



ERNI Spain
Benefits catalogue



Wellbeing



Flexibility



Financial
security



Development



Lifestyle



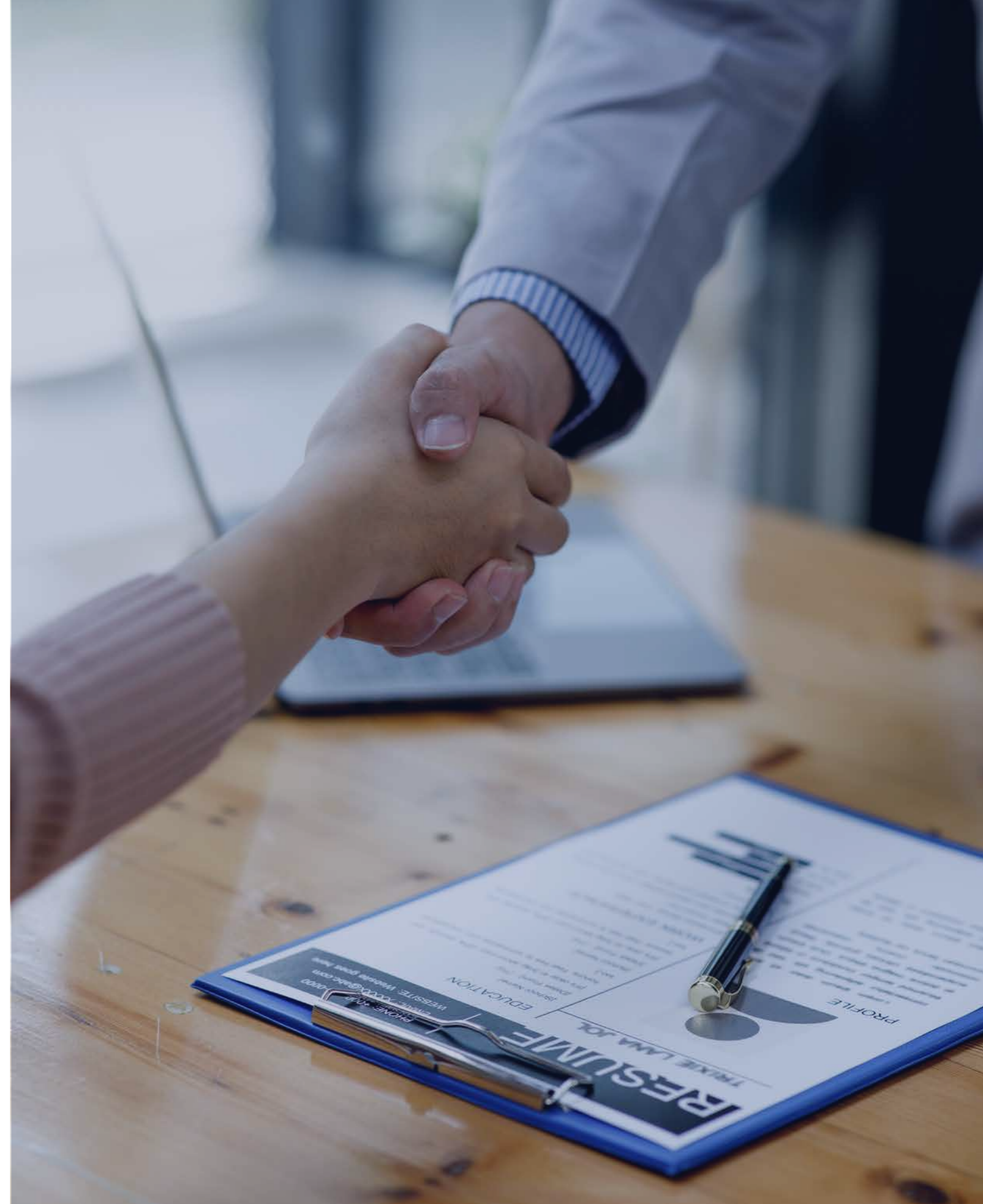
Spain



Financial security

Permanent contract

There is always a project for you to keep working with us; you will always find a project that fits your expectations in our people allocation meetings. So do not worry about it!





Flexible compensation

You will be able to dedicate part of your gross salary to different options such as transportation bonus, restaurant ticket, kindergarten and to also the option to add a family member to your own insurance plan and take advantage of the fiscal deduction.

- Restaurant: maximum limit of 11€ per day, 220€/month.
- Public transport: Only available for public transportation.
- Kindergarten: an online ticket will be sent to you in order to pay the kindergarten.

