

# Benefits

## QBE New Zealand

At QBE, we're committed to creating an inspiring future for our people, in a workplace that is supportive, flexible and inclusive.



### Be Present

- Hybrid Working
- 'Share the Care' flexible parental leave program
- Family Domestic Violence leave
- Purchased leave
- Career breaks
- Gender Affirmation Leave
- Career development
- Financial and leave assistance for further study
- Payment of professional fees



### Be Well

- Wellbeing programs
- Access to confidential counselling service
- Discounted private health insurance
- Flu vaccinations
- Menopause support
- Mental health first aiders
- Access to our Family Domestic Violence First Responders Network
- Unmind mental health app
- Wellbeing Leave



### Be Secure

- Matched super/KiwiSaver contributions
- QShare, our employee share purchase plan with matching shares
- Super/KiwiSaver contributions continue while on paid parental leave, and for any unpaid parental leave taken during the first 12 months of parental leave
- Employee insurance discounts
- Goods and services discounts
- Financial coaching
- Company funded death and disability, income protection and trauma insurance cover



### Be Involved

- Volunteer leave
- Matched fundraising
- Employee resource groups such as QBE Pride (our LGBTIQ+ inclusion network)