

Employee benefits in Germany



Flexible Work

- Convert salary into up to 5 additional annual leave days
- Trust-based working time*
- 30 days annual leave + 6-8 bridging days
- Home office (Smart Work)
- Workation Policy
- Laptop/ iPhone
- Partial-retirement
- Sabbatical
- Flexible working time
- Additional leave for personal 'life events'



Extras

- (E-)Bike Leasing
- IT leasing: latest tech gadgets for personal use
- German language lessons
- Jubilee bonus: 25/40/50 years
- Employee referral programme
- Grünenthal Gives: an extra day's leave for community service
- KulTour: local cultural group events (e.g. city trips)



Family

- Daycare centre "Karlins"
- Part-time care of close relatives
- Children's games during school holidays
- Wedding: 150 €
- Birth: 200 € + one day's additional leave
- Family Starting Time (10 additional holidays for partners)
- Voiio: Support with childcare, caring for relatives, Tutoring and Learning Support, Family Trips & Activities



Making life easier

- Free parking at all Grünenthal sites
- Free e-charging stations in HQ
- Company car for Sales staff
- Subsidised canteen
- Laundry service at Campus



Personal Growth

- LinkedIn Learning and Coursera
- Continuous performance & development management
- Internal coaching
- Internal & external training
- Merit increase & bonus based on individual performance
- International assignments (long- & short-term)
- Job rotation



Health & Wellbeing

- Subsidised gym membership
- Supplementary company health insurance (annual budget: 500€)
- Digital yoga course
- Company medical service on Campus
- Grünenthal sport groups
- Health day
- Voiio: Sports courses and webinars, Time & Stress Management, Coaching and Courses
- Reduced working time for elderly employees
- Allowance for treatment at a health resort
- Pownapping Room



Social Security & Finances

- Pension scheme (PKDW)
- Deferred compensation*
- Group Accident Insurance
- Sickness benefits
- Discounts at retail outlets
- Voiio: Finance & Law support



* available for exempt employees