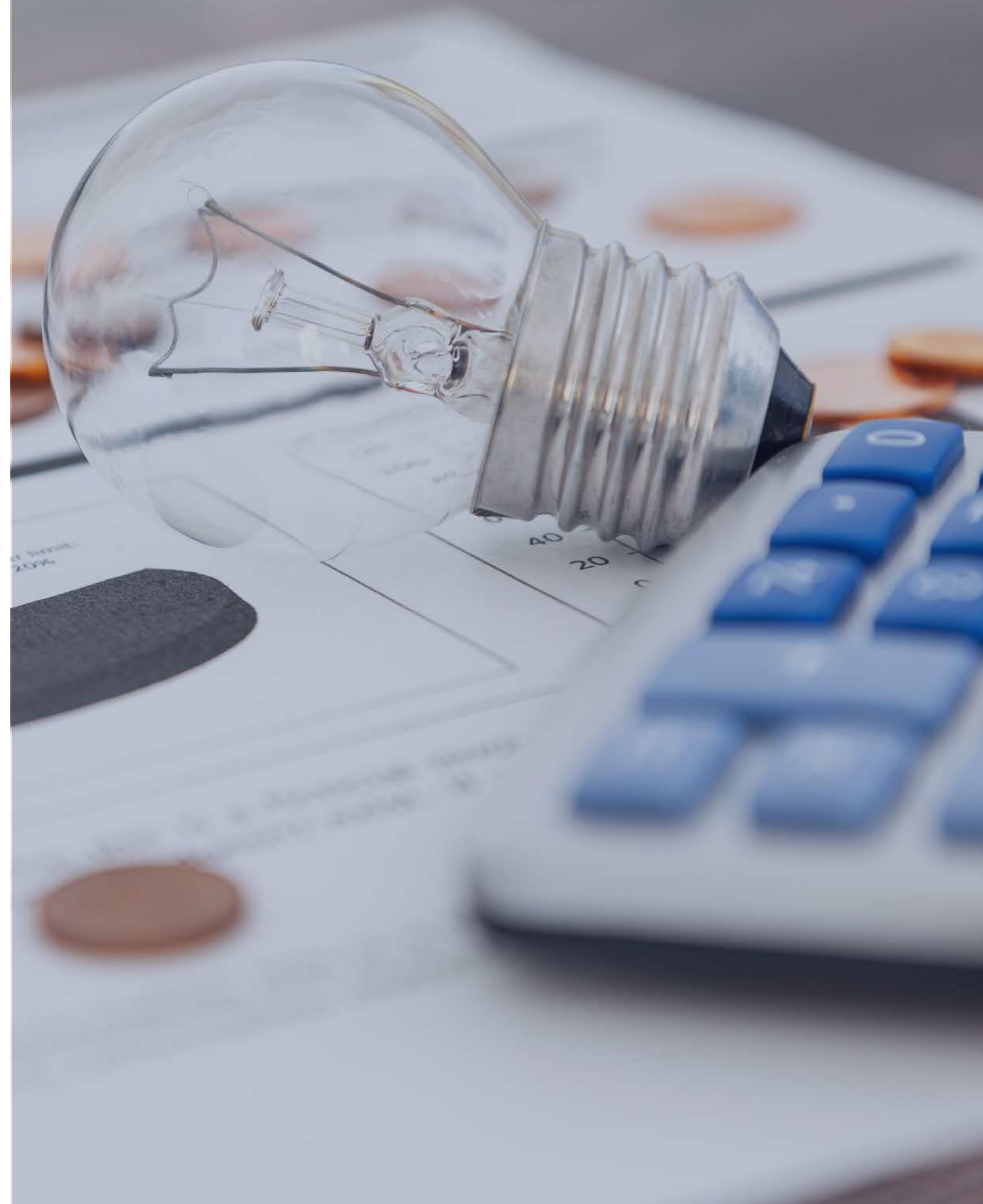




Remote work compensation

In order to support costs for utilities such as internet, electricity, etc., we provide you a daily compensation per day worked from home.

In order to receive the compensation, you just need to announce the days worked from home from the 1st to the 10th day of the following month. The amount will be included in the monthly payslip.





Relocation **funding**

if you are coming from abroad, we will help you to land on your feet and become part of our company with a relocation package bonus from 1,000€ to 2,000€, depending on the type of relocation (national, European or international).





Spain



Flexibility

Hybrid working model

At ERNI we believe in the importance of building strong relationships with our colleagues. You can expect 5 to 6 days per month dedicated to team building and different events at the office.

*Conditioned on the company, project and customer needs.





