

2026

MEDIAHUIS IRELAND

BENEFITS

We hugely value our employees and know that in order for us to continue to succeed it is essential for us to recognise, develop and retain our talented teams.

As an employee, there are many benefits to avail of in addition to pay which we believe is crucial in fostering a happy, engaged, and productive workforce.

Our comprehensive benefits package is designed to support our employees across multiple aspects of life, from financial stability to physical and emotional health, while encouraging continuous learning and fostering a sense of community.



MEDIAHUIS

HUIS HARMONY

Huis Harmony is Mediahuis Ireland's investment in wellbeing, helping our people feel empowered and supported to integrate wellbeing and bring their best selves — at home, at work and everywhere in between — through our 5 pillars of wellbeing.

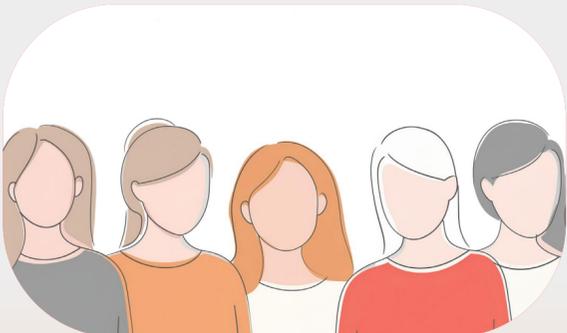


Physical Wellbeing

Your physical health is a top priority. We offer benefits that help you stay active, healthy, and energised.

Emotional Wellbeing

Your mental and emotional health matters to us. We're committed to providing resources and support that help you maintain a healthy work-life balance.

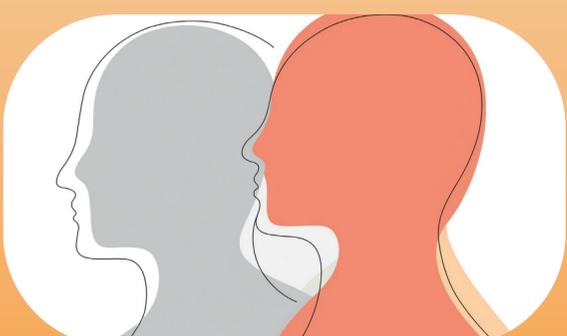
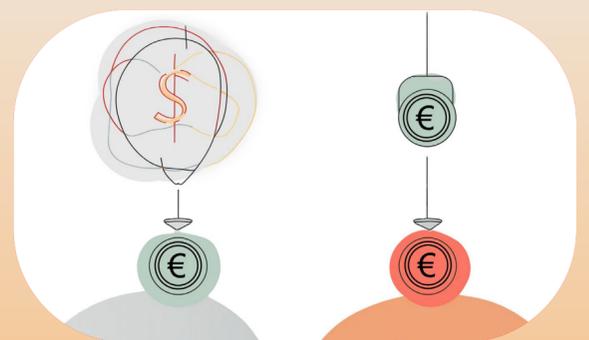


Social Wellbeing

We believe that a strong sense of community and inclusivity fosters a better workplace.

Financial Wellbeing

We're committed to recognising and rewarding you for your hard work and have the tools to manage your present and future finances.



Intellectual Wellbeing

We're dedicated to your professional growth and intellectual enrichment throughout your career with us.





PHYSICAL WELLBEING

Online Gym Access

Our digital gym offers on-demand access for employees to avail of a variety of fitness classes tailored to meet diverse interests and fitness levels. These include pilates, yoga, fun Friday workouts, combat fitness, and bodyweight strength training, among others.

In-house Charity Runs & Stepathon Challenges

Annual marathons, corporate relay races and team step challenges encourage both physical wellbeing and promote camaraderie. From beginner to expert team sporting events, everyone is encouraged to participate.

Chair Massages

Recognising the importance of taking breaks and managing stress effectively, the quarterly chair massages provide the perfect opportunity for employees to take a break from their work routine and indulge in a moment of relaxation.



