

Benefits Highlights

New Zealand Employees

BLOCK

At Block, we want to provide you with benefits, perks, and offerings that empower you to make choices for your life and what matters to you. We understand the importance of having quality care. So, whatever stage of life you're in, we offer coverage and plans to support total health — physical, mental, and financial — for you and your family.



Health

Our Health Insurance offers comprehensive medical coverage for you and your eligible dependents. Full family hospital coverage including specialist cover, vision & dental through NIB. Premiums 100% paid by Block!



Wealth

Retirement

KiwiSaver is a subsidised, defined contribution savings plan to help you save for your retirement. Block offers employees the ability to participate in the statutory KiwiSaver program, where employees can contribute up to 3% of their pre-tax pay, Block matches this contribution.

Group Life Insurance

The Group Life Insurance plan provides a lump sum payment in the event that an employee passes away from any cause during their employment with Block. Eligible employees are covered for up to 3x basic annual salary in the event of death in service

Group Income Protection

The Income Protection Plan provides eligible employees with a regular income in the event of long term absence from work due to illness or injury. If you are unable to perform your own occupation for a period of 90 consecutive days or more due to illness or injury, the level of income available to claim is up to 75% of your basic salary, up to the automatic acceptance limit.

Critical Illness Insurance

The Critical Illness plan provides a tax free lump sum of \$25,000 in the event that an employee experiences a serious medical event or is diagnosed with a serious illness during their employment with Block.

Financial Planning Support

Enroll into Block's financial planning platform and get unlimited 1:1 access to professional financial planners to achieve a better understanding of your compensation and benefits, get key tax questions answered, and create financial plans to address your specific needs and goals at whatever life stage you are at.



Wellness & Perks

Wellness Allowance

All Blocks receive a taxable monthly allowance to use towards any wellness related expenses.

Mindfulness & Resiliency

Access a digital wellbeing training solution to help you achieve your wellness goals. Membership to the platform is paid in full by Block.

Employee Perks Program

Block partners with a global employee perks platform where you have access to pre-negotiated corporate perks, like discounts on entertainment, fitness, travel, and much more.

Employee Assistance Program (EAP)

Our confidential Employee Assistance Program is available 24/7 for employees and their household members at no cost to. Access the EAP and connect with a trained professional, either by phone or online, for up to 10 sessions per any one issue.

Contact the EAP for:

- Confidential Emotional Support
- Work-Life Solutions
- Legal Guidance
- Financial Resources

Koa Care 360

Koa Care 360 is a user-friendly digital platform that combines interactive behavioral health tools and resources to help improve and sustain health and wellbeing. Koa Care 360 is available to all Block employees and household members at no cost.



Time Off

Annual Leave

Employees in New Zealand are entitled to 20 days paid annual leave per year of service (pro-rated for part-time employees), which accrues on a pro rata basis according to hours of work.

Paid Parental Leave - Primary Caregivers

Eligible New Zealand based employees can access Block's Paid Parental Leave (PPL) (public holidays inclusive) to care for their newborn, adopted child, or foster child. Primary caregivers receive base salary for up to 26 weeks of leave.

*Block tops up government Parental Leave Pay during Block Paid Parental Leave.

Paid Parental Leave - Secondary Caregivers

Eligible New Zealand based employees can access Block's Paid Parental Leave (PPL) (public holidays inclusive) to care for their newborn, adopted child, or foster child. Secondary caregivers receive base salary for up to 16 weeks of leave.

*Block tops up government Parental Leave Pay during Block Paid Parental Leave.

Paid Public Holidays

Block provides additional Block observed holidays in addition to statutory public holidays..

Some of these benefits may be taxable – you should check with your tax expert.

This brochure only summarizes the key provisions of your benefits. If there is a conflict between this brochure and official Plan Documents that govern these Plans, the official Plan Documents will prevail. Block may change, modify, or discontinue any or all of these non-statutory benefits at its sole discretion.

BENEFITS