



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:

Social Security

Descartes Systems participates in Social Security Contributions, which fund various programs, including pension insurance, health insurance, long-term care insurance, and unemployment insurance.

Pension Contributions

Descartes Systems' pension plan offers financial support to employees upon reaching retirement age. We participate in the Mandatory State Pension (Gesetzliche Rentenversicherung) and Company Pension Schemes (Betriebliche Altersversorgung), where employees contribute through salary conversion.

Health Insurance

Your health and well being are our highest priority at Descartes. We provide Health insurance in accordance with German law, Gesetzliche Krankenversicherung.

Care Support Allowance

According to German law, employees are entitled to up to 10 days of paid leave to care for their close relatives.

Holidays and Annual Leave

Employees are entitled to paid annual leave of 28 days per annum plus 9 additional days of public holidays. We also acknowledge that some public holidays are specific to certain regions, such as the Assumption of Mary and All Saints' Day.

Sick Leave

Employees become eligible for paid sick leave after four weeks of employment. They are entitled to receive their full salary for up to six weeks, provided that a doctor's note is submitted after three days of illness. After six weeks of illness the health insurance will take over and pay sick benefit for up to 78 weeks in the amount of 70% of the previous gross salary.

Maternity Leave

Employees are entitled to 14 weeks of paid maternity leave: six weeks before their due date and eight weeks after the child is born. If a child is born early or in the case of multiple births, the postnatal leave can be extended to 12 weeks, providing mothers with adequate time to recover. This paid leave is covered by Descartes Systems in conjunction with health insurance.

Parental Leave

Employees who are parents are entitled to 36 months of parental leave (Elternzeit) before their child turns three years old. This leave can begin immediately after maternity leave or as soon as the child is born. During this period, parents can receive financial support through Elterngeld, a program provided by the German government.

Childcare Cost 'KITA'

Our employees benefit from a contribution to the cost of Kita through a tax-free kindergarten subsidy.

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.

Employee Referral Bonus

An employee referral bonus is available to employees who have referred a candidate who has been hired and successfully completed 6 months of employment

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 remote offices
- Business casual work environment

Diversity & Inclusion

Our employees come from many different backgrounds. We believe that contributes to our success. We can draw on the perspectives and skills of men and women of different age groups, different cultural backgrounds and different life experiences. In our workplace, everyone has the right to be treated fairly and equally.

