

Company Benefits 2024



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01

Balance & Wellbeing

01

Annual Leave

We believe in the importance of balance. That's why all employees start on 25 days of annual leave, plus public holidays. This includes three company days over Christmas to ensure you get a well-deserved rest.

You can earn an additional day of leave for every work anniversary you celebrate for the first four years.

Plus, As a thank you after a difficult few years, we've introduced 'Thank You Days'. This means all employees have every Friday off during the month of August. Taking you to a maximum of 33 days annual leave.

Sabbatical Leave

We want you to live a rich and fulfilled life here at Distilled. To help, we offer Sabbatical leave of up to 6 months. Giving you time to innovate, gain knowledge and pursue your interests and personal development (e.g. volunteer, travel, study, research, pursue further education etc.)

Wellbeing

To help you feel as spiritually and physically happy as possible, we run regular yoga and pilates classes, wellbeing talks, hikes, as well as access to a grief counsellor.

You also have a free full access subscription to the Zevo Health App, which offers a holistic approach to wellbeing, with webinars, masterclasses, recipes, meditation, challenges, and much more.

Digital Doctor

You have access to unlimited, 24/7 consultations with a General Practitioner. You can get in touch anytime from anywhere via phone, online messaging, or face-to-face video service. GPs can prescribe medications and give you access to other useful services and information.



Employee Assistance Program (EAP)

You and your family have free access to an Employee Assistance Program. The program offers a range of confidential services, including mental health, counselling, emotional support, legal and financial assistance, substance abuse, work-life, and wellbeing resources, and much more. Everything discussed between you and the EAP service is completely confidential and it offers both phone and video call appointments.

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Finance & Future

Pension Scheme

We want to help you plan for your future. We offer a Pension Scheme with Zurich Insurance and match your contribution up to a maximum of 5% of your pre-tax base salary.

You also have the option to make additional voluntary contributions (AVCs) up to the allowable revenue limits. Full vesting (when the ownership of the matching deposits transfers to you) occurs after two years from the date you join the scheme.

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Medical Insurance

We offer fully paid medical insurance for all permanent employees through Irish Life Health (4D Health 2). Coverage starts on your first day. All you need to do is enrol.

Death In Service

For extra peace of mind, all employees are given a death in service benefit that will provide four times their salary to their families should the unthinkable happen.

Financial Wellbeing talks

Managing your finances can be complicated. To help you to make the right decisions about the money you earn, we regularly host talks from a financial expert that answers any questions you have about savings, pensions and investments.



Cycle to Work Scheme

You can save up to 52% on bikes and accessories (up to the value of €1,500) via our salary sacrifice scheme. The cost is reduced from your gross salary over up to 12 months until the full payment has been made.

Travel Scheme

Similar to the Bike Scheme, we are happy to purchase bus, rail, and Luas tickets on your behalf and the cost will be deducted from your gross salary.

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Life's Big Moments

Buying a New Home

One of the biggest investments you'll ever make is buying a house. To help alleviate some of the stress and make the process easier, you get one additional day of leave.



Marriage

To help you enjoy this special occasion even more, you get two additional days of leave. This can be used around the time of your wedding, in the lead-up, or in addition to your well-deserved honeymoon.

First Day of School

The first day of school can be a daunting time of year for both children and parents alike. We try to alleviate this stress by giving you an additional half-day of leave to be with your children on this special day.

Family Leave

New parents are given paid leave as well as flexible working hours when transitioning back to work. We offer 100% paid Maternity and Adoptive leave as well as two weeks of paid Parent's and four weeks of paid Paternity leave (T&Cs apply).

Health & Family Leave

Distilled is committed to support anyone who is going through hard times in their life. We offer 10 additional paid leave for employees undergoing fertility treatment, and a minimum of 5 days leave for employees affected by a pregnancy loss. We also offer up to 5 days for employees experiencing domestic violence. Our menopause leave also offers great benefits, including 10 additional paid leave to take when experiencing menopause related sickness. (T&Cs apply).

04

Flexibility & Tools

Hybrid and Flexible Work

The way we work changed during Covid. As a result, you now have the flexibility to work from home, hybrid or in the office. It's entirely your choice. Our office is located in Dublin City.

As an added benefit, we also facilitate employees working from abroad for short periods (T&Cs apply).

Work Equipment

You are given the equipment you need to get set up and be successful. MacBooks are our standard, but we're happy to get you whatever equipment you need to do your job. We offer monitors, wireless keyboards, and mice. We also give you €150 for a desk and we'll send you a chair to ensure you have an ergonomically sound set up.

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Employee Discounts

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Advertising on Daft:

We'll add credit to your account if selling/renting a property yourself. If you're using an Estate Agent, credit can be added to their account.

Advertising on DoneDeal:

We'll apply vouchers to your account and Spotlight your ad.

Advertising on Adverts:

We'll apply credit to your account to post your ad.



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Company Swag

Company Swag

Everyone loves free stuff. So when you start working here, your welcome pack will include a range of swag — Distilled-branded goodies that you can wear and use at work or at home.

That includes a hoodie, notebook, pen, water bottle and mouse mat. It's entirely up to you if you wear your hoodie at work. Our priority is making sure you feel proud to be part of our amazing team.