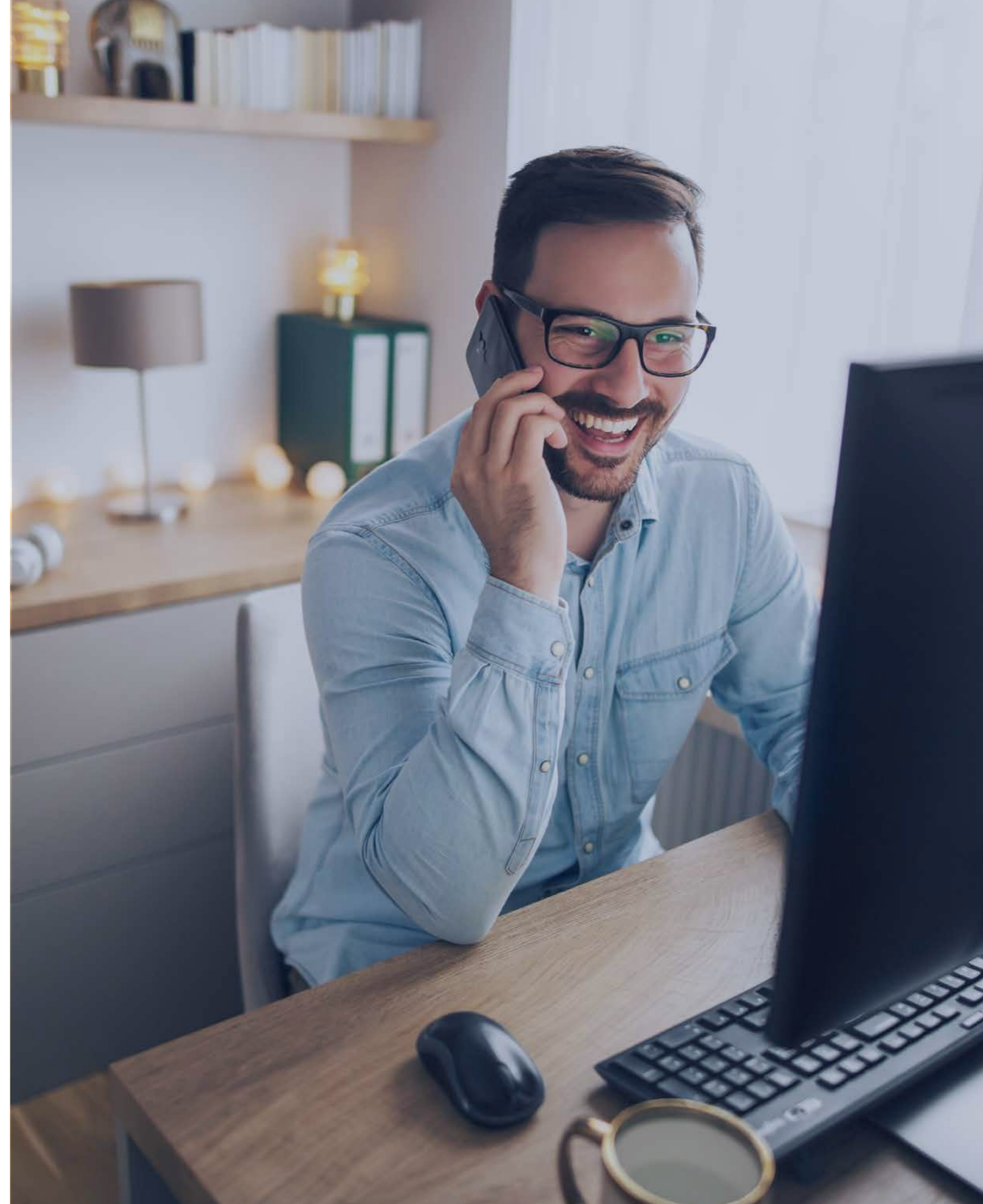
Spain



Flexibility

Far Home Office

You can extend your holidays and work remotely from any European country or Spanish city up to 5 weeks per year. You just need to create your request and attach proof of it.





Work equipment at home

To grant you the same experience as being in the office, we facilitate the use of a home office devices package that can include two screens, one docking station, mouse, headphones and even a chair.

You are responsible for its pick-up, care and safe return.





Spain



Flexibility

Proximity and support

From your first day at ERNI, you will be guided by a Mentor, Godparent and a People Development team that will make sure you have the right tools to develop and give you opportunities to grow in a project or to switch to a new one.

In addition, you will also have the HR team available to support you with any other need or assistance.





Sponsored and rewarded certifications

You will be able to learn new technologies to develop as a professional in the areas that interest you most (such as: Agile, DevOps, Cloud, QA, etc.) and be rewarded from 200€ to 1,400€ per certification, in addition to the paid exam.





