



## UZH Fringe Benefits Policy of 1 September 2023

### 1. Purpose of the Policy

In addition to providing remuneration, the University of Zurich wants to give its employees access to attractive offers related to UZH and working at the university. These should be understood as supplementary benefits voluntarily offered by UZH as an employer. This policy clarifies the criteria for offering benefits of this kind and stipulates how these criteria are handled.

### 2. Validity of the Policy

This policy is effective as of 1 September 2023 and remains valid until further notice. It will be reviewed regularly.

### 3. Scope and Governance

Fringe benefits offered by UZH are available to all employees on a voluntary basis. All offices within UZH that procure and offer fringe benefits must adhere to the criteria for offering fringe benefits outlined in section 4.

This policy is to be implemented under the management of Human Resources.

### 4. Criteria for Offering Fringe Benefits

All of the following criteria must be met in order to offer a fringe benefit:

- The benefit is of interest to a majority of the staff.
- The benefit meets the usual quality standards in Switzerland and is offered by established providers.
- The benefit encourages sustainable actions.
- The benefit fulfills the ethical standards of UZH.
- The benefit does not create a conflict of interest with the products and services of UZH.

Each benefit must involve at least one of the following areas:

- Education and continuing education
- Digitalization
- Promoting good health
- Mobility
- Work-life balance
- Restaurants and cafés
- Local character/local spirit (related to offers/products from the city of Zurich or the canton of Zurich)

### 5. Communication of Fringe Benefits

All fringe benefits offered by UZH are published on a single website hosted by Human Resources (Communication and Organization team). The office within UZH that procures/offers the benefit and Human Resources are to agree on how the benefit is communicated. The office offering the benefit must inform Human Resources as soon as possible if a benefit changes or becomes unavailable.