

# DLL Benefit Highlights 2025

1. Inclusive, collaborative company culture with opportunities for growth
2. Flexible Hybrid Working
3. Opportunity to develop your career (inter)nationally
4. Annual performance bonuses tied to individual and company performance
5. Group Hospital and Surgical Insurance Plan



## Financial

- Annual performance bonuses tied to individual and company performance
- Bonus opportunity in selected and commercial roles
- Quarterly recognition awards
- Long service anniversary awards
- Member referral program - \$2000
- Incentive for female manager referral fees - \$4000.



## Other perks

- Inclusive, collaborative company culture with opportunities for growth
- Flexible Hybrid Working Policy
- Opportunity to develop your career (inter)nationally
- Learning and Development scope for career progression & study support
- Working from home equipment, including screens and smartphones depending on role
- Opportunity to join Member-led committees (DEI, Health & Wellness, Network of Women, Social, Community)
- Social, Networking, Active and Volunteering events



## Wellbeing



### Health

- Work Life Balance Allowance
- Outpatient Medical Benefits
- Health Screening
- Dental Coverage
- Dependants Medical Scheme
- Medical Treatment Contribution
- Employee Assistance Program
- Wellbeing SharePoint site with tips & tricks for a healthy lifestyle



### Time off

- Leave
  - Marriage
  - Maternity, Paternity
  - Adoption
  - Childcare
  - Family Care
  - Family Day (2 hrs off per month)
  - Compassionate
  - Half Day Birthday
  - Examination
  - Two paid community service days per year



### Insurance

- Group Hospital and Surgical
- Group Catastrophic
- Group Term Life
- Group Disability Income
- Group Personal Accident
- Business Travel Insurance