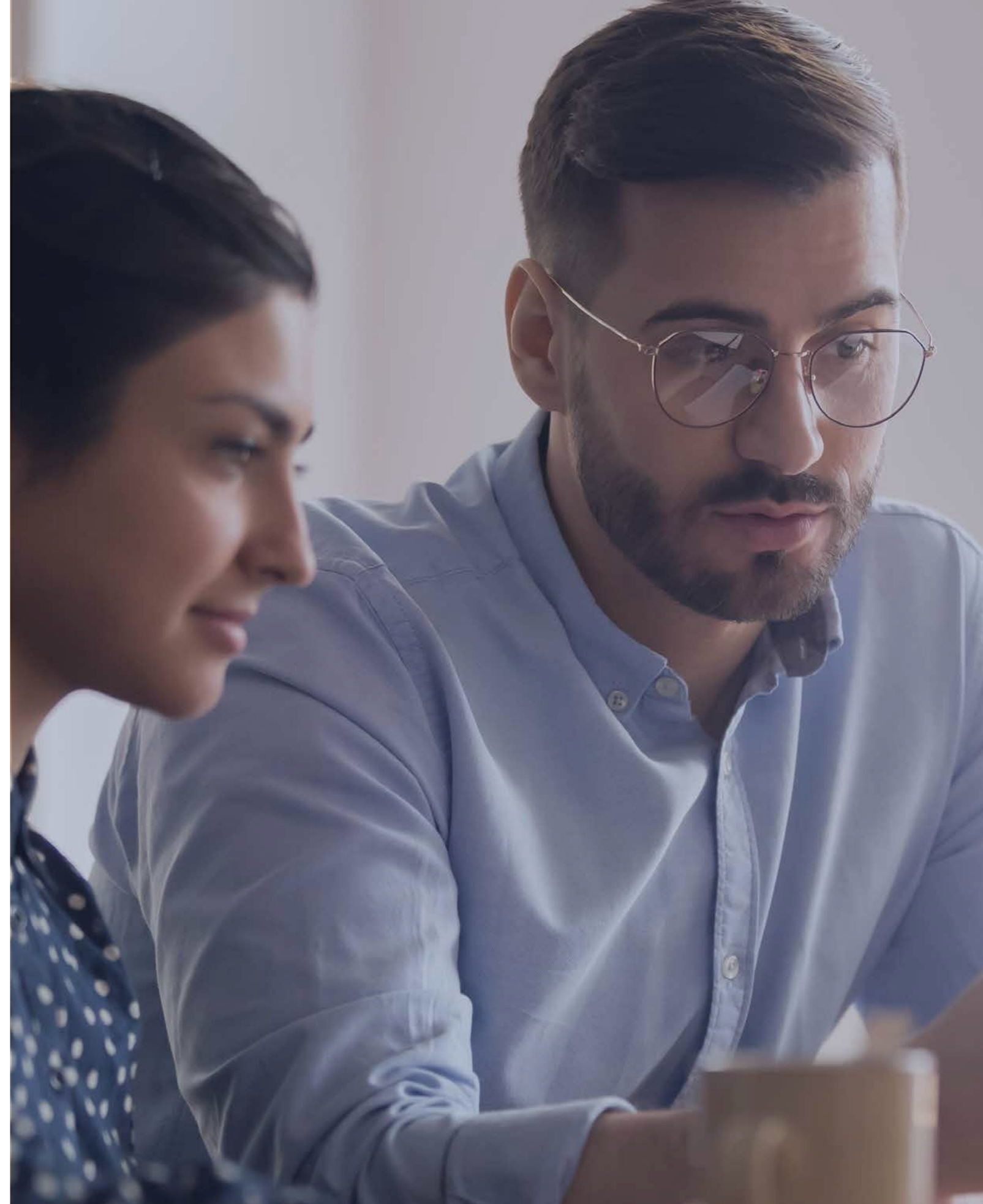
Spain



Development

Technical coaching

You will have the possibility to request unlimited one-to-one sessions with a technical subject expert, where you will have the opportunity to ask about new technologies, level up your expertise in any technical field, how to learn specific topics or more advanced topics like how to change your technical career from one technology to another.





Spain



Development

High-Value Training

After a year at ERNI, you will have the opportunity to enroll in +500€ Executive courses, Masters or Postgraduates. 80% of the total amount will be covered by the company.

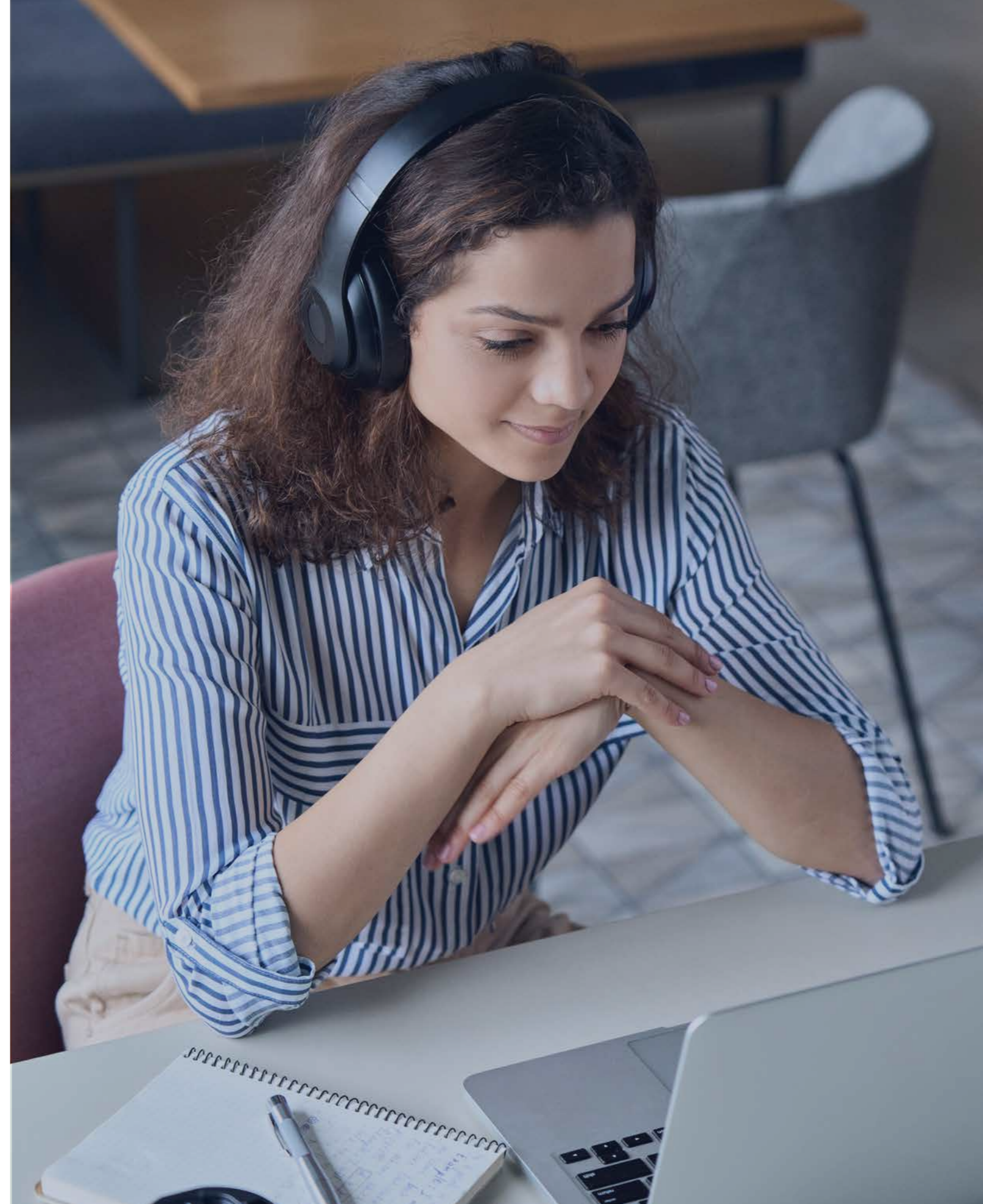




Free language courses

Do not miss the opportunity to join the weekly online language courses. You can learn German, Spanish or improve your English skills with our external teachers in small groups and different levels according to your needs.