Health Screenings

The health screenings are designed to monitor and maintain the health of our employees by identifying potential health issues early. The test combines laboratory, physical examination and mental health results to give employees the complete overview on their health.

Flu Vaccines

Flu vaccines are offered on an annual basis as we come into the winter months to all employees via the vaccine clinic onsite in Talbot Street or avail of a voucher that can be used in the nearest partner pharmacy.

Eye Tests

Eye test vouchers are available to all employees every two years. Currently partnering with Specsavers stores nationwide, the voucher covers a comprehensive eye test to assess vision and eye health, and a contribution towards glasses if required.



Cycle To Work Scheme

Aiming to encourage employees to cycle to work, the cycle to work scheme is available to employees to purchase a bicycle and/or cycling safety equipment making it more affordable for employees to invest in healthier commuting options and boost daily physical activity.

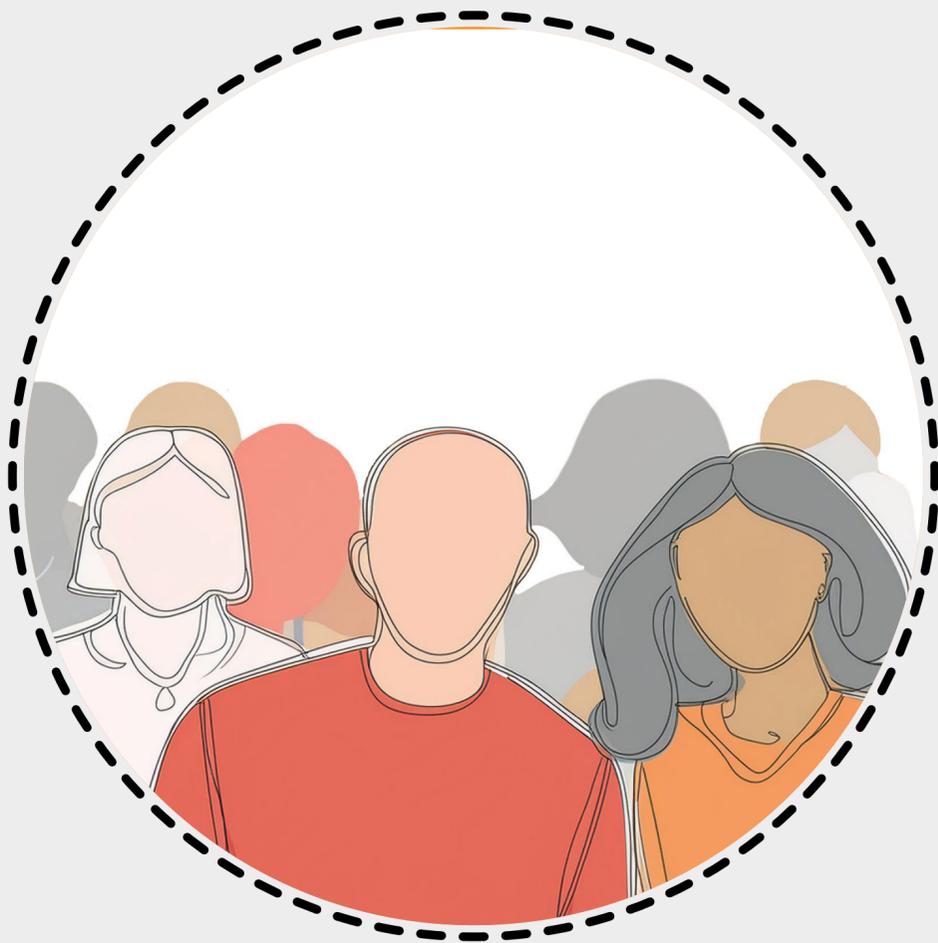
Personal Safety Workshops

Personal safety extends beyond the workplace which is why we host in person seminars that cover practical actions you can take to stay safe.

Ergonomic Assessments

Ergonomics is a crucial aspect of physical wellbeing, especially for those working with screens and at desks, whether in the office or remotely. We offer ergonomic assessments upon request and guides to help employees optimise their workspaces.





