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ON-SITE

17 COMPANIES ACROSS THE GLOBE  
THAT DO "WORK PERKS" WELL



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We live in an era where corporate transparency is a growing norm; call it the “Glassdoor era,” if you will. Nearly every major corporate decision can be exposed for the world to see and discuss, whether it be a rebrand, layoffs, or vacation policies. Thanks largely to digital media, many business matters that used to be internal are now accessible for the external masses: shareholders, job seekers, you name it.

As transparency increases, organizations have to compete more with each other to attract the best talent. In an effort to entice potential employees, many companies aim to create an appealing corporate culture, which might include better benefits packages, a cool office space, and fun office traditions or outings.

Attracting top talent is one thing; keeping it is another. The mindset of today’s workforce has shifted from years past, and, consequently, work-life balance plays an important role

when deciding whether or not to accept a position. In fact, a Boston Consulting Group study surveying over 200,000 people around the world showed that a good work-life balance was among the top five factors that matter most to candidates, with salary coming in at a surprising number eight.

As such, recruiting has become more challenging; an increase in compensation is often no longer enough to persuade a qualified applicant. Instead, establishing and maintaining a desirable, engaging workplace that looks out for its people can go a long way. How do you do that? Try offering valuable employee perks that allow for flexibility and account for different individual needs. That’s what we’ve seen among many of our clients, some of whom boast at least one “Best Places to Work” award.

All around the world, employers and employees are taking these qualitative job perks into consideration; it is not merely an American phenomenon, but that’s where we’ll start.

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## North America: Pinterest, Aecon Group & REI



1 A WAG meeting. [http://socialresponsibility.aecon.com/aecon\\_csr.pdf](http://socialresponsibility.aecon.com/aecon_csr.pdf) 2 Bike rack room at REI's office. <https://www.glassdoor.com/Photos/REI-Office-Photos-E7319.htm> 3 Employees attending a workshop night at Pinterest. <https://www.glassdoor.com/Photos/Pinterest-Office-Photos-E503467.htm>

### Pinterest

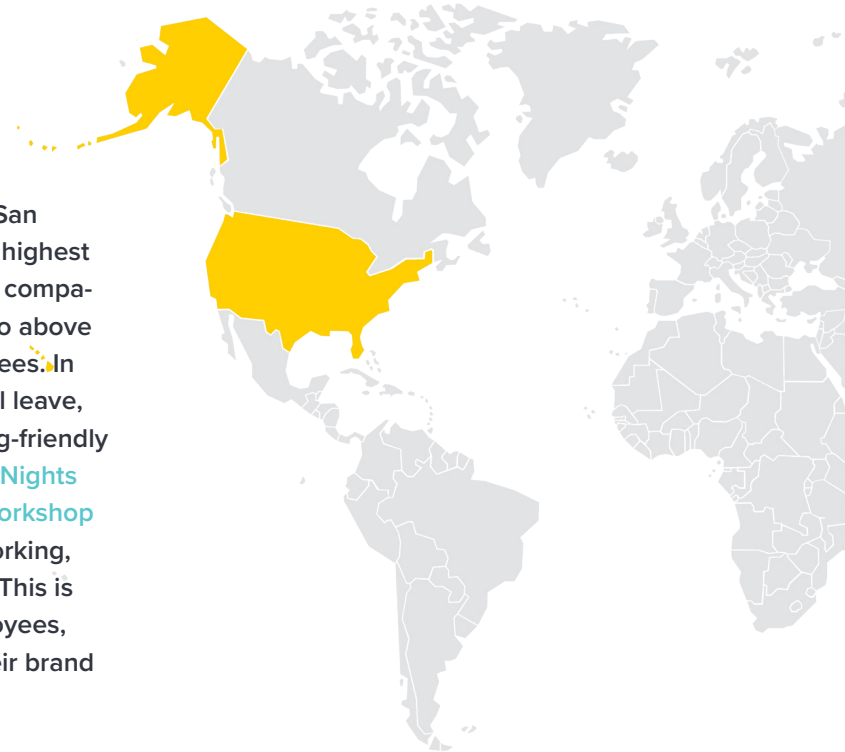
Pinterest, headquartered in San Francisco, boasts one of the highest Glassdoor ratings for a large company (4.5) because they truly go above and beyond for their employees. In addition to excellent parental leave, unlimited vacation, and a dog-friendly office, they also offer **Studio Nights where a colleague leads a workshop in some sort of skill**: woodworking, baking, jewelry making, etc. This is not only a fun perk for employees, but incredibly relevant to their brand as well.

