



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.

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

Private Medical Insurance

Dun & Bradstreet provides private healthcare cover on a corporate plan for each team member to support their physical and mental wellbeing and to facilitate health management. The policy disregards previous medical history and there are options to add immediate family members to the Policy.

Dental insurance

Our voluntary dental insurance scheme is provided for team members to opt to pay for dental cover at an appropriate level for them and their family to enjoy the benefit of a lower premium than would normally be available on the open market.

Wellness Program

The wellbeing platform give team members and their family members access to premium gyms, studios, personal training, therapy and wellbeing apps for financial planning, nutrition, sleep, meditation, mindfulness, and mental health.

Vision and Eye Care

Vouchers for routine sight tests and prescription lenses and frames.

Employee Assistance Program

Access to a comprehensive set of resources for everyday needs including a 24/7 helpline, private online GP appointments, mental health support, physiotherapy, medical second opinions, financial and legal support, wellbeing content, personal training, lifestyle coaching, and nutritional consultations.

Mental Health First Aiders

are a point of contact for our team members if they, or someone they are concerned about, are experiencing a mental health issue or emotional distress. They are not therapists or psychiatrists, but they are there to give initial support and signpost employees to appropriate help if required.

Flexibility

We understand that our team members may have other responsibilities or personal goals they're working towards outside of work. To accommodate, we are open to considering various forms of flexible working in addition to the opportunity to split working time between the office and home and flexible start and end times, provided the needs of the business can be met through alternative work arrangements.

PROTECTION INSURANCE

Life Assurance

Team Members are immediately covered with Life Assurance from the day they join. The amount of benefit provided is four times your salary – defined as the greater of your basic salary at the time of death or your PAYE earnings in the previous plan year.

Group Income Protection

This insurance benefit is intended to provide cover where sickness absence extends beyond the initial period of 26 weeks' absence due to genuine sickness, ill health, or injury where the team member is unable to work. Dependent upon acceptance into the scheme by the insurer, team members may receive payments of up to 66% of their basic salary for up to 5 years.

Pension Benefits

If you were to die while you are a contributing member of the Pension Plan, your spouse and children would receive a pension and children's allowances and the value of your Defined Contribution account and AVC's will normally be paid as a lump sum to your nominated beneficiaries.

FINANCIAL WELLBEING

Pension

The Dun & Bradstreet Defined Contribution pension plan provides a simple and flexible way to build up retirement savings. Choose to contribute between 3% and 5% of your pensionable salary and the Company pays an additional contribution of between 5% and 7%. Contributions are paid through the Pension Saver arrangement which offers National Insurance savings. You can enhance your benefits by making Additional Voluntary Contributions (AVC's).

Employee Stock Purchase Plan (ESPP)

Team members can purchase Dun & Bradstreet stock. Participation in the ESPP is voluntary and if you hold your shares for a year, you will be eligible for an ESPP match of 33.33% or 50% based on tenure and job grade.

Season Ticket Loan

Buying an annual season ticket for travel on public transport is generally more cost effective than purchasing weekly or monthly tickets. This is often a significant up-front cost so Dun & Bradstreet offers an interest free loan to help team members purchase annual season tickets.

Financial Education

Each year, we host financial education sessions specifically focused on savings & investments, including retirement savings. The sessions help inform team members, leaving them feeling confident, secure and in control of their finances.

ADDITIONAL BENEFITS

Study support

Under certain circumstances, the Company may provide financial assistance for team members who wish to enhance their career development by studying for a recognised qualification. Additionally, team members may apply for up to five days paid study leave in any one year, and additional paid time off to sit any necessary examinations.

Cycle to Work Scheme

The scheme allows team members to purchase a bike and qualifying equipment through an initial 12 month hire agreement. The purchase is made through a process called salary sacrifice which allows team members to receive the equipment free of both Income Tax and National Insurance.

Discount Schemes

helping team members to make every penny count with exclusive discounts with popular supermarkets, technology brands, travel, gym memberships, days out and attractions, the EE mobile network, and Costco membership.

PAID TIME-OFF

Vacation Days

In addition to public holidays, team members joining the Company receive 25 days of paid time off. This increases with tenure, up to a maximum of 30 days. Team members may also purchase up to 5 additional days per year.

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.

Global Parental Leave

Our Global Parental Leave policy entitles new parents to paid time off with their new-born or adopted child with up to 16 weeks full pay for the primary carer and up to 2 weeks full pay for the secondary carer.

Emergency Dependent Care

We all experience unexpected emergencies. We provide up to 5 paid days per year for you to be there for your loved ones in the event of an unplanned or unexpected event.

Bereavement Leave

We encourage team members to take the time they need to grieve, attend funeral services and handle the necessary arrangements when someone they experience the loss of a relative or person they share a close relationship with.



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 per calendar year, subject to global matching caps.