



Hays *Deal*

A contract
for the future



Introduction



Our employees are Hays' most important resource.

With this document, Hays wishes to express its commitment to providing the tools, knowledge and support necessary to help all employees succeed and develop their careers.

We want to celebrate our successes and important moments together, ensuring that our working environment is welcoming, full of positive energy and mutual respect.

Hays Deal describes the agreement between us and the company: what the company offers us and what it expects from us.

In this guide, you will discover what Hays offers its employees (from salaries to benefits, welfare programmes to career opportunities) and what our Valued Behaviors are.

Janneke van Zandwijk
Head of *People & Culture*
Hays Netherlands

Why *Hays*

Hays invests in the future. We build long-lasting relationships with our employees, clients and partners, enabling people and companies to successfully achieve their goals.

Our promise

Working for your tomorrow.

Our Valued Behaviors

Our Valued Behaviors underpin all roles and activities at Hays and are a key component in achieving your career goals.

Our valued behaviors



Be bold and curious

We are ambitious, push outside our comfort zone and experiment.



Champion the customer

We proactively partner with our customers to build better, profitable solutions.



Better together

We support, celebrate and share with each other to create stronger outcomes for all.



Own the outcomes

We strive for performance, see things through, and always act with integrity.

Hays Deal consists of three elements:



Pay Deal

Our proposal on remuneration and benefits.



Career Deal

Our proposal on career plans and personal growth.



Respect Deal

Our proposal on working together, respecting and valuing diversity, and how to achieve work-life balance.

Pay Deal



Your salary

From the first day of work, the company clearly states the components of each employee's remuneration package, which will be:

- Fair
- Transparent
- Performance driven

For all fee earning positions, remuneration consists of a fixed base salary, variable compensation paid upon achievement of monthly or quarterly results, and various benefits.

Central Services employees benefit from a fixed salary and an annual bonus paid quarterly, if applicable.

Various benefits

Besides the basic benefits related to pay, Hays Netherlands does offer additional benefits:

Mobility support

Depending on your role, you may be eligible for a company car or a car allowance.

Pension plan

After completing your trial period and upon acceptance by the pension provider, you'll be enrolled in a collective pension scheme. Employees contribute 3.5% of their pensionable base.

Extra time off

Enjoy an additional day off on your birthday, plus one extra day for each completed year of seniority after your first year of service - up to a maximum of five days.

Monthly allowances

Receive a €75 net general expense allowance and a €15 net phone allowance which you can use for private leasing a phone via Swapphone, you will still receive it when using your own phone. Hays will provide and cover the SIM card and subscription.

Health insurance

Benefit from collective discounts through two partnered health insurance providers.

Bike lease plan

Available to all employees, promoting sustainable and healthy commuting options.

Clothing discount

Take advantage of exclusive discounts on apparel through selected retail partners.

Referral bonus

Your network is valuable – through our referral program, you'll be rewarded for every successful recommendation, with a nice bonus and the opportunity to help build a strong team.



Career *Deal*

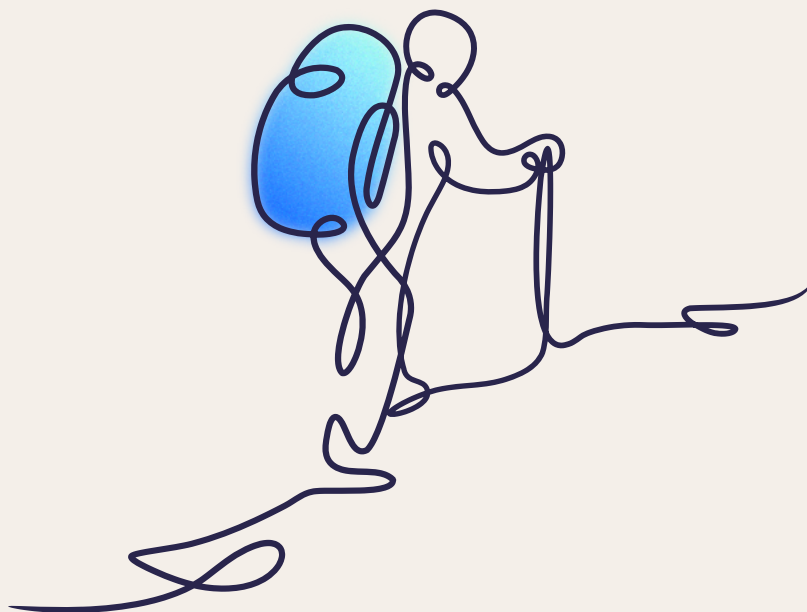


Career path

At Hays, we believe in growth – for everyone. That's why we've designed a clear and structured career path for consultants, as well as colleagues in Enterprise Solutions and Central Services. Here's what you can expect:

- **Transparency and equal opportunities:** your development is based on merit and achievements, not chance.
- **Clear goal setting:** each career path includes concrete objectives to help you take the next step.
- **Room to choose your direction:** you can grow vertically or horizontally, with two tracks available – an expert track and a leadership track.
- **Mobility options:** looking for a new challenge? You can move to another business line, department, or even explore international opportunities.