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Career Progression

Career Mapping

Career Mapping is in place to give you transparency on what is expected at each level in your career path — including performance levels, areas for development, and what you will need to achieve to make progress. There is also a management track if you wish to follow this career direction. You will be continually supported and enabled by your Manager throughout this process.



Growth Plans

As part of our drive to become more agile, we've created a lean and meaningful Performance Development process. The focus is on developing your performance rather than managing it. This new approach allows managers to convey clear expectations and gives you the chance to take ownership and drive your own career development.

Learning and Development

Learning and development in Distilled is a shared responsibility between you and your manager. The responsibility of your manager is to ensure that you have a development plan which supports career progression, while you take ownership of your personal development.



Women in Leadership Programme

Women in Distilled have the opportunity to apply for Adevinta's Women in Leadership programme. This is a year-long accelerated development scheme designed to get more talented, high-potential women ready to succeed in leadership roles. Those who chose to take part in the programme have the opportunity to share challenges, experiences and stories with other women in other marketplaces around the world.

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Recognition & Referrals

Shining Stars

Our Shining Stars initiative allows peers to nominate individuals and teams for work well done, with awards given to the winners.

Referrals

The best way to find great people is through referrals from our phenomenal team. You can earn €2,000 for each referral hired — €1,000 when they join and another €1,000 when they pass their probation.



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Diversity & Inclusion

Better Together

Better together is an initiative created by our parent group Adevinta, with representatives from each local company joining forces to discuss and implement changes for a more diverse and inclusive workplace.



Unconscious Bias Training

Our whole team is aware that biases can get in the way of making effective decisions. And we want to make sure that everyone has a chance to share their voice and thrive in Distilled. This is why we have been delivering Unconscious Bias training to all employees since 2018. These work workshops are designed to expose people to their unconscious biases, provide tools to adjust automatic patterns of thinking, and ultimately eliminate discriminatory behaviours.

Relocation

We support Critical Skills Visas for all employees joining us from outside of the EU. We also support your relocation expenses up to €2,000. Distilled will also pay for your annual GNIB Fees. We are very proud to have 25 different nationalities in our headcount of circa 150 people. This diversity and our inclusive workplace is what makes Distilled a Great Place to Work.

Women's Network

The Distilled Women's Network was created in 2019 for all women in the company so they can knowledge-share, learn and collaborate. The DWN is a dynamic and progressive group that has the goal of connecting colleagues from across locations, brands and teams by creating a space where everyone can ask questions and offer practical support. As we could no longer meet following the Covid outbreak the DWN communicates via an active slack channel. People have been sharing articles, events, motivational quotes and ideas to help each other to adapt to all the changes the pandemic brought.

The DWN is a place for members to learn valuable soft-skills. We had high participation rates for a Confidence and Body Language workshop that was facilitated by a colleague in Spain. This year the DWN also hosted a Podcast club where they met to discuss pressing issues raised in a popular podcast series.

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Charitable Donations

CSR

Our Corporate Social Responsibility (CSR) program helps us to give back to communities and charities that need our support.

Last year, we donated over €50,000 to charities close to our employees hearts and recently raised €45,000 for the Irish Red Cross Ukraine Appeal.

Funds raised are matched by Distilled.



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Culture Overview

Distillers

Our social committee "The Distillers" are always planning fun (virtual) parties and events to help you get to know everyone and get settled in fast.

We also have outdoor events like hikes, karting, running clubs and cycling to name just a few.

Great Place to Work

We have been placed in the top 10 for Small to medium sized business for the last four years.

Last year we were named '**#1 Best Workplace in Ireland for medium-sized companies**', '**Best place to Work for Women**' and '**Best place to Work for Tech**', accolades we are really proud of.

Employee Engagement

Your voice matters. We survey employees three times per year and we strive to continuously make the improvement that matter most to you.

We also like to keep in touch with one another, through our "Stay Connected" breakfasts, company days out and social Slack channels.

Values

There are five **values** at Distilled that reflect our beliefs and inform our approach to work and decision-making.



We have a **Growth Mindset**. In order to make buying and selling simpler, we operate with a shared purpose to constantly improve, learn and become better as people, as teams, and as a company.

We **Simplify**. We strive for simplicity in everything that we do. Whether it's building products, designing processes, or growing our business, we aim for efficiency and clarity. This keeps us agile and ready to face any challenge.

We **Collaborate**. We know we are strongest when we work together as a team. We value every individual at Distilled brings to the table and we welcome new ways of thinking. We listen to our teams, our users, and our customers to create great products that serve our communities.

We **Make Things Happen**. Even as Ireland's largest marketplace company, Distilled has the spirit and agility of a startup. Our company is full of bold thinkers that have the courage and freedom to try new ideas, and we have the energy and grit to deliver projects on time, no matter what obstacles get in the way.

We Have **Passion**. Passion is the fuel that drives everyone at Distilled forward. We encourage honest conversations, determination, and perseverance but we never compromise on quality. Everyone at Distilled strives to be not only better themselves but also their teams around them.

Our **Vision** is the future we want to build. Our **mission** is our path to get there.

Our Vision

Better buying and selling for everyone

Our Mission

We make buying and selling in Ireland simple, by building platforms that connect people and businesses



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