



DUN & BRADSTREET

Employee benefits

When we started keeping records in 1841, we delivered credit reports in leather-bound books. Today, we deliver business information globally, in fractions of a second. We help clients to make smarter decisions.

Our strength comes from combining the right data and the right people. We are a global team of experts who are driven by a common curiosity: to find new ways to turn data into insights – so our clients can turn insight into value.

And we apply this thinking when it comes to our internal policies and processes as well. At Dun & Bradstreet, we believe that our people are our greatest asset. We are dedicated to providing a supportive and empowering workplace where you can grow both personally and professionally. Our comprehensive policies and benefits are designed to ensure that you have the resource and support you need to thrive.

- Health & Wellbeing
- Protection Insurance
- Financial Wellbeing
- Additional Benefits

LIFE AND COMMUNITY

We are committed to providing a work environment that fosters respect for all Dun & Bradstreet team members and reflects the diversity of the communities in which we live and work. We welcome a diverse, equitable and inclusive workforce that brings together many different perspectives, thoughts, beliefs, educational backgrounds and experiences.

Employee Engagement

At Dun & Bradstreet, our team members are the face to our clients and the market, as well as the innovators of the solutions and platforms serving businesses globally. Just as we listen to our clients on what solutions are most important to them, we also listen, learn, and understand what our team members value about our company, and their work experience. We work to facilitate a culture where our team members feel heard, valued, and supported to achieve their best work and develop their careers. We listen to the voices of our team members on an ongoing basis across various channels, including surveys and forums. The takeaways and findings from these tools inform strategic decision-making at the highest levels of our company as we aim to drive a business strategy that aligns with the sentiments and perceptions of our people. Our team members' thoughts have supported us in building stronger teams, identifying opportunities, and helping us prioritize programs that are most meaningful to our employees.

Our Working Environment

Step inside our offices and you'll see that we're modernizing our workspaces to reflect our evolving culture. Literally, we're knocking down walls, letting in light, and dialing up the color. Our people have more places to huddle and meet, eat and celebrate, or take time to think. It's bringing life at Dun & Bradstreet to a whole new level. We believe that collaboration and innovation happen when team members come together in one place to work together to propose ideas, test hypotheses and generate solutions. We value making our site locations great places to work and have created workspaces to encourage this culture.

Dress For Your Day

The Dress for Your Day approach allows you to think about your work schedule and dress in a way that works for you. That may mean wearing casual clothes on days when you don't have any external meetings or more formal clothing on days when meeting with clients - it's up to you. And, if you're more comfortable in business attire, that's OK too. You can make your own judgments about what is suitable to wear based on your day.

HEALTH & WELLBEING

Wellhub

Wellhub is our fitness and wellness benefit that gives you and your family access to thousands of gyms, studios, on-demand and virtual wellness opportunities under just one membership.

Reimbursement for Workplace Glasses

If it is certified that medically necessary, we will provide you with a subsidy for your computer workplace glasses.

Employee Assistance Programme (EAP)

The EAP offers employees support with professional and personal matters. Through the EAP, employees have access to information and resources in their local language to help with a wide range of issues such as stress, parenting, relationships, bereavement and loss.

Flexibility

In order to ensure flexibility, Dun and Bradstreet Germany offers the opportunity to work from home in addition to our state-of-the-art hub in Frankfurt, which defines the clear primary work location.

PROTECTION INSURANCE

Group Accident Insurance

We offer you a group accident insurance

Assistance for the bereaved

If you were to die, under certain conditions a family member receives a payment as assistance for the bereaved

FINANCIAL WELLBEING

Pension

Dun & Bradstreet Germany offers a concept for company pension schemes (Betriebliche Altersvorsorge). As part of the collective agreement with Gothaer Lebensversicherung AG, an employee can conclude a contract for a company pension plan. Dun & Bradstreet pays a subsidy for pension contracts that the employee concludes as part of the collective agreement with Gothaer Lebensversicherung AG.

Job Ticket

The employer can provide the Deutschland-Job-Ticket, which is valid for local and long-distance travel (excluding IC & ICE) valid throughout Germany. The ticket is subsidized by the employer.

Capital-forming benefits (Vermögenswirksame Leistungen)

Capital-forming benefits are additional financial benefits from the employer, which can be used to build up assets. The capital can be invested in different ways, for example in a bank savings plan, building society savings contract or fund savings plan.

ADDITIONAL BENEFITS

PAID TIME-OFF

Vacation Days

In addition to public holidays, team members joining the Company receive 30 days of paid time off (when working a 5-day-week, adjusted accordingly when fewer working days per week)

Volunteer Days

Two paid days per year to volunteer/ to allow our team members to offer their time and talents to support our communities.

Unsick Day

One paid day off per year for preventative health care such as dental check-ups, cancer screening or eye tests. Also for accompanying a family member.

Educational Leave (Bildungsurlaub)

Educational leave is an important component of further training. Frankfurt employees are generally entitled to five days of paid leave from work per year to take part in educational events in accordance with the Hessian Educational Leave Act (HBUG).

Additional paid time-off

which is regulated in a collective agreement, such as anniversary, own wedding, etc.

OTHER EMPLOYEE PROGRAM

Employee Resource Groups

Employee Resource Groups (ERGs) are employee-led organizations within Dun & Bradstreet. While each group has its own unique mission, the overarching goal of the ERGs is to provide a forum for teammates with similar backgrounds, experiences, and interests to engage with and learn from one another.

Do Good Charitable Matching

We provide a 100% match for team member personal donations to eligible non-profit organizations up to 4,000 Euro per calendar year, subject to global matching caps.

Refer a friend program

The Talent Referral Program is part of our comprehensive recruiting strategy to attract and engage a pool of diverse and highly qualified candidates for positions at every level of Dun & Bradstreet. This program is designed to identify potentially qualified candidates in an efficient and cost-effective manner. Current employees are rewarded after successful placement of a referred candidate. All regular full-time and part-time Dun & Bradstreet employees are eligible and can refer candidates.

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DRINKS AND FRUIT

In the Frankfurt hub, there is always free access to fresh fruit, coffee, tea and water.