All applications are managed quarterly.





Referral programs

With our “Candidate Referral Program” you will receive an extra bonus if you refer a candidate with a profile that can fit in any of our projects. The bonus is paid based on the career level and how you get to know them. Bonus ranges from 2,000€ to 6,000€.

With our “Welcome Back Program” you will have the opportunity to enjoy one experience and receive an extra bonus if you refer an ex-ERNIian who has passed the trial period when he/she was in ERNI and wants to come back. The bonus is paid based on the career level and how you get to know them. Bonus ranges from 1,000€ to 3,000€.





Spain



Development

☆ Promotions & Recognition

From the very first day, we offer you a way to learn and develop yourself in our company. All efforts are always recognised and appreciated by your colleagues and superiors, which makes you feel satisfied with your own achievements.





+ Private medical insurance

We offer you private medical insurance as a social benefit – this means totally free for you. On top of that, special conditions also apply for your family (partner and dependants only) with a negotiated competitive price and a broad policy that includes extensive coverages such as dental, physiotherapy, pharmacy reimbursement and psychology, among others.

With CIGNA, you will be covered in the national territory and also when travelling abroad.

Contact HR in order to add a beneficiary. Keep in mind that the service will be activated the following month. The cost is 38€/month per beneficiary and it will be deducted monthly from your payslip. This benefit is exempt from taxation up to the annual limit of 500 €/year per beneficiary.





Spain



Wellbeing

Sickness

ERNI is with you especially during tough moments by offering 100% salary coverage during sickness leave. Moreover, if you feel sick one day, there is no need to go to the doctor and get sickness leave for the day because ERNI covers you with the salary.





Spain



Wellbeing

Gym Funding

ERNI puts stock in a healthy lifestyle. For that reason, we offer you an exclusive corporate wellness platform with a wide variety of activities to achieve your wellbeing.

With Andjoy, you can access more than **2,000 centre**, outdoor activities and online trainings with just one subscription.



Create your account at www.andjoy.life/es with your company email, after which you will receive a confirmation email that you have to validate in order to receive the discount.



Choose the G4L Club that fits you and pay only:

Fit: 19.90€

Dynamic: 29.90€



Download the App, enter **My G4L Club / My Access** and show the screen at the centre reception.



Start enjoying straight away and be sure to also invite your family/friends, who can also take advantage of special rates and discounts.