EMOTIONAL WELLBEING

Employee Assistance Program (EAP)

This confidential service is available to all employees and their immediate family 24 hours a day, 365 days a year, ensuring that support is always accessible whenever it's needed. Our EAP offers services including counselling, stress management and emotional support.

Family Wellbeing Programme

Partnering with specialists in the field to offer comprehensive supports for new parents, their partners, and their managers by offering a unique mix of live events and digital resources. In addition, we offer on demand resources and access to webinars with experts on topics such as career coaching, child anxiety, managing your fertility journey and more.

Sick Leave

Mediahuis Ireland supports employees during ill health by providing sick pay which increases based on length of service, up to a maximum of 6 months.

Maternity, Adoptive And Surrogacy Leave

Mediahuis Ireland offers a top up of maternity and adoptive benefits to match a relevant employee's basic salary for up to 26 weeks for maternity and 24 weeks for adoptive leave. Although the state currently doesn't provide a surrogacy benefit entitlement, Mediahuis ensures intended surrogate parents receive comparable benefits.



Breastfeeding Policy

Mediahuis supports breastfeeding employees by offering breaks and where available, suitable facilities in the office where they can comfortably express.

Paternity Leave

Mediahuis offers a top-up to the relevant employee's basic salary during the 2 week statutory paternity leave period and an additional 2 weeks paid leave, following one years' service.

Parents Leave

In the Republic of Ireland parent's leave entitles eligible members of staff to 9 weeks' leave within 24 months of the birth or adoption of their child, for the purpose of taking care of their child.

Parental Leave

Mediahuis Ireland offers flexibility when it comes to parental leave to support with work-life balance. Where circumstances allow, we offer employees the ability to request parental leave in weeks, days or hours.

Annual Leave

Employees receive five weeks annual leave per year so if you're a full-time employee with Mediahuis Ireland, this amounts to 25 days per year. In addition, employees are entitled to public holidays. Annual leave and public holidays are calculated for part-time employees and temporary employees on a pro-rata basis, according to the number of hours worked per week.



Flexible Working

To support our employees with their work-life balance, Mediahuis operates on a hybrid working model for relevant roles in the business and holds robust policies for employees in relation to the right to request remote working and flexible working.

Marriage Leave

To celebrate the joyous occasion of marriage or civil partnership, Mediahuis Ireland offers employees 3 days marriage leave which can be taken within 30 days of the ceremony.

Fertility Journey

Employees who are experiencing challenges on their journey to parenthood will be supported by Mediahuis throughout this physically, emotionally and often financially demanding time.

Menopause Support

We are committed to help remove any stigmas around speaking up about menopausal symptoms in the workplace and provide supports for employees who are experiencing menopausal symptoms, along with helping colleagues and managers understand how they can support employees transitioning through menopause.

Bereavement Leave

To support employees in the event of the death of a family member, Mediahuis Ireland offers paid time off work to prioritise their personal lives alongside EAP supports to the employee and immediate family.



