A Guide to CSC Benefits

Netherlands

Summary of Benefits, Netherlands

At CSC, we believe that our greatest asset is our people—the dedicated individuals who contribute their skills, passion, and creativity to our shared success. As an organisation, we're committed to fostering a supportive and inclusive work environment where every colleague feels valued, respected, and cared for.

Our comprehensive benefits package reflects this commitment. We understand that life is multifaceted, and our offerings aim to address various aspects of your well-being. We're here to support you every step of the way. Our comprehensive benefit offerings are outlined below.

Eligibility

Full-time and part-time colleagues are eligible for benefits. If a waiting period applies, it's mentioned below.

Well-being benefits

Your physical and mental well-being are a priority, and we recognise that a healthy mind and body are essential for overall happiness and productivity. Here's how we demonstrate our commitment:

Medical insurance

CSC offers a discount on the health insurance premium available to colleagues through a collective package agreement with CZ Insurance.

Health and well-being resources

CSC provides colleagues with many health and well-being strategies to help you care for yourself and your family. Our 24x7x365 confidential employee assistance program (EAP) connects you to licensed counselors and aims to help you find solutions for the everyday challenges of work and home, as well as for more serious issues involving emotional and physical well-being.

There are more than 80 health and well-being champions located in our offices around the world, committed to bringing our health and well-being agenda to life locally and helping you tap into the wealth of available resources.

CSC highlights and encourages self-directed learning focused on mental and physical well-being.

Financial benefits

We're dedicated to offering our colleagues a range of financial benefits aimed at supporting your financial well-being and helping you plan for a secure future. Here's how CSC is committed to helping you achieve your financial goals:

Pension

CSC offers an age-based pension scheme designed to help colleagues save for retirement. This scheme provides a structured and secure way to build your retirement savings while ensuring financial stability in your later years.

Income protection

CSC provides colleagues with income protection in the event they need to be out of work due to an illness. This benefit is available to colleagues as of their first day of employment. If the colleague needs to go out of work, they will receive 100% of their personal wages during the first four months of illness. If the illness extends beyond four months, the wage coverage decreases to 90% for up to 12 months and to 80% after one year for a maximum of two years.

Life assurance

In the event of a colleague's death, through the pension plan, any surviving beneficiaries listed will receive a lump-sum payment.

Bike leasing scheme

CSC is committed to promoting both vitality and environmental sustainability. To support your fitness journey, we offer a bicycle leasing scheme in partnership with Lease a Bike. By participating in this program, you can enjoy tax advantages that can save you up to 35% compared to purchasing a bicycle privately.

Fitness membership

CSC has an agreement with Bedrijfsfitness Nederland (BFNL). With more than 4,000 affiliated sports locations throughout the Netherlands, you can choose from a varied range of fitness centers, yoga schools, and swimming pools. Recharge during a refreshing workout while benefitting from an attractive discount on a fitness membership. Our company fitness scheme helps make it easier for you to start or continue your journey toward a healthier, happier you.

Commuting allowance and mobility card

CSC offers colleagues a commuting allowance or mobility card to assist with covering commuting expenses.

CSC Gives Back

Through our CSC Gives Back program, individuals and teams give back to local and global communities. CSC provides volunteer T-shirts for colleagues and matches colleague donations to charities between $50-$1,000 or equivalent per year, per organization.

Work-life balance

At CSC, we value work-life balance and our colleagues' diverse needs. We foster a supportive environment where taking time off is encouraged, whether for personal health, family, mental well-being, or recharging. Here's how we demonstrate that commitment:

Annual leave

Every full-time team member will receive paid holiday time when they are hired and each year thereafter in the amount of 20 statutory days and 8 non-statutory holidays. Holiday time in the year you start with the company will be prorated. Colleagues can buy five additional holidays and sell 10 days.

For part-time colleagues, a prorated number of leave days will be applicable.

Public holidays

Colleagues are entitled to 8 paid public holidays.

Other applicable leaves

In the Netherlands, various leave types are available to support colleagues during key life events such as pregnancy, maternity, and parental leave. Colleagues can receive between four to six weeks of pregnancy leave prior to the delivery, and then maternity leave for 10 to 12 weeks at 100% of salary. The colleague is required to take a minimum of 16 weeks of maternity leave. Parental leave is also available for a maximum of 26 weeks at 70%. Anything longer than nine weeks of parental leave is considered unpaid.

Guidelines on other statutory leave types can be found on CSC Central.

Recognition and rewards

Outstanding performance is celebrated through peer recognition aligned with Our Values, milestone tenure awards, and incentives for referring top talent. We believe that acknowledging these efforts boosts morale and fosters a supportive and thriving workplace culture. Join us in celebrating the exceptional contributions that drive our success:

LOV Badges

Our Values are at the core of who we are and the standards we aspire to live by each day. Colleagues regularly "show some LOV" by taking the time to recognise each other for Living Our Values (LOV).

Service awards

We deeply value the dedication and commitment of our colleagues. Our service award program recognises and celebrates the milestones achieved by our team members for each five-year milestone reached.

Colleague referral awards

Good people know good people. As a result, a financial award is provided to colleagues who refer external candidates who are subsequently hired and remain with CSC for at least six months.

Career growth

Career growth is a top priority at CSC. We believe investing in your professional development benefits both you and the organization. We take pride in the talent we hire and want to promote and allow our colleagues to grow. Your next career opportunity is right here! Here's how we foster career growth:

Internal learning

Colleagues are provided with many resources to become more knowledgeable in their current role or take on new roles with the company. Self-directed resources are available, such as career self-assessments, thousands of courses through Open Sesame, other internally curated content, podcasts, mentoring programs, webinars, and more.

Continuing education program (CEP)

CSC offers reimbursement for certain educational courses, with pre-approval from your leader. Colleagues with at least six months of service can seek financial assistance up to $5,250 (or equivalent) per calendar year for relevant learning.

For full details on our continuing education program, please visit our CSC Central site.

We pay for performance

We believe that both what we do and how we do it are equally important. Therefore, our performance evaluations are balanced, with 50% based on achieving goals and 50% on how well we align with our core values.

Merit increases

Leaders work together with their team members to set goals at the beginning of employment and each calendar year, in alignment with our line of sight. Throughout the year, leaders have continuous conversations with their team members to discuss progress toward achieving goals and career growth. Most colleagues are eligible for a discretionary merit increase based on consistent and sustained performance in the first quarter of each calendar year.

Success Sharing bonus

This is a taxable bonus that may be paid to eligible colleagues at the company's discretion in the first quarter of each year. The distribution amount, if any, is generally determined by the company's profit and growth in the preceding fiscal period. Colleagues hired in the last quarter of the calendar year (1 October through 31 December) will not be eligible for success sharing paid for that year.

Note: Success Sharing does not apply to those covered under other incentive compensation programs.

Your voice is important

Colleague feedback is invaluable to us. Fostering open dialogue and actively seeking input from our colleagues lead to better decision-making and a more inclusive work environment. Here's how we demonstrate our commitment:

- Colleagues are formally asked for feedback through an onboarding survey, and later a new hire survey in their first year of employment. Companywide surveys are also conducted once or twice per year.

- CSC has an open-door policy, encouraging colleagues to have regular conversations with their leaders and to work together with others to innovate, continuously improve, increase colleague satisfaction, and maintain a culture of trust.