

For us, success is measured by the numbers that matter most — the number of lives we touch and the number of lives we change.

As part of that promise, we're committed to providing our employees with a benefits program that is both comprehensive and competitive. Below is a brief summary of these benefits. Additional information is provided during the hiring process.

Health and Welfare Protection

Health & Dental Insurance

- Horizon offers fully paid health and dental insurance for employees and their dependents (i.e. their spouse or partner, children and students under 21 years in full-time education) through Vhi Healthcare. Unless an employee decides to opt out, cover on the Corporate Dental Plan is included.
- Vhi has waived the 26-week waiting period and the 5-year pre-existing rule for Horizon employees and their dependents.
- Taxes arising on the resulting benefit-in-kind are deducted by the Company.
- Employees will be responsible for any supplementary costs for enhanced plan elections beyond the company provided plan, plus any relevant Lifetime Community Rating loading costs.
- Refer to the Vhi benefits summary for more detailed information on individual coverage elements.

Make it Personal Account

- €450 (subject to tax) is available to you each year to help promote a healthy lifestyle for you or to enable you to support a charity that is personal to you. The claim windows are April and November of each year. Please note there is no carry over from year to year.

Life Assurance

- The company provides Life Assurance, currently through Irish Life, in the amount of four times basic salary to be effective on the employee's hire date, subject to pension membership.

Employee Assistance Programme (EAP)

- An Employee Assistance Programme (EAP) service is included with the Vhi Health Insurance package.
- Through the EAP, employees can access confidential counselling and information services to assist in coping with personal, work, financial or legal issues.

Holidays

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Horizon provides 25 days of annual leave for all staff.

Sick Pay

Full sick pay (subject to certain conditions) is available for all employees for up to 26 weeks. Refer to employee handbook for further information.

Permanent Health Insurance (PHI)

Permanent Health Insurance (PHI) is activated after 26 weeks of an employee being unable to work due to illness. There is no waiting period for this benefit.

Maternity Leave

Horizon provides 26 weeks full maternity pay once the employee has worked for Horizon for 12 months continuously before going on leave.

Adoptive Leave

Mothers and sole adopting fathers are entitled to 24 weeks full adoptive pay (less social welfare payments) once they have worked for Horizon for 12 months continuously before going on leave.

Paternity Leave

20 Days paid paternity leave are available for new fathers.

All other types of leave

For all other types of leave please consult your colleague handbook or contact a member of the Human Resources team.

Pension

Horizon offers a pension scheme for all employees. Employees are eligible for the plan immediately upon hire. Contributions are made to the plan in the amounts of 8% employer, 4% employee. The employer contributions are vested after twelve months of service. Investment choices are administered through Irish Life Investment Managers.