



OUR REWARDS AND BENEFITS

At Descartes we have strong values and a clear vision for your future. We offer comprehensive benefits and competitive salaries.

Our benefits program is designed to provide employees and their dependents with support in maintaining health and financial protection. Our program includes but is not limited to:

Work life balance

We offer a healthy, safe and flexible workplace that supports a balanced lifestyle by offering:

- Flexible Schedules
- Work From Home or from one of our offices
- Business casual work environment

Career development with opportunities for advancement

It takes all kinds of people with different skill levels to run a company as diverse as ours. For us to remain competitive, continuous improvement is needed by learning new skills or improving the skills you already have. You have your own career path, and we provide a variety of opportunities to help develop your skills as you advance

Annual Leave and Public Holidays

Full-time employees are entitled to 25 days of paid time off each year, with the option to purchase an additional 5 days of unpaid leave. For part-time employees, holiday entitlement is calculated on a pro-rata basis, depending on the number of hours they work each week. Additionally, all employees are entitled to public holidays, which are:

- New Year's Day, January 1st
- Easter, Sunday and Monday
- King's Day, April 27th
- Liberation Day, May 5th (every 5 years; next occurrence in 2030)
- Ascension Day
- Whit Sunday and Monday
- Christmas day, December 25th
- Boxing Day, December 26th

Other Special Paid Leaves

- 1 day of Employee's engagement
- 2 days of Employee's marriage ceremony or wedding
- 1 day of Employee's brother, sister, parent or child's marriage ceremony or wedding
- 1 day to celebrate 25th or 40th employee's wedding anniversary
- 1 day to celebrate the 40th or 50th wedding anniversary of parents or parents-in-laws.
- We have special paid leave in case of bereavement (spouse/partner or direct family)
- 1 day of relocation (max. 1 day a year)

Holiday Allowance

Descartes Systems employees benefit from holiday pay, equivalent to 8% of their base salary, which is paid annually in May.

Pension and Social Security

Descartes offers a solid pension plan for its employees and provides compensation for those who may not be eligible for the pension. Additionally, the company contributes to the social security system, including unemployment benefits, and ensures comprehensive coverage through various insurances, such as accident, disability, and travel insurance.

Health and Safety

At Descartes, the health and well-being of employees are our top priorities. We provide excellent care in collaboration with our occupational health and safety service provider in the event of illness.

Maternity, Paternity and Parental leave

Maternity, paternity, and parental leave are governed by Dutch law. We facilitate a smooth transition back to work by providing flexible working arrangements and part-time schedules.

Company Events

We typically organize two company events each year: one in summer and one in winter. Additionally, smaller events, such as lunches or celebrations, may be organized for special occasions.

Referral Bonus

Our employees are our best ambassadors. An employee referral bonus of 500 EURO is available to employees who have referred to a candidate who has been hired and successfully completed 90 days of employment.

Diversity & Inclusion

Our employees come from many different backgrounds, and we pride ourselves on that. No matter your gender, ethnicity, age or life experiences we believe that everyone has the right to be treated fairly and equally.