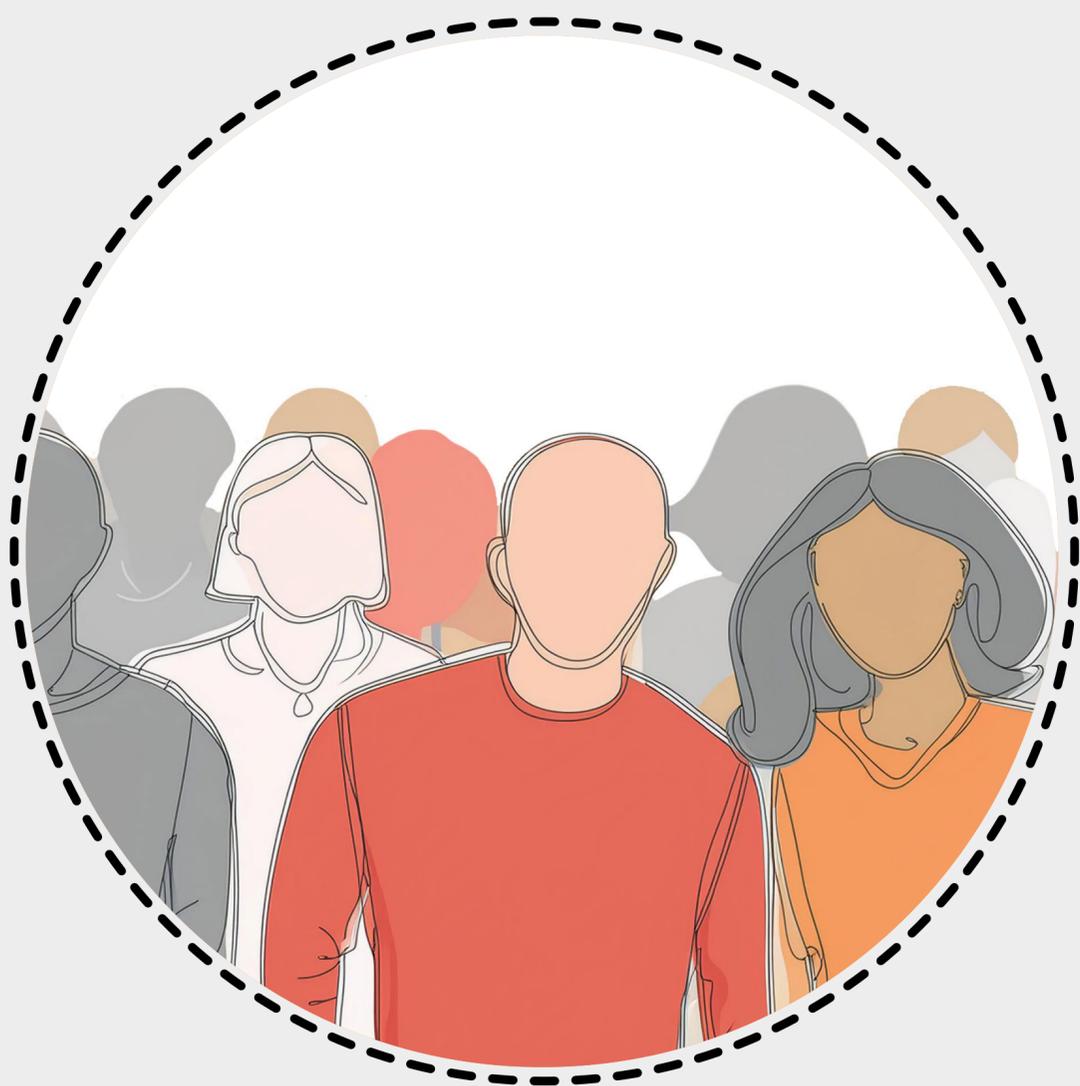
Supports For Carers

In the Republic of Ireland, Mediahuis Ireland facilitates medical care leave with unpaid time off when employees need to deal with serious medical care for a close family member. Carer's leave allows employees to take temporary unpaid leave from employment for the purpose of providing full-time care to a person requiring it, up to 104 weeks.

While legislation does not allow for similar leave in NI yet, Mediahuis Ireland is sensitive to employees with caring responsibilities and will exercise flexibility where possible.

Domestic Violence Leave

In line with our values and our commitment to the health and safety of our staff, the company opposes all forms of domestic violence. We support employees who are experiencing these challenging circumstances through the provision of enhanced paid leave as well as access to emotional and legal supports under our Employee Assistance Programme (EAP).





SOCIAL WELLBEING

Equality, Diversity & Inclusion

Through various initiatives, such as awareness campaigns, training programs, and policy development, Mediahuis, with the help of the dedicated EDI Committee aims to create a supportive environment that champions diversity and inclusivity, driving our commitment to a fair and respectful workplace culture.

Charity Involvement

Mediahuis is committed to giving back to the community through various charity initiatives. Teams are encouraged to participate in fundraising events, volunteer programs, and donation drives, supporting causes such as St Vincent De Paul, Breast Cancer Ireland, Oscar's Kids and more.