Spain



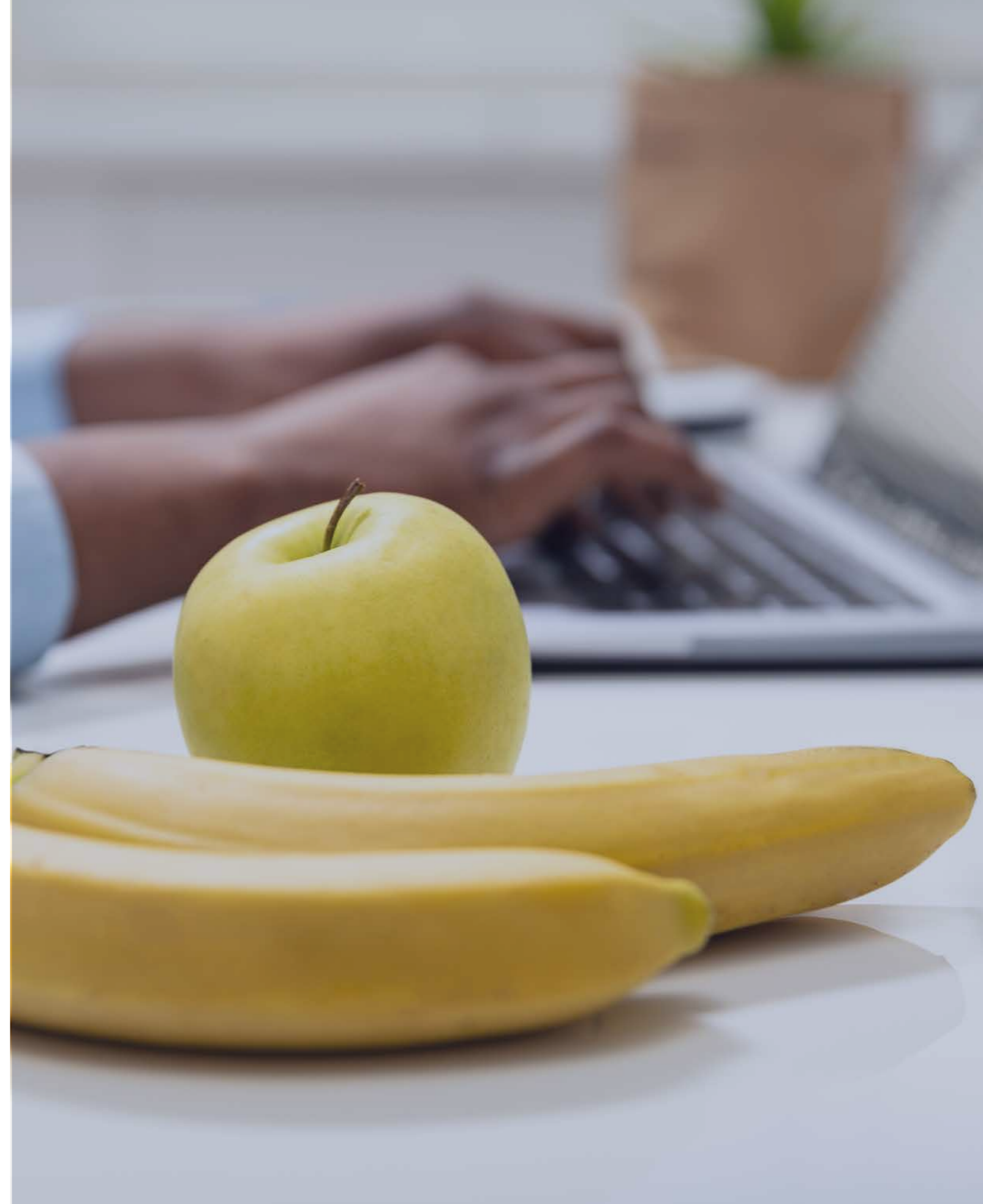
Wellbeing

Fruit and beverages in the ERNI offices

No matter where you are located, if you are in any of the ERNI Spain offices, you will have unlimited fresh fruit, a variety of drinks, including water, coffee, tea and infusions, available for you.

Take a break with your colleagues during your workday.

Juicer, toaster, blender, fridge and several microwaves are also at your disposal to store and prepare your food.



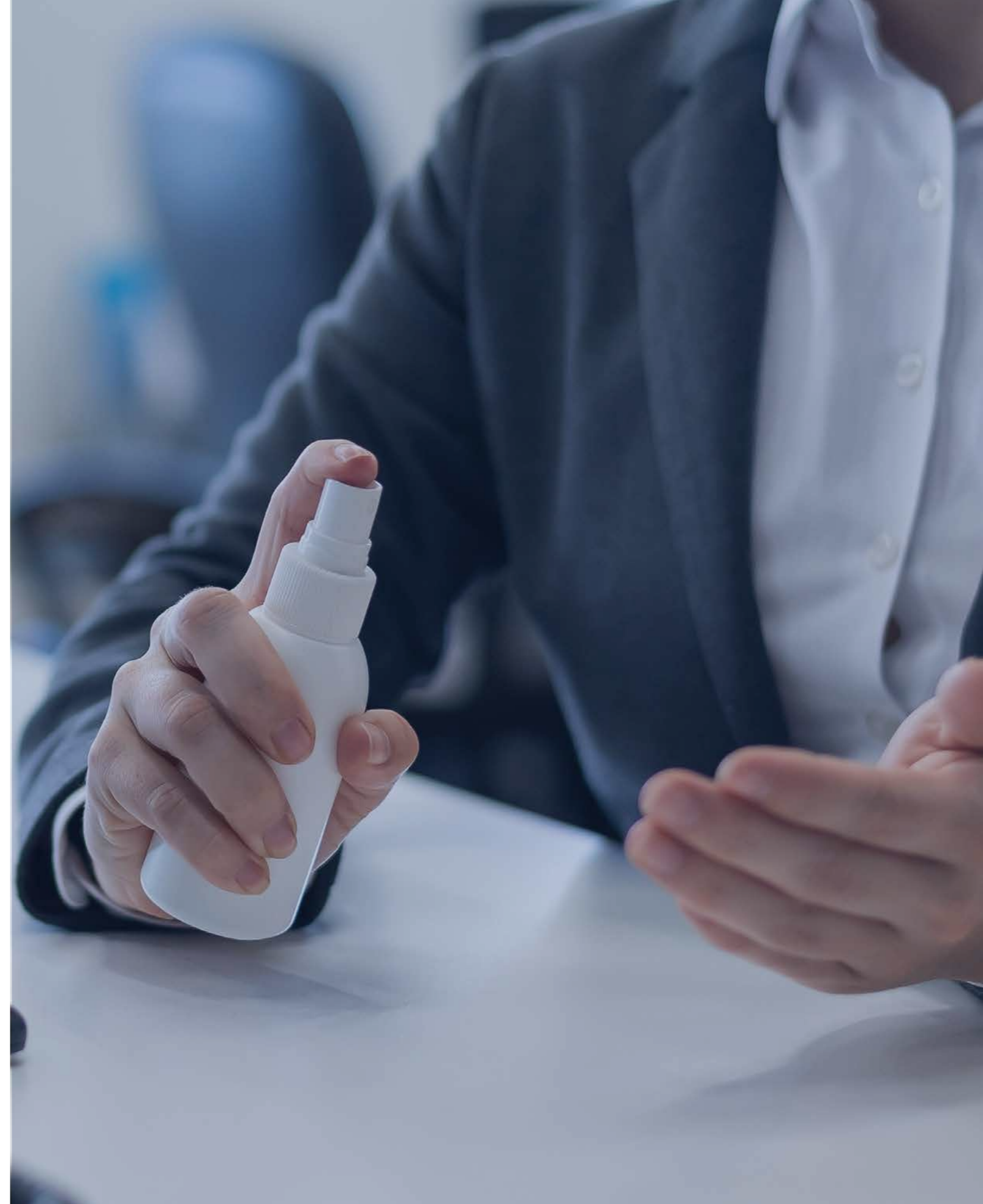


✦ Cleaning and hygiene products

Bathrooms are equipped with a variety of products, including soap, hand sanitiser, deodorant, refreshing wipes, moisturiser, fresh fragrance, and feminine hygiene products.