### Aecon Group

Heading up north, Canadian construction and development company, Aecon Group, deserves to be highlighted. The company not only provides amazing retirement benefits and a focus on safety, but they also support a **Women of Aecon Group (WAG)**, in which women employees can reach their full potential by learning from others via mentoring, guest speakers, and more.

### REI

Headquartered in Kent, Washington, REI lives and breathes its “get outdoors” mantra, even when it comes to employee benefits. REI employees enjoy **one day off every six months to #OptOutside** and engage in their favorite outdoor activity. In addition, REI offers generous product discounts and an outdoor, fenced-in kennel so people can bring their dogs to work.





## South America:

### Atento, Gazin & Banco BCI



Employee event at Atento. [http://atento.com/downloads/csr\\_sustainability/Atento\\_2012\\_CSR\\_Report.pdf](http://atento.com/downloads/csr_sustainability/Atento_2012_CSR_Report.pdf)



Gazin hosts concert for employees. <http://www.ilustrado.com.br/jornal/ExibeNoticia>



Gazin's campus. <http://www.cidade-brasil.com.br/foto-douradina.html> CSR\_Report.pdf



#### Atento

Atento is a Latin American marketing company whose Peru office is known for having fun (too much? nah). The company actually has a “**fun committee**” that organizes events like contests, anniversary parties, and talent shows. Atento has also been recognized for their corporate social responsibility in regards to their contributions to eco-efficiency and job-skills training, among other areas.

#### Gazin

Gazin is a Brazilian retailer that has an impressive campus in Douradina, housing a volleyball court, a swimming pool and gym, a “party room”, and chalets for lodging. Sounds like Disney World for working professionals, right? Additionally, Gazin employees are all given **15 days of free lodging** on the campus so they have time to find permanent housing upon moving.

#### Banco BCI

Banco BCI is a Chilean banking institution who knows how to take care of its employees, and why it should. BCI is unique in that it offers employees a “**marriage bonus**” to help people take on this new stage of life with more ease. Employees who are homeowners may also be offered a mortgage credit by the bank. This is all on top of company-sponsored activities like Zumba, children’s swimming lessons, tennis and fishing!

## Workday

Workday is a software company that has roots in California, but their European Headquarters in Dublin has gained recognition for being a top place to work. Workday boasts a range of company-sponsored sports and activity clubs, including **snowboarding, rugby, basketball, and even salsa dancing**. Sounds like being in college again! Workday also stands out for their Green Team initiative, which leads things like composting and reducing the company's energy consumption.

## Releka

Norway-based manufacturing company Releka has been named a European best place to work by the Great Place to Work magazine for good reason. It is a small company that does big things for its employees. Most notably, Releka owns a **company ski cottage** at Hafjell in Norway, as well as a **"holiday apartment" in Altea, Spain**. Employees are rewarded with trips to these locations - lucky!

## QAware

German software engineering company QAware hosts an annual Oktoberfest celebration, as any great German company should. They also contribute 4% of their sales profits to continuing education for their employees. But what makes them stand out even more when it comes to corporate culture is their annual **QAFamily tradition**, when all employees and their families are invited on a three day retreat.

1 Oktoberfest in Germany. <http://uncontainedlife.com/celebrate-oktoberfest-like-local/> 2 Workday headquarters. <http://blogs.workday.com/celebrating-diversity-in-our-new-office-in-dublin/> 3 Ski cottage. <https://s-media-cache-ak0.pinimg.com/originals/0a/48/82/0a4882ca2e65420ec34f3135ec352c87.jpg>



**Europe:**  
Workday, QAware & Releka



## Africa: East African Breweries & Nigeria LNG Limited

### East African Breweries Ltd (EABL)

Not too surprising that a beer company would be a great place to work, but what sets Kenyan-based EABL apart is actually its dedication to surrounding communities. Their [Water of Life program](#) improves access to clean water, their [Skills for Life program](#) provides educational opportunities for those who wouldn't otherwise have any, and they are actively involved in disaster relief efforts. EABL also supports and encourages employees to volunteer for whatever charity or cause they wish.



