

Company Benefits 2026



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#GPTW

01

Balance & Wellbeing

01

Annual Leave

We believe in the importance of balance. That's why all employees start on 22 days of annual leave, plus public holidays. The company also closes for 3 days over Christmas and those are gifted to you as company days.

You will earn an additional day of leave for every work anniversary you celebrate for the first four years.

Plus, as a thank you for the hard work of all of our employees, we also offer 'Thank You Days'. This means all employees have 4x Fridays off during the month of August.

Sabbatical Leave

We want you to live a rich and fulfilled life here at Distilled. To help, we offer Sabbatical leave of up to 6 months. Giving you time to innovate, gain knowledge and pursue your interests and personal development (e.g. volunteer, travel, study, research, pursue further education etc.)

01

Wellbeing

To help you feel as spiritually and physically fulfilled as possible, we have a holistic wellbeing strategy which includes yoga and pilates classes, wellbeing webinars and workshops, hikes, meetups, as well as access to a grief counsellor.

Digital Doctor

You have access to unlimited, 24/7 consultations with a General Practitioner. You can get in touch anytime from anywhere via phone, online messaging, or face-to-face video service. GPs can prescribe medications and provide you with access to other useful services and information.

01



Employee Assistance Program (EAP)

You and your family have free access to an Employee Assistance Program. The program offers a range of confidential services, including mental health, counselling, emotional support, legal and financial assistance, substance abuse, work-life, and wellbeing resources, and much more. Everything discussed between you and the EAP service is completely confidential and it offers both phone and video call appointments.

02

Finance & Future

02

Pension Scheme

We want to help you plan for your future. We offer a Pension Scheme with Zurich Insurance and match your contribution up to a maximum of 5% of your pre-tax base salary. For our sales employees, we offer a 75% of the OTE.

You also have the option to make additional voluntary contributions (AVCs) up to the allowable revenue limits. Full vesting (when the ownership of the matching deposits transfers to you) occurs after two years from the date you join the scheme.



Medical Insurance

We offer fully paid medical insurance for all permanent employees through Irish Life Health (Horizon 2). Coverage starts on your first day. All you need to do is enrol.

Death In Service

For extra peace of mind, all employees are given a death in service benefit that will provide four times their salary to their families should the unthinkable happen.

Financial Wellbeing talks

Managing your finances can be complicated. To help you to make the right decisions about the money you earn, we regularly host talks from a financial expert that answers any questions you have about savings, pensions and investments.

02



Cycle to Work Scheme

You can save up to 52% on bikes and accessories (up to the value of €1,500) via our salary sacrifice scheme. The cost is reduced from your gross salary over up to 12 months until the full payment has been made.

Travel Scheme

Similar to the Bike Scheme, we are happy to purchase bus, rail, and Luas tickets on your behalf and the cost will be deducted from your gross salary.

Referrals

The best way to find great people is through referrals from our phenomenal team. You can earn €2,000 for each referral hired — €1,000 when they join and another €1,000 when they pass their probation.

03

Life's Big Moments

03

Buying a New Home

One of the biggest investments you'll ever make is buying a house. To help alleviate some of the stress and make the process easier, you get one additional day of leave.

Marriage

To help you enjoy this special occasion even more, you get two additional days of leave. This can be used around the time of your wedding, in the lead-up, or in addition to your well-deserved honeymoon.



First Day of School

The first day of school can be a daunting time of year for both children and parents alike.

We try to alleviate this stress by giving you an additional half-day of leave to be with your children on this special day.

Family Leave

New parents are given paid leave as well as flexible working hours when transitioning back to work.

We offer 100% paid Maternity and Adoptive leave as well as two weeks of paid Parent's and four weeks of paid Paternity leave. (T&Cs apply)

03

Health & Family Leave

Distilled is committed to support anyone who is going through hard times in their life. We offer 10 additional paid leave for employees undergoing fertility treatment, and a minimum of 5 days leave for employees affected by a pregnancy loss.

We also offer up to 5 days for employees experiencing domestic violence. Our menopause leave also offers great benefits, including 10 additional paid leave to take when experiencing menopause related sickness. (T&Cs apply)

Relocation

We support Critical Skills Visas for all employees joining us from outside of the EU. We also support your relocation expenses up to €2,000. Distilled will also pay for annual GNIB Fees.