Upon request, you can also ask for a hairdryer and spot remover if needed.

*Shower in Pl. Cat to cool down after doing exercise.





Flextime

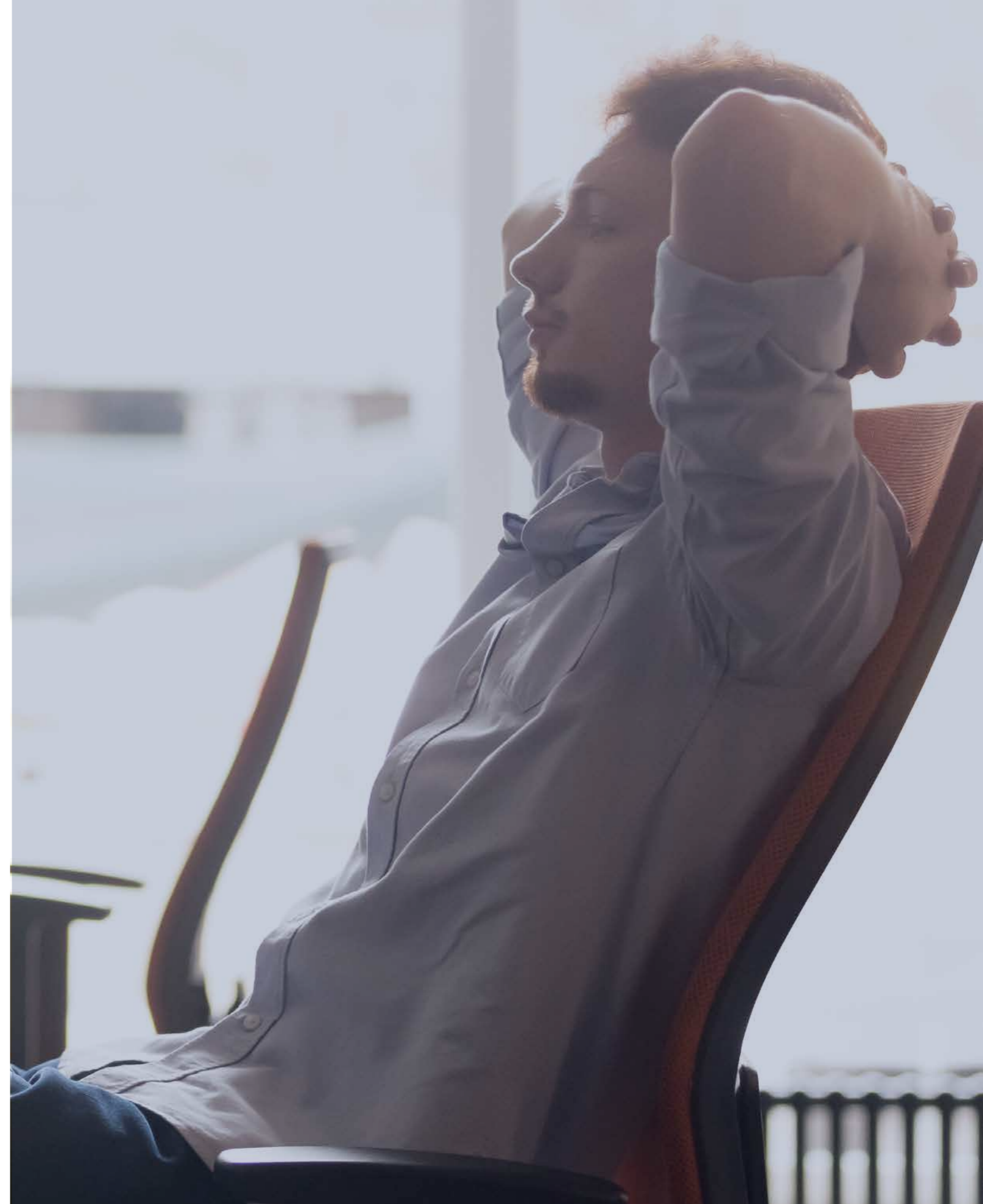
Self-managed flexible working hours that allows you to adapt the working day to your needs so you can reconcile your personal and professional life.

Start your workday up to 9:30am and go home from 4pm from Monday to Thursday.



 Intensive shift **on Fridays**

We offer a flexible working shift so you can enjoy an intensive Friday shift (end your workday at 2pm). This is specially designed not only to reconcile work and personal life but also to extend the long-awaited weekend.





Life support

In order to strengthen our commitment to conciliation and willingness to be close in your day-to-day life and important moments, we provide you a set of services and benefits, free of charge, to assist you and your family in plenty of services such as legal consultation, personal assistance, etc.

You can use it through the following channels: phone 91 999 37 13, email lifesupport@alares.es or website lifesupport.alares.es. You just need to identify yourself with your ERNI shortname.





Welcome pack and first-day lunch

On your first day, ERNI wants to give you a warm welcome by providing you a welcome kit with all the materials and equipment that you will need.

