

Flexibility

Hybrid working. A balanced approach across home and office.

Long weekend. Six paid days a year to extend your weekend, from 2022.

Parental leave. 17 weeks' paid parental leave and a further 9 weeks at half-pay. Return from parental leave on reduced hours for four weeks at your full salary.

Starting school leave. 8.5 days of starting school leave for permanent employees, which can be accessed within the first term to assist with the transition to school.

Leave purchase: The ability to purchase up to 10 days additional annual leave.



Remuneration

Equity grants. Rewards our top 25% of performers with an equity grant that is 20% of their base salary.

Profit share. An annual incentive when iress meets its annual profit targets.

Share investment. Invest in iress shares from your pre-tax salary.

Referral program. A cash bonus for anyone you refer who joins us.

Retirement Savings. 5% of salary matched by iress with a \$3k limit per calendar year



Health, wellbeing & community

Insurance. 85% of premium paid for by iress providing comprehensive health and dental insurance for you and your family. Life insurance cover of 3 x base salary. Long term disability premiums deducted via payroll.

Confidential counselling. Access to our employee assistance program for you and members of your family.

Volunteer leave. Three days' paid leave to participate in volunteer programs.

Gym membership. iress subsidises up to 50% toward your monthly gym membership.

Everyday benefits

Professional and personal development. Access hundreds of courses through online training platform Udemy.

Retail discounts. Access to discounts at more than 350 retailers.

Workplace. Contemporary offices.

Workplace banking. Access to banking discounts, fee waivers, cash backs, additional reward points and more offered through HSBC.