Employee Wellbeing Calendar

Our employee wellbeing calendar includes a variety of events both online and in person focused on social connection, mental & physical health and awareness campaigns.

Annual Staff Events

We celebrate our employees with exciting annual events, including summer gatherings, festive Christmas parties and annual team sports events. These events provide a great opportunity to relax, connect with colleagues, and enjoy being part of the Mediahuis family.



Huis Scoop

This is the monthly company newsletter that highlights the top stories from within the business, upcoming events and announcements.

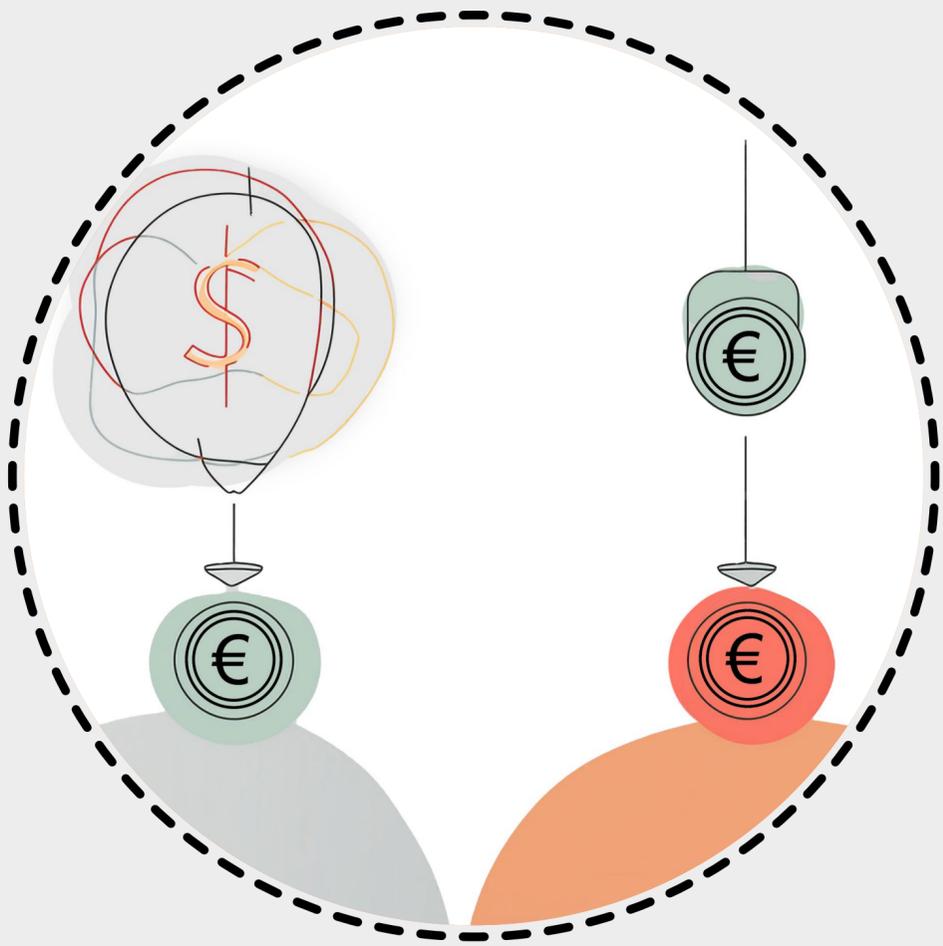
Engagement Survey

Our engagement surveys provide a confidential platform for employees to share their feedback on various aspects of their work environment, including work-life balance, job satisfaction, and overall mental health.

Employee Appreciation Month

Every year during the month of August, we run a special competition centred around our company values, encouraging employees to nominate colleagues who exemplify these principles in their daily work.





FINANCIAL WELLBEING

Competitive Pay

We offer a salary structure that reflects market standards and rewards your expertise and contributions. We regularly review compensation to ensure it remains competitive and fair.