We are very proud to have 25 different nationalities in our headcount of circa 160 people. This diversity and our inclusive workplace is what makes Distilled a Great Place to Work.

04

Perks & Flexibility

Hybrid and Flexible Work

We offer flexibility between working from home and in the office. Our office is located in Dublin City Centre, walking distance from St Stephen's Green and St Patrick's Cathedral.

As an added benefit, we also facilitate employees working from abroad for short periods. (T&Cs apply)

Work Equipment

You are given the equipment you need to get set up and be successful. MacBooks are our standard, and we also offer monitors, wireless keyboards and mice.

We also give you €150 for a desk and we'll send you a chair to ensure you have an ergonomically sound set up.

04

Company Swag

Everyone loves free stuff. So when you start working here, your welcome pack will include a range of swag – Distilled-branded goodies that you can wear and use at work or at home.

That includes a branded hoodie, notebook, pen and mouse pad. It's entirely up to you if you wear your hoodie at work. Our priority is making sure you feel proud to be part of our amazing team.



04

Advertising on Daft:

We'll add credit to your account if selling/renting a property yourself. If you're using an Estate Agent, credit can be added to their account.

Advertising on DoneDeal:

We'll apply vouchers to your account and Spotlight your ad.

Advertising on Adverts:

We'll apply credit to your account to post your ad.



05

Career Progression

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Career Mapping

Career Mapping is in place to give you transparency on what is expected at each level in your career path — including performance levels, areas for development, and what you will need to achieve to make progress. There is also a management track if you wish to follow this career direction. You will be continually supported and enabled by your Manager throughout this process.



05

Growth Plans

As part of our drive to become more agile, we've created a lean and meaningful Performance Development process. The focus is on developing your performance rather than managing it. This new approach allows managers to convey clear expectations and gives you the chance to take ownership and drive your own career development.

Learning and Development

Learning and development in Distilled is a shared responsibility between you and your manager. The responsibility of your manager is to ensure that you have a development plan which supports career progression, while you take ownership of your personal development.



Women in Leadership Programme

Women in Distilled have the opportunity to apply for Adevinta's Women in Leadership programme. This is a year-long accelerated development scheme designed to get more talented, high-potential women ready to succeed in leadership roles. Those who chose to take part in the programme have the opportunity to share challenges, experiences and stories with other women in other marketplaces around the world.

06

Recognition & Rewards

Distilled Shared Success Plan

At Distilled we celebrate high performance and believe success is best when it's shared. Our Shared Success Plan recognises the collective impact of our people, ensuring everyone benefits from the value we create together.

Each year, employees can earn points that reflect their contribution and performance, building a meaningful stake in Distilled's long-term success. When we reach major milestones, our people share directly in that achievement, celebrating not just as employees, but as true partners in the journey.

The Shared Success Plan is part of what it means to thrive here, to grow, make an impact and play your part in shaping how Ireland buys and sells online. Because at Distilled, shared success makes us all stronger.

*Eligibility criteria in line with Terms & Conditions of Distilled Shared Success Plan.

06

TIP Awards

Our TIP Awards (Thrive, Impact, Play) is a monthly initiative that allows peers to nominate individuals and teams for work well done, with awards given to the winners.

Distilled Impact Awards

Led by our People Champs employee group, this annual awards initiative is a way of recognising those employees who truly embody our core behaviours – Create with Impact | Play Your Part | Thrive Here



Great Place to Work

Distilled has been named one of **Ireland's top 5 Best Workplaces for 5 years running**, as well as one of the 'Best Workplaces for Women', 'Best Workplaces in Tech' & 'Best Workplaces for Health & Wellbeing'.

We have also been recognised as a **'Best Workplace in Europe'**, among 100 top companies and one of only 3 Irish companies to receive this accolade.

Employee Engagement

Your voice matters. We survey employees three times per year and we strive to continuously make the improvement that matter most to you.

We also like to keep in touch with one another, through our monthly "Stay Connected" breakfasts, quarterly Meet ups and social Slack channels.

