

Nedap employment benefits

Financial conditions

In addition to your salary and holiday pay, Nedap has a 13th month. You calculate the annual salary by multiplying your monthly salary by 13.96. At Nedap, we have opted not to have employees pay any personal contribution, with the exception of pension plans. Nedap pays the risk premiums for the disability insurance and for pension contribution in the event of disability. In addition, Nedap pays risk premiums for the partner's and orphan's pension. Whereas many companies withhold a personal contribution from the salary for these risk premiums, Nedap chooses to pay this in full for its employees. You can see this difference in your net salary.

Retirement

Nedap pays an amount at a premium pension institution (ppi) per month, depending on your age and level of your annual salary. At Nedap this is done with BeFrank. This amount is a percentage of the pension basis (annual salary minus franchise), your own contribution is 3% of this basis.

Travel allowance

The travel allowance is € 0,21 per kilometer for a maximum of 214 days per year. This allowance will be paid pro rata for employees who work part-time.

For variable kilometers as a visit to a customer or meeting, we reimburse € 0,41 per kilometer. The allowance consists of € 0,21 net per kilometer plus € 0,20 gross per kilometer, which is settled via the salary administration.

Working from out of your home office

When you start your employment at Nedap, we will facilitate you with anything you need to make sure you can do your job. You may think of a laptop, headset, but also additional monitors and a company phone. Apart from IT equipment, we can also facilitate office furniture, like chairs and a desk. There are lots of options, so please share with us what you need, and we will make sure you get it.

At Nedap we have a remote work allowance of € 40,- net a month for every employee.

Profit sharing scheme

Nedap has a profit-sharing scheme whereby 6.5% of the annual profit realized in Groenlo is divided among employees working in Groenlo. You can choose to have this amount paid out or to purchase, Nedap shares with the net part of this payment. You will receive a notification from the payroll administration where you can indicate your choice.

You can obtain the certificates for 10% below the market price at the time of the purchase.

Nedap issues a 5th certificate for every 4 certificates after 4 years, provided that the employee is employed. The moment that Nedap decides to pay a dividend, this also applies to the certificate holders.

The profit sharing will be paid out in February. The level of profit sharing is calculated in proportion to your employment in the year. In the appendix there is more information about our Participation scheme.

Holidays and working hours

We do not keep track of leave and working hours for our colleagues. This responsibility lies with you and you determine these topics yourself in consultation with your colleagues and possible team captain.



Development

We believe that the development of Nedap is entirely accompanied by the development of colleagues who work for Nedap. That is why Nedap invests in the further development of all employees. This means that every new employee participates in the "Nedap Introduction Program" and the "Nedap Survival Skills training for new employees". In addition, every employee has a 3P meeting with his team captain twice a year in which they discuss, among other things, job challenges and further development. At Nedap we see that you learn the most from challenging work. That is why your team captain devotes ample attention to this. In addition to this, Nedap offers plenty of opportunities to further develop you personally and professionally through training, education or coaching.