Pension

Employee pension contributions are matched by the company in line with the terms of the relevant pension plan. Enhanced arrangements are available to employees based on long term dedication to the company.

Financial Education Programme

Mediahuis offers a variety of financial education and support via our financial education partner, pension provider and more to all our employees. Employee Financial Wellness, Mercer, Laya, Bank of Ireland and Savvi Credit Union.

Staff Discounts

Employees can avail of special offers on a wide range of goods and services, giving employees access to a great range of discounts on our brands and external brands including Cartell, Click & Go, along with free news subscriptions to independent.ie and belfasttelegraph.co.uk.



Income Protection

Income protection insurance is available to relevant employees who cannot work on a long-term basis due to a serious injury or illness following 6 months of illness.

Death In Service

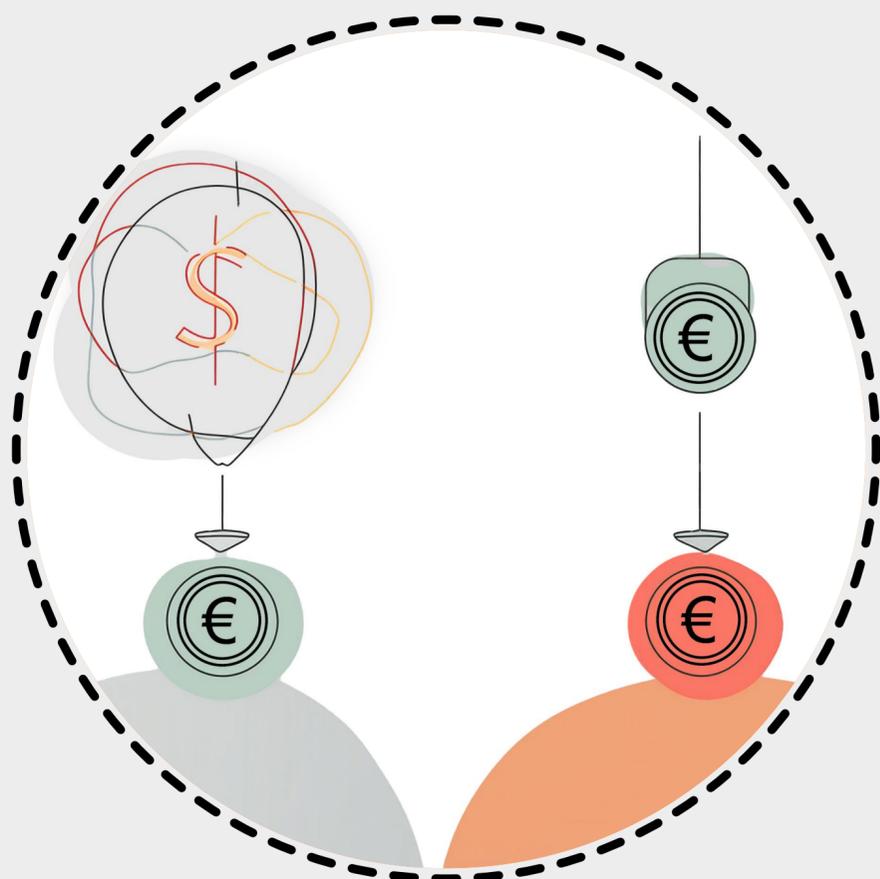
Death in service provides a lump sum payment to an employee's loved ones in the unfortunate event of their death while in employment. The payment is based on the basic/ pensionable salary as at the scheme renewal date prior to death and is paid out to the estate for the benefit of dependents, in most cases a partner or dependent children.