07

Culture & Community

07

Better Together

Our DEI group has the objective of cultivating a culture of diversity and inclusion where all employees feel valued, respected, and empowered regardless of ethnicity, gender, religion, or any other characteristic!

Unconscious Bias Training

We understand that bias can affect decision-making. To ensure everyone at Distilled is empowered to Create with Impact, we've delivered Unconscious Bias training to all employees since 2018.

These workshops help people identify bias, challenge assumptions and create a more inclusive workplace.



07

CSR

Our Corporate Social Responsibility (CSR) program helps us to give back to communities and charities that need our support.

Last year, Distilled donated nearly €60,000 to more than 30 charities & local sports clubs, supporting the causes closest to our employee's hearts.

Distillers

Our social committee "The Distillers" are always planning fun parties and events to help you get to know everyone and get settled in fast.

We have 3 big team building events every year, and a Christmas lunch.





Women's Network

The Distilled Women's Network (DWN) was established in 2019 to support women across the business through knowledge-sharing, learning, and collaboration. The network connects colleagues across locations, brands, and teams by creating a space to ask questions and offer practical support.

The DWN provides opportunities to develop valuable soft skills and remains connected through an active Slack channel, where members share articles, events, ideas and encouragement to help one another navigate change.

Recent initiatives include workshops for "Confidence and Body Language", "Owning your Brilliance" and a Podcast Club where members met to discuss key themes from a popular series.

08

Thriving at Distilled

Our Values

There are five **values** at Distilled that reflect our beliefs and inform our approach to work and decision-making.

We have a **Growth Mindset**. In order to make buying and selling simpler, we operate with a shared purpose to constantly improve, learn and become better as people, as teams, and as a company.

We **Simplify**. We strive for simplicity in everything that we do. Whether it's building products, designing processes, or growing our business, we aim for efficiency and clarity. This keeps us agile and ready to face any challenge.

We **Collaborate**. We know we are strongest when we work together as a team. We value every individual at Distilled brings to the table and we welcome new ways of thinking. We listen to our teams, our users, and our customers to create great products that serve our communities.

We **Make Things Happen**. Even as Ireland's largest marketplace company, Distilled has the spirit and agility of a startup. Our company is full of bold thinkers that have the courage and freedom to try new ideas, and we have the energy and grit to deliver projects on time, no matter what obstacles get in the way.

We Have **Passion**. Passion is the fuel that drives everyone at Distilled forward. We encourage honest conversations, determination, and perseverance but we never compromise on quality. Everyone at Distilled strives to be not only better themselves but also their teams around them.

Our Shared Behaviours

Day to day, our **behaviours** translate those values into clear expectations — providing a measurable framework for a consistent, high-performing culture.

Create with Impact

We care about doing great work and making an impact that counts.

At Distilled, we set a high bar for ourselves and hold each other to account in how we operate, how we work, and what we build. Whether it's helping someone find a home, a car or something that changes their everyday life, we move with intent and precision to deliver what counts. We build with purpose, connecting people and businesses through meaningful impact. It's not just output, but outcomes for our users and customers — delivered with clarity, ambition, and pride.

Play your Part

We believe everyone has a role to play in driving momentum and pushing things forward.

At Distilled, initiative and passion counts. Whether you're solving a challenge, shaping a product, or supporting your team, we value people who promote new ideas and take ownership, act with intent, and elevate others to do their best work. This is a place where what you do matters — and how you do it shapes impactful outcomes for our teams, users, and Ireland's biggest digital brands. No matter your role, your impact moves our mission forward.

Thrive Here

We perform at our best when we back each other through challenge, change, learning and shared ambition.

At Distilled, thriving isn't about comfort — it's about contribution and growth. We move fast, solve tough problems, and celebrate shared wins. It means listening with intent, stepping up for your team, challenging each other and making progress together. We thrive in an agile environment where change is a chance to learn and grow. Great ideas don't land fully formed, they're shaped by curious people who ask the right questions, invite input, and challenge constructively. The right people don't assume they're right — they stay open and help shape the way forward.

Our **Vision** is the future we want to build. Our **mission** is our path to get there.

Our Vision

Better buying and selling for everyone

Our Mission

We make buying and selling in Ireland simple, by building platforms that connect people and businesses



distilled.ie