



# Benefits at devon

[careers.devon.global](https://careers.devon.global)



# OUR PEOPLE-CENTRIC PRINCIPLES

*We trust you will always do the ethical thing*



*We believe in equal benefits for all.  
Diversity, Equality, Inclusivity*



*We would like to be there for you when you need us the most*



*Our policies start with 'YOU', revolve around 'YOU'.*



*We understand your needs and provide a flexible environment*



# IT'S ABOUT A GROWTH-FUELED JOURNEY.



## Work Environment

Transparent Culture, Work-life Balance, Accelerated growth,



## Salary

Base Pay, Variable Pay, Annual benefits, Rewards & Recognition



## Learning & Development

Career Development, Learning Assistance, Ikigai Training, Monthly Engagements, Tech Talks, and much more



## Benefits

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



# WE HAVE MEANINGFUL BENEFITS THAT DRIVE VALUE FOR YOU



## Company Benefits

Learning & Development  
Referral Benefits &  
Bonuses  
Glasses Reimbursement



## Work-Life Balance

Holiday Leave  
Fun & Entertainment  
Multisport



## Private Medical Coverage

Lux Med Insurance



## Mobility Benefits

Relocation Policy



## Social Health Insurance

Social Security with ZUS



## Retirement Benefits

Employee Capital Plans (PPK)



## Parental Support Benefits

Maternity & Paternity Programs

# Company Benefits

# LEARNING & DEVELOPMENT

- DevOn Academy including certifications
- Unlimited learning points could be earned through blogging/content creation and could be spent on more learning
- Exposure to speak in webinars and internal knowledge sharing sessions
- Inhouse Training for free – Agile & Devops training
- Inhouse library



## REFERRAL BENEFITS & BONUSES

### Attractive bonuses for employee referral

- Any job level – 8 000 -10 000 PLN

### Refer a customer

- Bonus on one month completion

### Christmas bonus

- Paid out on yearly on behalf of DevOn Poland



## GLASSES REIMBURSEMENT

- Reimbursement may occur every 12 months provided that there is an adequate formular in the medical statement (contact lenses, glasses are needed for work by the computer).
- Amount: **400 PLN**





# 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.



# Work-Life Balance

# TIME AWAY FROM WORK

Our comprehensive annual leave policy gives you ample time away from work

**20 / 26**  
DEPENDENT ON SENIORITY LEVEL  
 days

**ANNUAL LEAVE**

**182**  
 days

**CASUAL/SICK LEAVE**

**2**  
 days

**LEAVE FOR PARENTS WITH CHILDREN UP TO 14 YEARS OF AGE**

**4**  
 days

**VACATION ON DEMAND**

**14**  
 days

**PATERNITY LEAVE FOR FATHERS**

**52**  
 weeks

**MATERNITY LEAVE**

**2**  
 days

**BEREAVEMENT LEAVE**

**2**  
 day

**MARRIAGE LEAVE**

**ADDITIONAL TIME OFF**

Unpaid leave, training leave, disability leave, governmental leaves, blood odor leaves, time in lieu for overtime, bank holidays, justified absence (paid, unpaid)



You are allowed to carry forward up to **annual leave** for next calendar year which might be used until **30 September**.

**14 vacation calendar days must be used continuously in each calendar year.**

## FUN & ENTERTAINMENT

Work hard, Party harder...

- In house games & entertainment
- Fun @ Work - fun activities, talent show, celebrations, & parties
- Meetups, Devon Summit
- Yearly Kick ON (annual day) celebration and party
- Team Building Events every quarter



## MULTISPORT

**MultiSport Plus financed 100 % by DevOn for Employees.**

- Entry to over 4000 facilities across Poland
- Access to gyms, swimming pools, SPA's, tennis courts, skating rinks and much more
- Possibility to add family members and friends into your plan



Private  
Health Care  
Lux Med

# LUX MED GOLD PACKAGE

## All Employees are covered

Employees are covered 100 % by DevOn.  
Possibility to add Family members.

## Occupational Medicine

Initial, periodic, after 30 day sick leave check-up)

**More than 6800 physicians**

## Medical Facilities

More than 200 Lux Med Group Medical Facilities  
Over 30 own advanced diagnostics laboratories  
Convenient On-line solutions

## Dedicated Help-desk

Infoline available for each member

**10 Lux Med Hospitals**



# Mobility Benefits



# RELOCATION POLICY

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



**Comprehensive relocation program**



**Travel entitlement**



**Local accommodation**



**Immigration support**



# Social Health Insurance

# ZUS

# SOCIAL SECURITY ZUS

## Social security contributions

Obligatory social security contributions (deducted from monthly gross salary) are indicated below:

Type of Contributions	Paid by Employee
Retirement pension	9,76%
Disability	1,50%
Sickness allowance	2,45%
<b>Total Contributions</b>	<b>13.71%</b>



# Retirement Benefits

## PPK FUND

### What is an Employee Capital Plan (PPK) ?



It's a voluntary long-term saving plan, which allows you to save additional money for your retirement.



PPK is co-financed by your Employer, the state and you.



Savings collected in the PPK belong to you and can be inherited by your family.



