

# Personnel Policy

## Outstanding performance deserves recognition

Looking for an employer who writes individuality in capital letters both in terms of its clients and its employees? We reward your achievements and offer you flexible working-hour models that best suit your needs.

Our flexible forms of employment and working-hour models form the basis for a successful partnership between us. Only when we align the needs of employees with those of the Bank can we expect outstanding performance from all parties involved.

Our compensation system ensures that employees receive a market-consistent salary, and your personal achievements are rewarded. What's more, VP Bank Group employees share in the success of the company.

Additional benefits in the areas of continuing education and insurance coverage round out the means of demonstrating the appreciation we have for our employees.

## Principles of our personnel policy

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### Salary system

- Fair base salary according to function and organizational level
- Participation in the company's success

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### Employment conditions

- Individualized work schedule
- Flexible working-hour models

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### Additional benefits

- Attractive discounts
- Expanded social benefits

## Why VP Bank?

«We foster it together» is one of our central corporate values, something we demonstrate on a daily basis and which makes VP Bank a favored employer.

[More information](#)