOU COVERED!

To be an Accelerator is to be a lot of things – driven, talented, passionate, and innovative. It's also about being a happy person. Which is why, we believe in taking care of all facets of your life. Our goal is to make sure every Accelerator is happier, more enriched, and fulfilled both inside and outside of work.



THANK YOU

PROPERTY RIGHTS

All intellectual property rights relating to the work on behalf of the partner (including copyright) belong to the partner. In the event that any intellectual property rights lie with DevOn, these must be transferred to the partner in advance.

CONFIDENTIALITY

DevOn will never publish the work/products which are made for the partner or make them known to the public. DevOn applies the ISO 27001 standard and is also ISO 27001 certified.