Moreover, you will be invited to enjoy your first-day lunch with your superior.





⏸ One day in the office

With the commitment of keeping personal contact with the team and unit, upon the request of the Superior or project leader, once per month you will be asked to work from ERNI offices. That day ERNI will assume the cost of lunch, provided by one of our collaborators, a special employment centre.



 Events

We do believe in the importance of meeting with our colleagues in an informal and natural environment to build connections and foster trust so that we feel at home. Leisure events are one of the mechanisms that we use to bring the whole unit or/ and project together doing an activity sponsored by ERNI (50€/pax).

Moreover, during the year you can enjoy the long-awaited Christmas dinner and summer party that are waiting for you!





Birthday chocolate bar

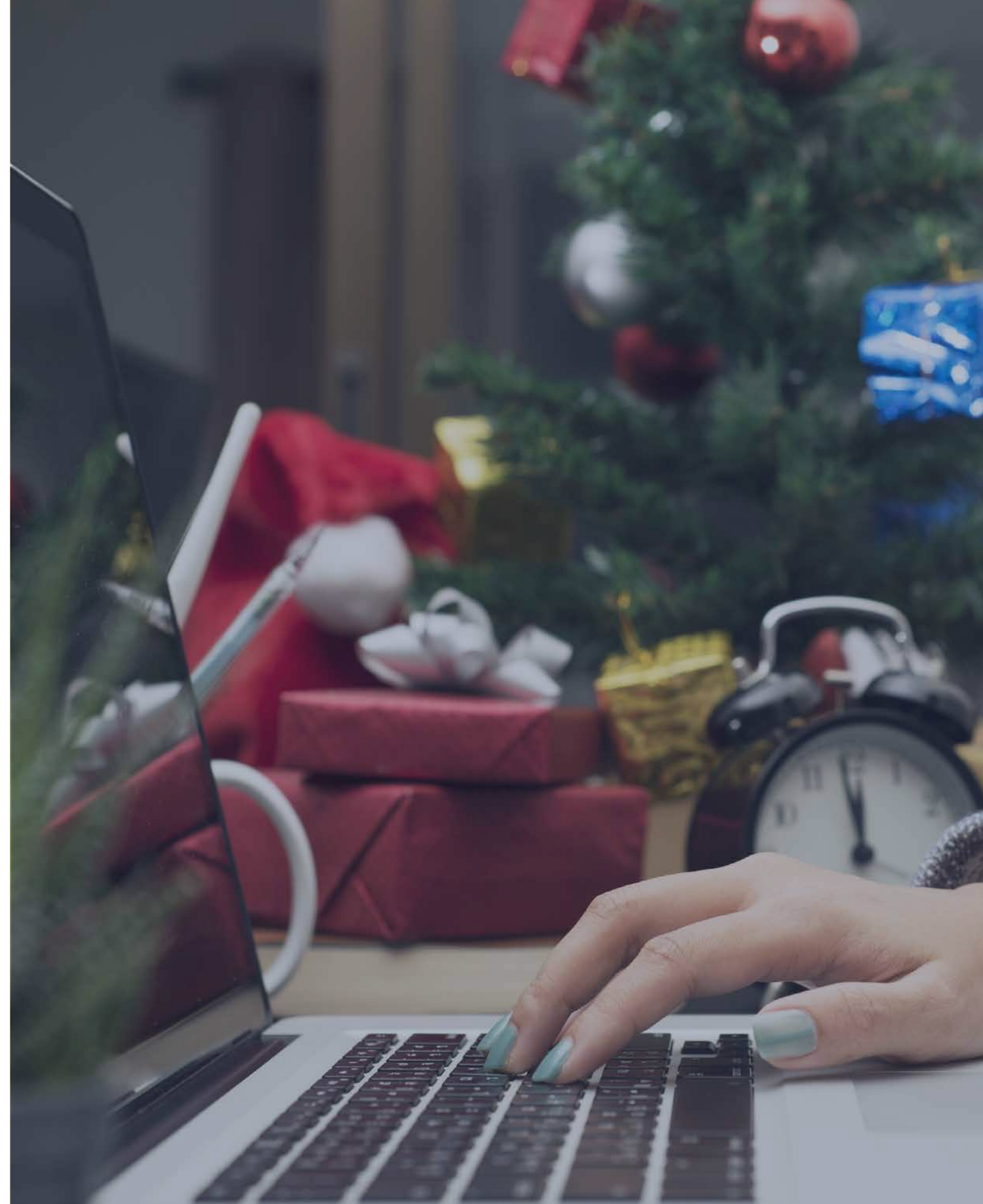
Your birthday is a special moment to celebrate. That's why, as a Swiss company, we want to sweeten up your day with a chocolate bar. You can pick them up by showing the QR code that you receive on your birthday in any of the designated Lindt shops.





Christmas hamper

As part of a Spanish tradition at ERNI, you can choose between receiving the hamper, based on typical Christmas products of your choice (vegetarian, cured meat or alcohol) or giving the equivalent value to a NGO or a non-profit foundation selected by you.



Baby basket

On our efforts to give a warm welcome to new members of the ERNI family, the company will send you a gift basket on the occasion of a birth to be enjoyed by the entire family. ERNI is with you in all the special moments of your life.





Wedding basket

ERNI is with you in all the special moments of your life, such as your wedding, where the company will offer you a voucher for a romantic weekend.

