KOS Ergonomics

KOS CAREERS

Employee Benefits & Perks Guide



A guide to the financial, physical, emotional and social wellbeing benefits available to every member of the KOS Ergonomics team.

Information correct as at July 2026. Benefits may be varied at the discretion of the Company.

WELCOME

Our Benefits

At KOS Ergonomics, we are committed to prioritising our people, as they remain our most valuable asset.

We recognise certain employee benefits become more important to you as you transition through different stages of both your personal life and career, so we strive to offer tailored benefits that meet your unique needs. We encourage you to talk to us about the benefits that matter most to you, so they can align with both your personal and professional priorities.



Financial Wellbeing



Emotional Wellbeing



Physical Wellbeing



Social Wellbeing

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- Access to an independent financial adviser
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- Ergonomic chairs and accessories
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- Manual handling training

Your Emotional Wellbeing

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- Fully remote and/or Hybrid roles
- Family friendly policies

Your Social Wellbeing

- Team-building activities
- Company social events
- Regular team lunches

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YOUR BENEFITS

Your Financial Wellbeing



Competitive compensation, retirement planning and support for your professional growth — because your future potential matters as much to us as it does to you.

FINANCIAL WELLBEING

Competitive Pay & Performance Bonus

We continue to offer competitive compensation packages, with the main focus always being on your future potential and career progression with us.

Competitive Base Salary

Salaries are benchmarked against the market and reviewed regularly, so your pay reflects your role, experience and contribution.

Performance Bonus

Role-specific bonus schemes reward the results you deliver, whether that's hitting sales targets, project milestones or service quality goals.

Career Progression

We invest in internal growth first, giving you a clear runway to develop your career within KOS as the business grows.

Talk to your manager or HR at any time about how your package is structured and what career paths are open to you.

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FINANCIAL WELLBEING

Company Pension (PRSA) Arrangement

Give yourself a brighter future. KOS Ergonomics offers a Company PRSA (Personal Retirement Savings Account) arrangement, giving you an excellent opportunity to save for retirement over the long term — with independent financial advice available on your retirement savings.

Why Save Early?

How much money will you need to live on once you stop working — and are you currently on track to have it? Starting early, and reviewing your contributions regularly, makes a significant difference to your retirement income.

Speak to HR to check your current contribution rate and review your options.

- Company PRSA contributions to support your long-term savings
- Contributions made in a tax-efficient way
- Access to independent financial advice on your retirement savings
- Your plan is portable — it stays with you throughout your career

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FINANCIAL WELLBEING

Professional Development Support

We are committed to investing in our employees' professional development, and continue to offer learning and development opportunities to support your career progression and success within KOS.

Exam Fee Support

Financial support towards the cost of approved professional exams and qualifications relevant to your role.

CPD Expenses

Continuous Professional Development expenses are supported, helping you stay current and grow your expertise year after year.

Ongoing Support

Discuss your development goals with your manager as part of your regular check-ins, so we can help plan the right path forward.

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FINANCIAL WELLBEING

Additional Financial Benefits

Beyond your salary, we offer a range of extra ways to reward great work, support your goals, and help your money go further.

Commissions & Incentive Scheme

Role-specific commission and incentive schemes reward strong performance, giving eligible team members the opportunity to earn beyond their base salary.

Recognition Awards & Vouchers

We celebrate great work through regular recognition awards and vouchers, acknowledging the people who go above and beyond.

Employee Referral Bonus

Know someone great? Refer them to KOS and earn a bonus when they join the team.

Tuition Reimbursement

We support further education that's relevant to your role, helping cover the cost of courses and qualifications that build your long-term career.

Tax Saver Commuter Scheme

Save on the cost of getting to work. The Tax Saver Commuter Scheme lets you buy monthly or annual public transport tickets tax-efficiently through salary deduction.

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YOUR BENEFITS

Your Emotional Wellbeing



We recognise the growing demands on your time, both personally and professionally, and we're committed to helping you find a work-life balance that works for you.

EMOTIONAL WELLBEING

Flexible & Hybrid Working

We aim to work with you to achieve the work-life balance that suits your circumstances, and we're open to discussing flexible working arrangements that work best for you and your team.

Flexible Working Practices

Where the role allows, we support flexibility around start and finish times to help you manage your day.

Hybrid Working Arrangements

Role-specific hybrid arrangements let you split time between the office and home where the job permits it.

Family Friendly Policies

Policies designed to support you through parenting and family life, including leave and return-to-work support.

