

Lundbeck GBS Krakow's Employee Value Proposition

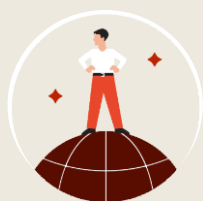


lundbeck.com/GBS

Lundbeck is one of the only pharmaceutical companies in the world focusing exclusively on brain diseases, dedicated to advancing brain health and transforming lives.

At Lundbeck GBS Krakow, we want all employees to be their best thanks to the targeted development, recognition, event, and benefit approaches. By supporting your needs as individuals, we want to enable the realization of our strategy and the delivery of our mission.

Our Employee Value Proposition



Our inspiring mission

Achieve work-life balance while pursuing growth and driving our inspiring mission so that every person can be their best!



Embrace belonging & make a visible impact

Join our inclusive community and accessible leaders for meaningful connection, collaboration, and integration!



Ignite your professional development

Unlock your full potential through diverse development opportunities.



Flex your way

Enjoy a flexible work approach tailored to your needs and a modern, vibrant workplace designed for your comfort, productivity, and innovation.

Compensation package

Compensation

At Lundbeck GBS Krakow, employees can expect a market-competitive salary, reviewed annually based on market benchmarks and performance evaluations.

Bonuses

Employees may receive annual bonuses or spot bonuses for exceptional performance, based on their performance reviews.

Benefits

We offer a variety of monetary and non-monetary benefits to all employees, provided regularly or on special occasions.

Monetary benefits

MyBenefit

Employees receive regular monthly top-ups to their accounts, which may be converted into Multisport card or entertainment, shopping vouchers, etc.

Employee Capital Plans

Lundbeck GBS Krakow participates in the Employee Capital Plans, a Polish government long-term retirement savings program. Contributions are made by the employee, employer, and the state. The funds are collected for retirement and managed by a financial institution chosen by the employer in agreement with the employees.

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Working arrangements

Our office is the primary workplace, but employees can work from home up to 2 days a week or 8 days a month, depending on team specifics. Managers will determine when in-office meetings are necessary.

Flexible Workday

Employees can adjust their start and end times to accommodate personal and organizational needs.

No Dress-Code

Enjoy the freedom of a no dress-code policy.

Personal lockers

Each employee is assigned a personal locker, thoughtfully located on the same floor as their home base.

Flexible Workplace & Free parking

Our office space is designed to meet the diverse needs of employees throughout the day. It includes collaborative areas, tech-enabled meeting rooms, relaxation zones, quiet spaces, and dedicated workstations for individual tasks. Additionally, free parking spaces can be reserved online.

Facilities for bike-riders

Ample parking options for your bike near the office, as well as shower facilities at the office.

Health & Wellbeing Benefits

Private healthcare plan

Every employee at Lundbeck GBS Krakow employee is offered a private healthcare insurance provided by LuxMed. This plan encourages a preventative approach to health, promoting regular visits to health professionals and providing annual health check-ups.

Insurance for close ones

We offer an attractive tariff for LuxMed's "My Close Ones" insurance product, which provides medical coverage for an unlimited number of family members (including children) as part of the Comfort Plus I package.

Group life insurance

Our voluntary group life insurance enhances the benefits package, contributing to your financial and emotional well-being.

Reimbursement of correction glasses

Once every three years, the company will cover the cost of correction glasses up to 400 PLN.

Sport Clubs

We support four sports clubs organized by our employees: squash, tennis, tai chi, and running clubs. Members meet weekly for joint training sessions.

Holiday bonus

Annual holiday leave lasting at least five working days entitles you to a holiday allowance. The amount depends on the income factor and is determined annually.

Psychological safety

We foster a positive and supportive work environment where everyone can thrive and grow, valuing collaboration, innovation, diversity, and inclusion. Our open-feedback culture, accessible leaders, and team spirit create a unique atmosphere of camaraderie and psychological safety.

Relax Zones & Massage

Our office features three relaxation zones where you can take a moment for yourself. Several massage chairs and weekly massage sessions contribute to your physical well-being.

Weekly fruit basket

Every Tuesday, employees enjoy complimentary fruit baskets in the office.

Coffee & Tea

A variety of coffee and tea options are available in the office. For vegetarians, we offer several choices of plant-based milk.

Taste & Connect

Once a week, all employees gather for a team breakfast, lunch, or dessert, with complimentary meals.

Eat & Learn sessions

We regularly host speakers who inspire us and deepen our understanding of mental health, while also providing a pleasant catering experience.

Career development

We believe that investing in personal development is essential for professional growth. This is not a one-time activity or a quick process; it is a continuous effort influenced by emerging opportunities, invested time, available resources, and employee readiness.

Induction & Onboarding Plan

To ensure a smooth and effective onboarding, newcomers participate in an induction session during their first days at the company. Further onboarding is conducted with the team, and each newcomer is assigned a Buddy to support this process.

Individual Development Plan (IDP)

Every employee at Lundbeck has an Individual Development Plan, discussed with their line manager at least twice a year during the annual appraisal process. This ensures that each employee's learning activities and professional development align with their personal aspirations.

Subsidized Trainings

Employees have access to various external training programs and webinars focused on enhancing the hard and soft skills needed for their respective areas of expertise.

Aspire Talent Program for Experts

This 10-month education and mentoring program is designed for those looking to grow professionally in the field of finance. The program provides the necessary skills and subject matter expertise.

My Learning (LMS)

The corporate online platform, People Point, offers online workshops in various categories.

Integrations

Events

Throughout the year, we invite our employees to participate in various celebrations, including:

- ★ Carnival Party
- ★ Summer Party
- ★ Family Day

After Hours Integration Program (AHIP)

AHIP enables cross-functional teams to bond after work through diverse activities, from sports to cooking classes, catering to various preferences.

Project Management Community

Membership allows employees to stay updated on the latest news and developments of ongoing projects at GBS Krakow, and to contribute to their implementation. This helps enhance subject-matter expertise in areas that align with employees' interests.

ACCA Qualification

Lundbeck GBS Krakow is an ACCA Approved Employer, confirming our high standards of staff training and development.



Trainee Development - Platinum



Professional Development

GBS-Based Assignments

Internal assignments provide opportunities to deepen business expertise within Lundbeck GBS Krakow and develop skills crucial for individual growth.

International Assignments

With operations in over 50 countries, Lundbeck offers numerous opportunities for GBS Krakow employees to participate in assignments outside Poland. Each assignment serves as a pivotal moment in professional growth, offering valuable insights into our business and a wealth of new experiences.

Recognitions

Recognize App

A recognition platform where employees can express gratitude by awarding badges of varying values. Points collected in the Recognize App can be redeemed as funds in the MyBenefit account.