In short: your career at Hays isn't left to chance, it's a path you help shape with our support every step of the way.



Training & development

For new consultants, we offer a comprehensive **Induction Program** that guides you step by step through the role of a consultant.

Beyond that, we provide an extensive training program for all colleagues – from consultants within **Hays Specialist Recruitment (HSR)** to team members in **Enterprise Solutions (ES)**. For our **Central Services (CS)** teams, there are dedicated Central Office sessions and ad hoc trainings tailored to their needs.

Want to explore the full range of opportunities? You'll find our complete offering in the Training Guide, packed with resources to help you grow and succeed.



Respect *Deal*



Working hours *and flexibility*

Our flexible hours are designed to help you balance work and personal life. Employees have the option to start earlier and finish earlier, or start later and finish later, depending on their needs.

The standard start time for an eight-hour workday falls between 8:00 a.m. and 9:00 a.m. Any alternative arrangements should be discussed and agreed upon with your line manager.

Hays employees can work from home, as long as it's discussed with their manager and makes sense for their role and the team's needs.

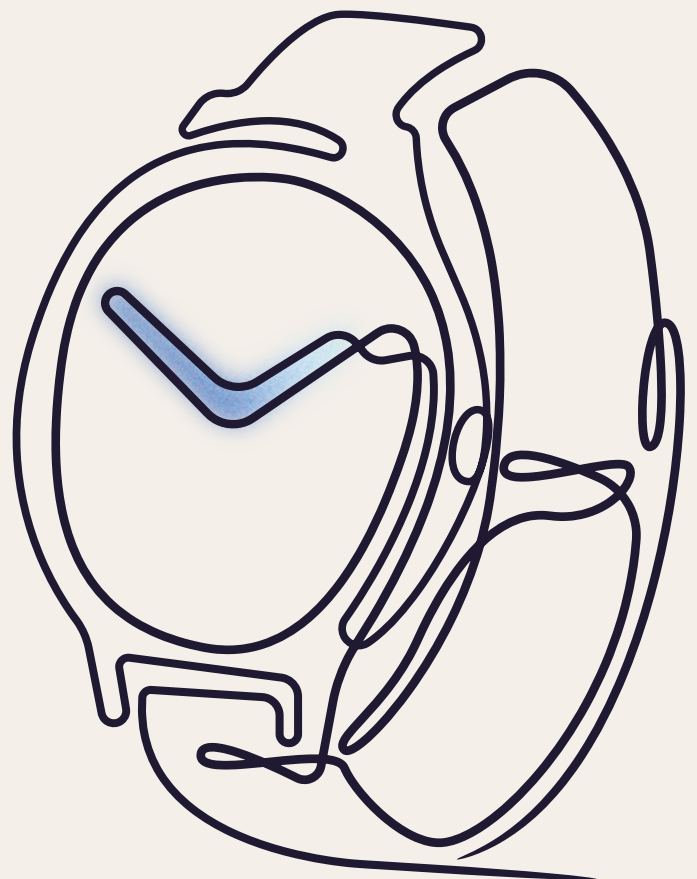
Flexibility isn't just a benefit – it's a way to make your day work better for you, while ensuring we deliver great results together.

Flexible working policy

Working together with the team in the office is important for learning, development and knowledge sharing, especially for new employees who need all the support they can get and the opportunity to observe the work of more experienced colleagues. This helps them learn about the organisational culture and service standards.

Hays employees have the option to work from home:

- **First 6 months at Hays:**
1 day of working from home per week.
- **After 6 months at Hays:**
2 days of working from home per week.



We care about you *and your well-being*

At Hays, your well-being and engagement matter to us – both inside and outside of work. That's why we offer a range of initiatives designed to support you at every stage of your journey.



Your well-being first

We run an annual **Health & Well-being program**, focusing on both physical and mental health, and give you access to the **Humanoo** app for extra resources and tips.



Support when you need it

For parents-to-be, our Parenting Support includes a detailed **Maternity Guide** with practical information to help you prepare for what's ahead.



Your voice matters

We believe in open and transparent communication, both top-down and bottom-up. That's why we regularly set up taskforces where employees can share input on key topics. Our annual **Your Voice survey**, combined with our monthly **Town Halls**, ensures that every employee truly has a say in shaping our workplace.



Diversity, inclusion & giving back

We're committed to **Equity, Diversity & Inclusion (ED&I)** and to making a positive impact beyond our business. Through **Hays Helping for your Tomorrow**, we dedicate time each year to support good causes together.



And let's not forget the fun!

Work should be enjoyable. From management-led **incentives** to spontaneous **team moments**, we encourage everyone to create a positive, energetic environment. So yes, sometimes that means popping a bottle on a Thursday evening!

At Hays, we're here to support you – your well-being, your growth, and your voice. Every step of the way.