EMOTIONAL WELLBEING

Annual Leave Buy Back Scheme

Sometimes you just need a little extra time off. Our Annual Leave Buy Back Scheme lets you purchase additional annual leave on top of your existing entitlement.

How Many Days?

You can purchase up to 5 additional days of annual leave per annum, on top of your standard entitlement.

How Does It Work?

The cost is spread across the year and agreed with your line manager, so it's easy to plan around your existing commitments.

How Do I Apply?

Speak to your line manager or HR about applying for the scheme — additional days are agreed to fit around business needs.



A great way to build extra time around a holiday, a family occasion, or simply some well-earned rest.

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EMOTIONAL WELLBEING

Family Friendly Policies

Life outside of work matters. Our family friendly policies are designed to support you through every stage of family life, from welcoming a new arrival to balancing caring responsibilities.

Support Through Parenthood

Guidance and support around leave entitlements for new parents, so you feel prepared before and after your leave.

Returning To Work

A supportive return-to-work process, including flexibility to ease the transition back into your role.

Ongoing Flexibility

Open conversations with your manager about the flexibility you need as your family circumstances change.

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YOUR BENEFITS

Your Physical Wellbeing

Your health matters to us. Just as we prioritise the wellbeing of our customers through ergonomics, we're equally committed to supporting the health of our own team.



PHYSICAL WELLBEING

Ergonomic Equipment & Product Discounts

Our team benefits from a comfortable, ergonomically designed workspace with high-quality office equipment, along with generous employee discounts on our full range of ergonomic products.

Ergonomic Office Equipment

Every workstation is set up with high-spec, ergonomically designed chairs, desks and accessories as standard.

Generous Product Discounts

Employee pricing on our full range of ergonomic chairs, desks and accessories — perfect for kitting out your home office too.

Practising What We Preach

As ergonomics specialists, we make sure our own team enjoys the same standard of setup we recommend to our clients.

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PHYSICAL WELLBEING

Cycle to Work Scheme

A healthier commute that pays for itself. The Cycle to Work Scheme lets you get a new bike and safety equipment through KOS, paid back tax-efficiently straight from your salary.

How It Works

1. Choose an eligible bicycle (including e-bikes) and any safety equipment you need.
2. KOS purchases the bike and equipment on your behalf.
3. You repay the cost via salary sacrifice, deducted from your gross pay before tax over an agreed period (up to 12 months).
4. Because deductions come from gross salary, you pay no Income Tax, USC or PRSI on the amount — saving up to 52% overall.

2026 Spending Limits

Standard Bicycle	**€1,250**
Electric Bike (e-bike)	**€1,500**
Cargo Bike (incl. e-cargo)	**€3,000**

Limits include the bike, plus approved safety equipment (helmet, lock, lights and more), combined. You can use the scheme once every 4 years.

Figures reflect Irish Revenue Cycle to Work Scheme limits current as of 2026 and are subject to change by Revenue.

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PHYSICAL WELLBEING

Additional Physical Wellbeing Support

We go beyond great equipment, making sure your workspace and working patterns genuinely support your physical health.

Ergonomic Workstation Assessments

Individual workstation assessments help make sure your setup, whether at home or in the office, is suited to you and supports good posture.

Sit-Stand Desks

Height-adjustable sit-stand desks are available to help you move more throughout the day and reduce time spent sitting.

Manual Handling Training

Where relevant to your role, we provide manual handling training to help you work safely and avoid injury.

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YOUR BENEFITS

Your Social Wellbeing

We believe meaningful interactions strengthen professional relationships. Whether onsite or hybrid, we continuously explore ways to bring our teams together.



SOCIAL WELLBEING

Team Events, Training & Lunch and Learn

In line with the evolving workplace and hybrid working arrangements, we continuously explore ways to bring our teams together, strengthening how we understand and support one another.

Team Building Events

Regular activities designed to build trust and collaboration across teams and departments.

Social Events

Christmas party and Summer BBQ bring the whole company together to celebrate the year.

Onsite Training Days

Dedicated days for hands-on learning, product training and shared development.

Group "Lunch & Learn" Sessions

Informal sessions over lunch where colleagues share knowledge, skills and ideas from across the business.

Cross-Team Collaboration

Opportunities to work alongside colleagues from other teams and offices, building stronger working relationships.

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Begin Your Journey To

Better Work.



Don't see your question answered here? Speak to HR at any time about the benefit that matters most to you — we're always happy to talk it through.