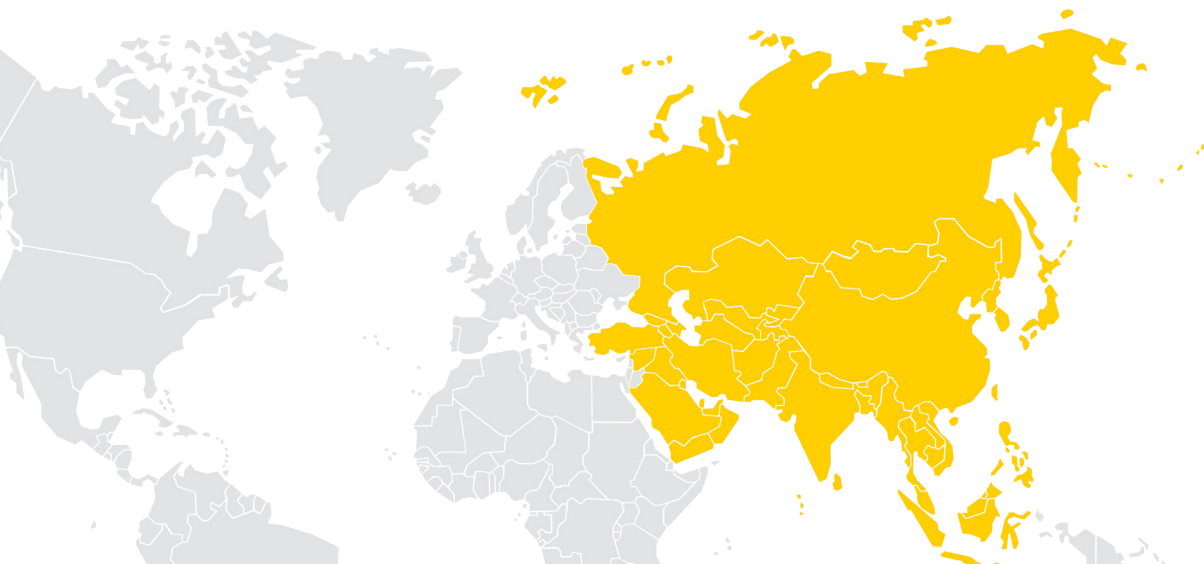
### Nigeria LNG Limited

Nigeria LNG is an oil and gas company who understands that the key to a successful business is happy employees. In addition to meaningful but common benefits like medical, dental, paid leave and fitness facilities, they go one step further by [subsidizing housing costs](#) for employees.



1 Clean drinking water. <http://i.huffpost.com/gen/1292684/images/o-CLEAN-DRINKING-WATER-AFRICA-facebook.jpg> 2 EABL's Water of Life program. <https://www.eabl.com/downloads/annual-report-2016.pdf> 3 One of Nigeria LNG Limited's medical efforts. <http://www.nlng.com/Our-CSR/Pages/Health.aspx>





## Asia:

Godrej Consumer Products, Lion  
& The Saudi Investment Bank



1 Female employees at Godrej. <http://www.godrej.com/good-and-green.html>

### Godrej Consumer Products

This Indian-based company goes above and beyond for its employees. For women looking to return to work after taking time off, Godrej created a program called “**Careers 2.0**” whose goal is to allow women to build confidence and rediscover themselves and their strengths upon returning to work. Participants work on projects at their own convenience, either full-time or part-time, for a period of 3-6 months. Godrej also offers a resource called “Alliance for Parents” where working parents can come together to share their experiences and participate in workshops and parenting sessions.



1 Counseling at Lion Corporation. <http://www.lion.co.jp/en/csr/report/>

### Lion

Lion is a Japanese beauty and health-care company, and their office in Thailand offers some amazing perks. They organize regular two-minute meditation sessions for employees, great for any company, but especially one in a Buddhist country. They recognize that people experience stress both at work and at home, and offer unique services like **marriage counseling and financial coaching** to help lessen the burden of such stress.



1 Employees learning at a SAIB office. <https://www.facebook.com/SAIB/photos>

### The Saudi Investment Bank

Another Asian company to note when it comes to benefits is the Saudi Investment Bank (based in, you called it, Saudi Arabia). The bank is focused on allowing employees to learn and grow. With its “**Life Long Learning**” program, the company has created a program for young Saudi college graduates, providing an amazing opportunity for recent grads. They also have a proprietary platform that houses E-Learning trainings and E-Library resources for employees, so they can be constantly gaining more knowledge.



