

# DLL Benefit Highlights 2025

1. Flexible work policy; at least 2 days a week remote
2. Opportunity to develop your career (inter)nationally
3. Annual bonus
4. Two paid community service days annually



## Financial

- Get paid base monthly salary
- Annual bonus
- Vacation benefit
- Christmas bonus
- Jubilee benefit- 5 years- 25% of monthly basic salary or 5 days of additional paid leave, 10 years – 50% of monthly basic salary or 10 days of additional paid leave, 15 years – 75% of monthly basic salary or 15 days of additional paid leave
- Benefits for child twice per year
- Bring in a friend (referral) bonus of 2000,- pln.



## Other perks

- Working from home policy and equipment support (based on fulltime minimum 2 days in the office per week)
- Annually two paid community service days
- Inhouse coffee bar and lunch facilities
- Sickness salary pay-out is 80%
- Online English lessons



## Wellbeing



### Health

- Private medical care
- MultiSport program
- Wellbeing platform Mindgram with tips & tricks for a healthy lifestyle
- Eyeglasses refund
- Optional free yearly health check
- Free fruit at the office
- Sporting events and groups



### Time off

- Based on a 40-hour workweek you have 26 days of paid leave per year
- 12 public holidays
- Paid childbirth leave followed up by optional (un)paid parental leave – according to Polish Labor Law



### Insurance

- Business Travel Insurance
- UNUM insurance (optional)