

INDIVIDUAL – we respect the value
each individual brings.



Your total rewards

We realise rewarding and recognising
you is not only about your pay.

Here, we outline the benefits, opportunities and rewards you'll have access to while working for the IoD. They're our way of saying thanks for the contribution you make to our team.

Your lifestyle:

- We are flexible by default, providing working options to assist you to achieve a better balance between work, life and whānau needs.
- You have access to a variety of leave options above statutory requirements to help you manage your commitments eg:
 - The ability to purchase additional annual leave up to six weeks
 - 2 days You Be You (UBU) leave per year to take as you'd like on top of your annual leave
 - Long service leave at 5, 10, 15 years and beyond
- We offer options around working remotely - including working from anywhere for up to two weeks each year and a \$250 allowance towards any equipment you need to work from home safely.
- You'll have access to our staff banking discount package offering great rates across a range of banking products.

Your future:

- We encourage you to have a personal development plan that you'll regularly be talking to your manager about and we'll provide you with clear career pathways and progression options to support your career aspirations.
- We take a strengths based approach, allowing you to discover, explore and develop your strengths with full access to CliftonStrengths resources.
- You'll be given the opportunity to develop the knowledge and skills you need to perform your job effectively - and prepare you for future jobs.
- You'll have access to many of our world-class governance development courses and are welcome to come along to our branch events.
- We'll recognise and celebrate important service milestones with the IoD (along with birthdays, babies, weddings and more!).

Our culture and community:

- We connect in to a community of Aotearoa New Zealand's business leaders and governance experts through our events, courses, team and organisation hui.
- We run regular courses so you can grow and develop your Te Reo and Tikanga knowledge and you can join our Waiata group who meet fortnightly
- We think fun and little things are important too so we make time for social activities like our monthly kawhe and keke, the daily five-minute quiz, or Matariki celebrations.
- Know someone who you think would love working at the IoD? If you refer someone for a role with us via our Referral Reward Programme, you'll receive \$500 as a thank you.

Your wellbeing:

As your health and wellbeing important to us, we:

- Provide a wellbeing programme which offers you various learning opportunities and activities to participate in.
- Offer 10 days sick leave from day one, no standdown period and accumulation up to 30 days
- Provide free flu vaccinations and annual wellbeing checks with a registered nurse
- On return from primary carer leave we pay your annual leave at the normal rate and support partners to take up to two weeks sick leave leading up to or following welcoming your new whānau member
- Provide 5 days bereavement / tangihanga leave if you lose an immediate family member
- Fund up to three confidential sessions with our Employee Assistance Programme for you or a member of your whānau to help you with a wide range of needs.
- Organise a workstation assessment to ensure an optimal set up of your work area at the office and at home

This is just a snapshot of what we offer as at November 2022. Further information on these benefits can be found within the relevant policies saved in the R Drive / IoD Policies. For anything not covered in there, please talk to your manager or contact the People & Culture Team.