## Australia:

Madman Entertainment,  
Mecca Brands & Atlassian

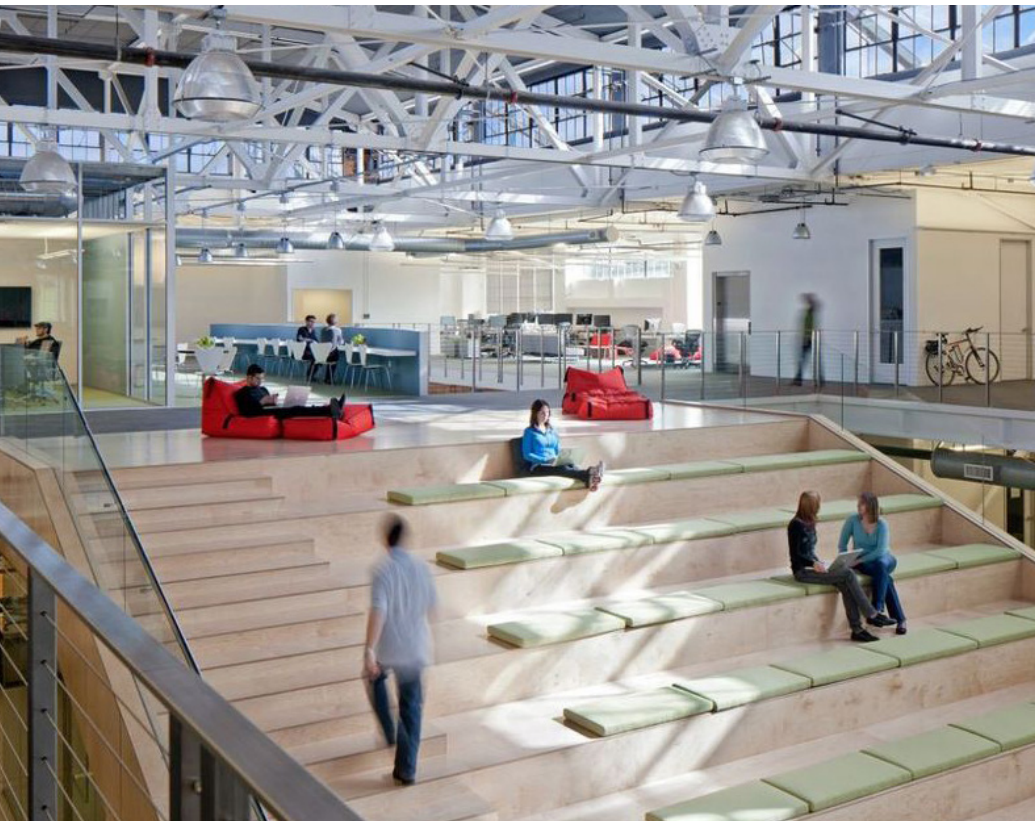


## Mecca Brands

Mecca is an Australian-based beauty and cosmetics company whose employees seem to have genuine fun at work. Mecca provides all employees with amazing product deals, including an annual gift card, 40% of all Mecca products all the time, as well as a **free product valued at over \$1,500 US each year**. Superstars at the company receive extra perks including “self-spoiling experiences”, and movie and theater excursions.

## Madman Entertainment

Madman Entertainment, Australia’s leading online Anime store is imaginative in the ways they reward their employees. One of the company’s two managing directors, Tim Anderson, believes that work should be an enjoyable place to go, that it’s not “just about how much you’re being paid, it’s also about being in a place that you enjoy being<sup>12</sup>.” Subsidized massages, gym memberships, **free DVDs, company wide art exhibitions and film festivals** are among some of the perks available to Madman employees.



1 Comfortable office space at Atlassian.  
[https://www.glassdoor.com/Photos/Atlassian-Office-Photos-E115699\\_P2.htm](https://www.glassdoor.com/Photos/Atlassian-Office-Photos-E115699_P2.htm)  
2 Mecca workers at a beauty event.  
<http://mecca.com.au/life-at-mecca.html>  
3 Madman Entertainment art exhibition.  
<https://www.madman.com.au/news/its-a-giant-ghibli-exhibit/>



## Atlassian

Atlassian is an Australian software company that provides employees with free food, yoga classes, and standing desks but is especially unique in regards to philanthropy. Each Atlassian employee gets **five paid days off a year to volunteer** for their favorite charity or non-profit. The company practices what they preach, too, having donated over \$6 million to education-focused charities in their 14 year lifespan.



## CONCLUSION

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**We've taken you around the world to learn about what different companies are doing to keep employees happy and healthy at work, something that's critical to retention and productivity. Not every company can do huge things for employees, but every company can do small things that go a long way with employees. We hope we've given you some new ideas and inspiration on how to engage your employees!**

**REMEMBER: Corporate culture is not a one-person job, but involves a long line of leadership and initiative from both HR and executives. Don't be afraid to take a chance when it comes to perks; reach out to unique benefit providers and colleagues in HR to see what they're doing. Sometimes out-of-the-box ideas yield the most success.**

**For more tips read our "How to Win at Wellness" guide.**

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