

## Flexibility

**Hybrid working.** A balanced approach across home and office.

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

**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.

**Bonus.** End of year bonus for all employees



## Health, wellbeing & community

**Insurance.** Salary continuance insurance. Private Health Insurance, Private dental insurance.

**Life Insurance.** 1x base salary + 25% per child capped at 200% of base salary.

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



## Everyday benefits

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

**Workplace.** Contemporary offices.

**Tax-free lunch vouchers.** Daily lunch vouchers for all employees.