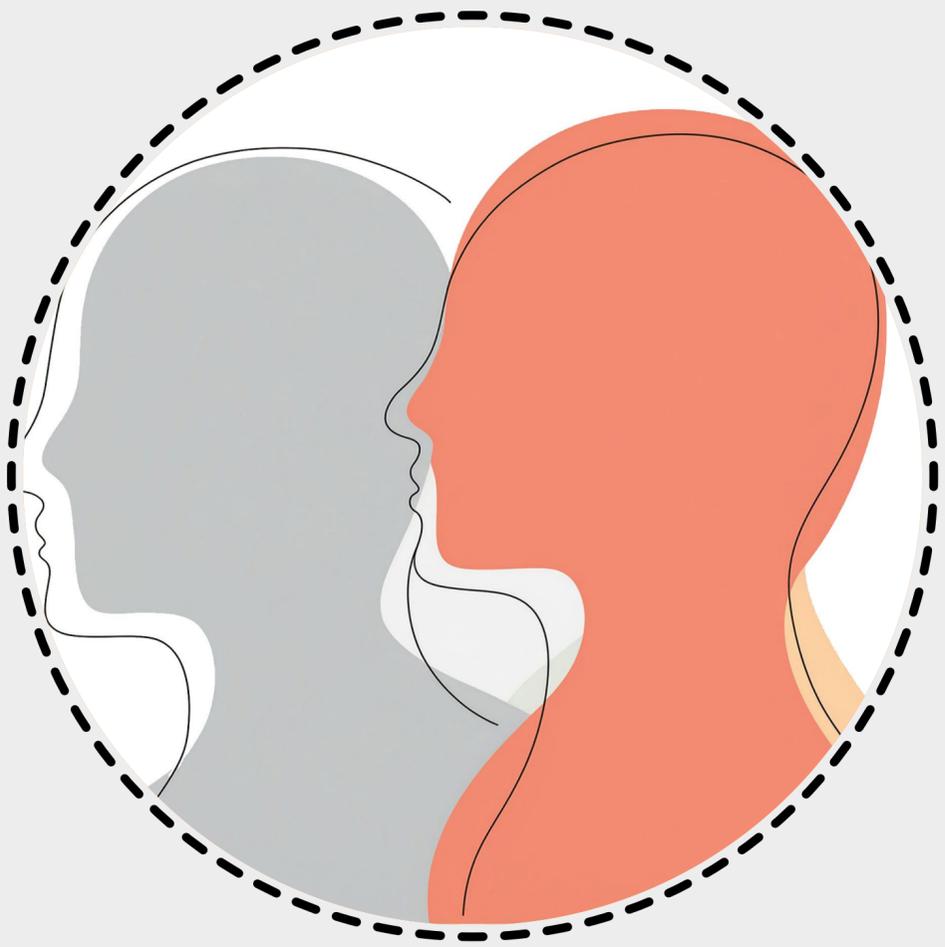
Cycle To Work

The cycle to work scheme is available to employees to purchase a bicycle and/or cycling safety equipment making it more affordable for employees to invest in healthier commuting options and boost daily physical activity.

Annual Travel Tax Saver Scheme

The annual tax saver travel scheme allows employees on the Republic of Ireland payroll to purchase a tax-free travel ticket under a Revenue approved scheme, entitling them to savings up to 52% on the price of a travel ticket. The exact saving will depend on the rate of tax employees pay.





INTELLECTUAL WELLBEING

In-house Learning Experience Platform

The Mediahuis In-House Learning Experience Platform empowers employees with engaging, on-demand learning tailored to their development. Hosted through Degreed & LearnUpon, it offers courses, resources, and personalised pathways to enhance skills, drive growth, and support career progression across the organisation.

Educational Support

Our educational support scheme supports employee growth through time and financial assistance for further learning and development through financial assistance. Study leave is also granted for exams and self-funded programs.

