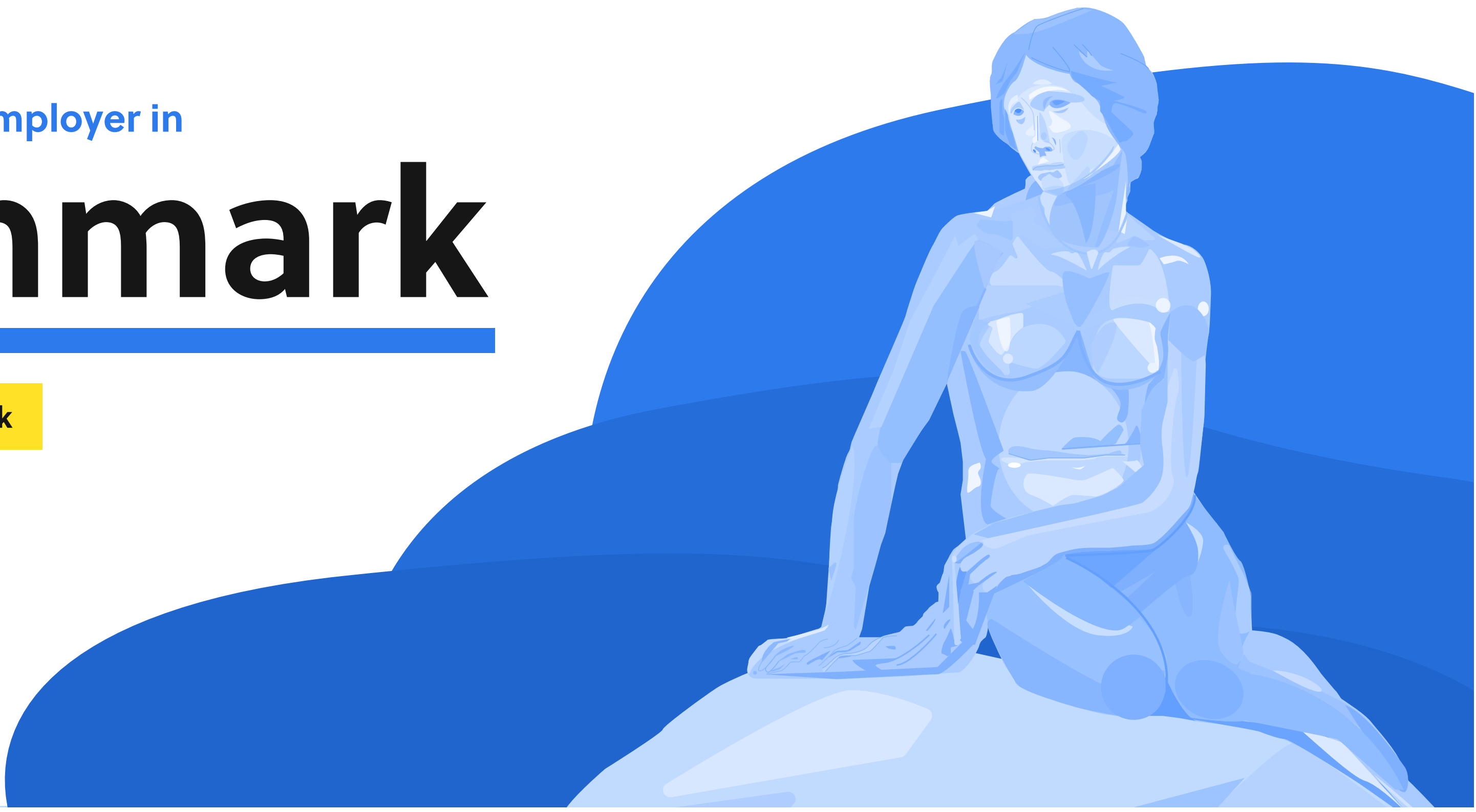


Becoming an employer in

Denmark

How benefits work



	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
Weekly Working Hours	48 hours maximum	37 hours	Flexible hours
Paid Time Off	25 days off	Extra 5 days off	Unlimited
Public Holidays	11 bank holidays	+ Christmas Eve	+ Constitution Day

General benefits

Pension	Government Social Security pension*	Private pension contribution ~6%	Private pension contribution ~10%
Healthcare	National health care system	Private healthcare including dependents	+ Dental & Vision
Flexible working		Work from home at least 1 or 2 days a week	Work from home/remote full time
Education & Training		Contribution to training costs	In-house training, tuition reimbursement or paid training
Wellness (gym, fitness, yoga)		Wellness membership	Gym membership, paid massage
Home Office Budget		DKK 8,000 stipend for home office	As much as needed
Mental health			Counselling service or Employment Assistance Programmes
Meals			Contribution to the cost of meals or subsidized canteens
Profit sharing			Stock options

Leave

Sick Leave	Unlimited paid sick leave**, with weekly pay capped at DKK 4,405	Full pay for shortterm sick leave	Full pay for longterm sick leave
Maternity Leave	18 weeks paid leave, capped at DKK 4,355 per week, covered by government	Top up government's contribution for full salary amount	
Paternity Leave	2 weeks paid leave, capped at DKK 4,355 weekly, covered by government	Full salary & additional 2-4 weeks of leave	Full salary & up to 12 weeks of additional leave
Parental Leave	32 weeks paid leave until children turn 9 including maternity/paternity	Paid leave for the entire duration of leave	
Adoption leave	Before arrival: 4-8 weeks if adoption is international; 1-2 weeks if domestic After arrival: 2 weeks for both parents, 14 weeks for one parent	Top up government's contribution	
Force Majeure leave	Unpaid	Paid	
Bereavement leave		5-10 paid days	20 paid days, plus 2 days for pet loss