## PPK FUND

### Who contributes to your savings in the PPK?

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#### Employer

Every month the Employer contributes the amount of 1.5% of your gross salary to your PPK account.

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#### You

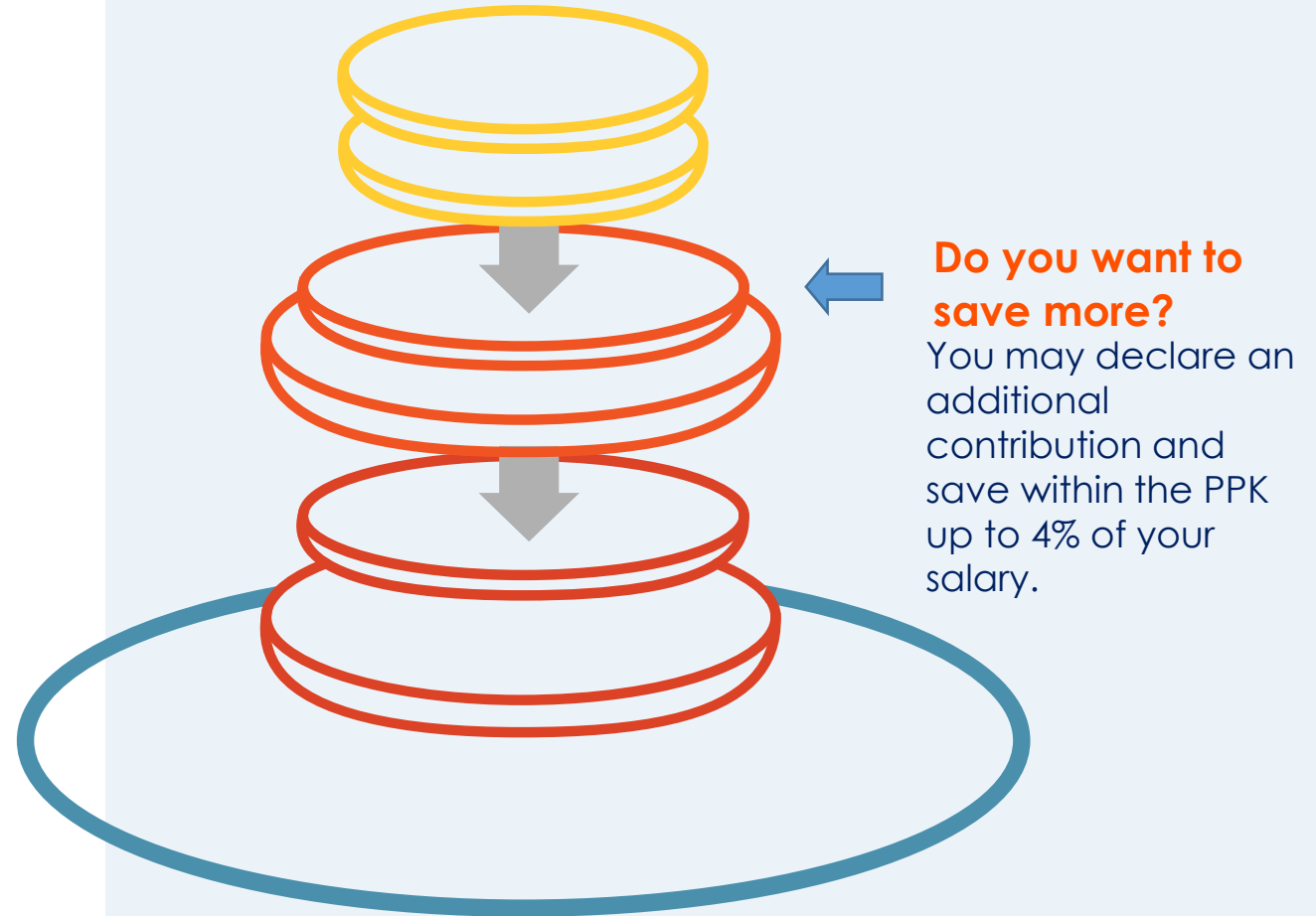
Your basic contribution to the PPK amounts to 2% of your gross salary and it is deducted from your net salary.

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#### State

The State finances the welcome premium of PLN 250 and the annual premium of PLN 240.

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# Parental Support Benefits

# MATERNITY & PATERNITY BENEFIT PROGRAM

Employee can use the right for maternity leave up to 6 weeks before anticipated childbirth

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100% of salary for the period of 20 weeks of maternity leave & 6 weeks of parental leave & 60% salary for the remaining 26 weeks of parental leave

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Employee can choose to receive 80% of the salary for the whole maternity and parental leave period if they will use whole maternity leave period & whole parental leave period immediately after maternity

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Paternity leave entitlement for the Father of the child up to 14 calendar days until the time the child reaches 2 years of age

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Total maternity leave time will be dependant on how many children are born in one labor.





## 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, you must be motivated, talented, passionate, and creative. It's also about being a cheerful individual. As a result, we believe in looking after all aspects of your life. Our goal is for every Accelerator to be happier, more enriched, and fulfilled both at work and outside.



# 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.