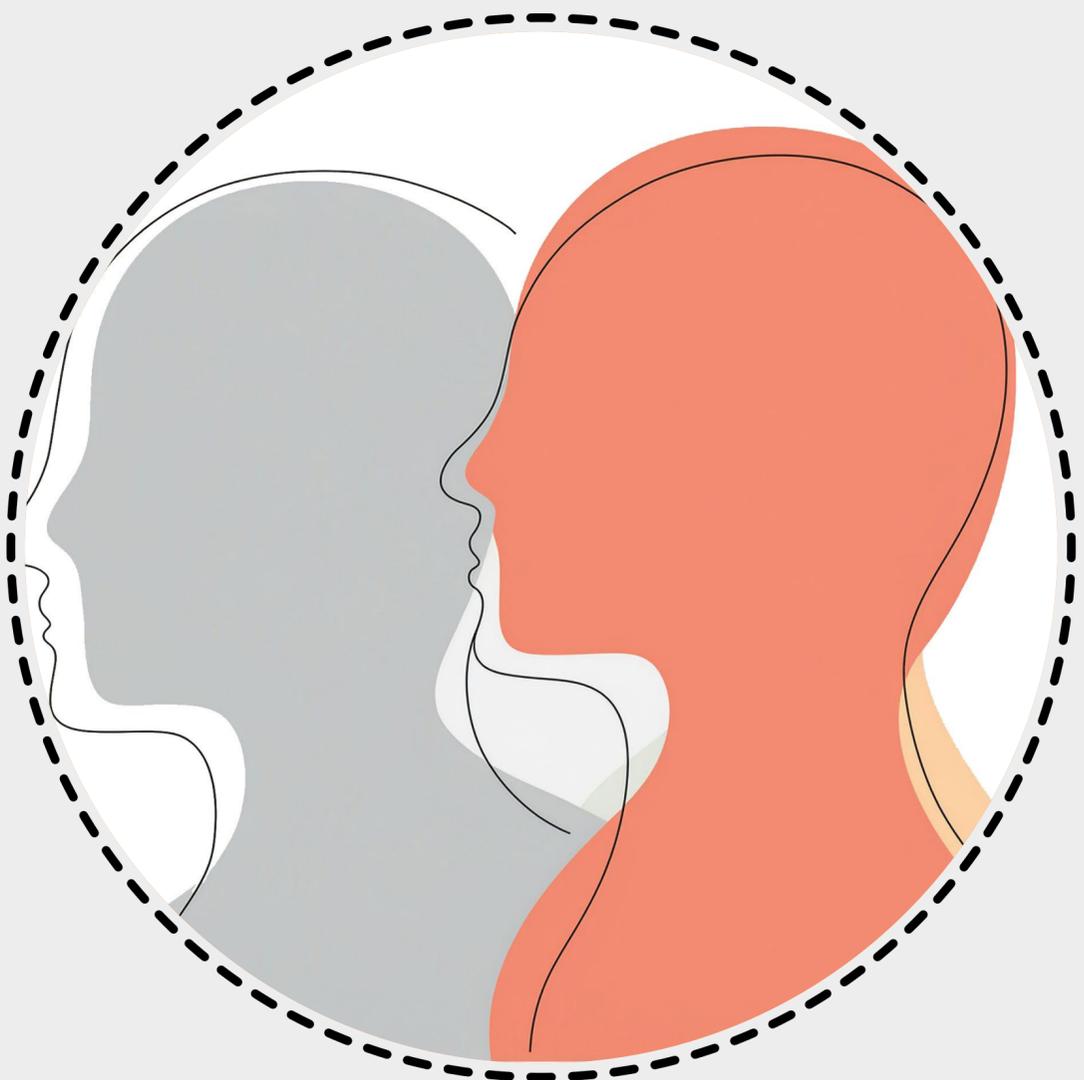


Skill-based Training Courses

Mediahuis offers role-defined, skills-based training to equip employees with the essential competencies for success. Aligned with business needs, these targeted programmes enhance expertise, performance, and career growth. Employees gain practical, job-specific skills through interactive learning, ensuring they stay competitive and contribute effectively in a dynamic media environment.

Management Training

Mediahuis' *Management Essentials* and *Leading @ Mediahuis* programmes equip managers with core leadership skills to inspire teams and drive success. *Management Essentials* builds foundational capabilities, while *Leading @Mediahuis* develops strategic leadership for senior roles. Both programmes foster *BRAVE* leadership, empowering managers to lead with confidence, authenticity, and impact.





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