

Adevinta

Introducing our Global Smart Working Policy

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At Adevinta we believe
that work is what you
do, not where you do it.

We want to offer all Adevintans a working life that's flexible – giving you the autonomy and freedom to set your own working patterns – while maintaining the connections and unique culture that makes Adevinta a great place to work.

That's why we're introducing **Smart Working**.

It combines the best of both worlds.

Why Smart Working?

- ✓ We believe Smart Working is a better way of working for you, our business, and our planet.
- ✓ It gives our people the choice of how and where they work, while also meeting the needs of the business.
- ✓ Smart working prioritises our safety, health, and overall wellbeing, so we can better balance home and work life.
- ✓ It will help us reduce our travel, contributing to a more sustainable future.
- ✓ Being flexible in the way we work helps us attract and retain the best and most diverse talent.

What Smart Working means to us

Click on the letters of Smart to discover the thinking
behind Smart Working.

How will it work?

When it comes to Smart Working, we recognise that one size doesn't fit all. How it works for you will depend on the nature of your job or team, the local business context and legislation, your role and level of experience.

We also believe there are times when being together in person is better for collaboration and culture.

To help you match these 'moments and rituals' to the smartest way of working, we've identified four Smart Working categories: always face-to-face; ideally face-to-face, in person; mix of in-person and remote; and fully remote.





Click an option below
to find out more

Matching Smart Working to our rituals

Always face-to-face,
in person

Ideally face-to-
face, in person

Mix of in-person
and remote

Fully
remote

Smart Working in action

The mix of in-person and remote working will look slightly different for each of us, depending on our role, personal preferences and the geography and make-up of the team we work in.



Click an option below
to find out more

For
teams

For
individuals

Any questions?

Our Smart Working policy has been built on the feedback of people across Adevinta, and it will continue to evolve based on continuous improvement, employee satisfaction and productivity.

We may also need to change the policy to adapt to changes in our business or in the external world of work. Of course, we'll notify you of any changes in advance.

The Smart Working Global Policy is effective from XXX and, if you have any questions, please reach out to us at XXX.