



**Culture, Benefits & More**

# Supporting Your Success

At Ably we strongly believe in life before work and encourage our people to find a balance between the two.

We recognize that each person is different and will want to be supported in different ways. Our benefits are there to help you focus on your health & wellbeing and support your future.

We've invested in a thoughtful and balanced set of benefits that allow Ablyans to be their best selves and do great work, focussed on three key areas:

- Core Benefits
- Health & Wellbeing
- Learning & Development



# Core Benefits

At Abyly, we're remote first which means our Abylyans have the freedom to work from wherever they work best. Should you want to work from one of our hubs or from a coffee shop, you can. The choice really is all yours! You get your pick of a high quality tech kit to work on, and we provide every new Abylyan with a \$650 home working setup allowance with annual top-ups of \$150!

The only times we require Abylyans to meet in-person are during our fully expensed company-wide summits and team summits.

You'll also receive:

- 22 days paid leave + federal holidays + an extra day for your birthday.
- A fully-paid one-month sabbatical after five years with Abyly!
- 401K plans with an employer match + long-term disability and life insurance.
- Weekly snack allowance for our Need To Know gathering.



# Health & Wellbeing

Everyone has health, mental and physical, which is why our Ablyan's have access to extensive health and wellbeing benefits including private healthcare, access to numerous support services, long-term disability and life insurance.

- 10 days of paid sick leave (including mental health days).
- 16 weeks gender inclusive parental leave policy.
- Medical plans from [Cigna](#) plus an HSA option.
- Dental plans from [Guardian](#).
- Vision plans through [VSP](#).
- Coaching sessions with [Sanctus](#).
- Remote bi-weekly wellbeing sessions.

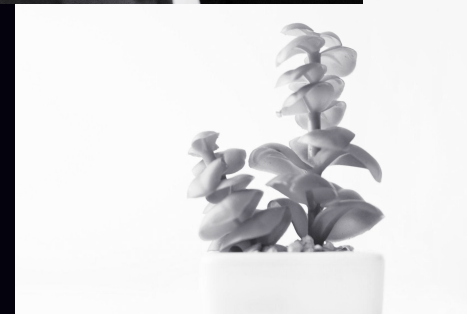


# Learning & Development

An Ablyan's growth is important to us which is why we build personal development plans that matter to them, together!

In addition to this, you'll have access to company-wide and individual training to learn new and meaningful skills which support your personal and professional growth.

- Designated L&D time and support for growing at Ably with an annual \$1,000 budget for any relevant learning to boost your skills.
- Social wellness and personal development workshops.
- Lunch and learns to help you meet more Ablyans and learn new and interesting things. From coconuts to coding to cardiovascular analysis, there's something for everyone!
- Learning and development support with our bespoke progression framework.



# Our Community 🦄

We're proud of what our people do here at Ably, fearlessly taking on big challenges, solving the big problems and creating value for our customers and the world around us. By embracing the value of bold creativity our people continue to do better, to be better.

The work we're doing here at Ably is serious business, but It's not all work thankfully! Which is why we don't take ourselves too seriously.

We support a number of employee resource groups and social communities and regularly run socials for everyone to take part in, in person and remote. We also have quarterly summits to come together, connect, learn new skills, relax and have fun. Our online community is thriving with activity, sharing knowledge, hobbies and interests, life events, personal stories and more. There's never a dull moment at Ably!



Real Ablyans making Ably!



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# Diversity, Inclusion & Belonging

At Ably, we believe that embracing diversity is fundamental to our success as a company. In line with our *open for all* and *technology needs humanity* values, we strive for an open and honest environment where voices are heard and welcomed. Our aim is to create a place where people can show up as their full selves each day and contribute to the best of their ability. It's important we create a space that represents all the wonderful people of the world, including our customers.

We understand that hiring is where it all begins which is why we've improved our interview processes and provide consistent training and support to hiring teams across Ably. We've done this with the aim of ensuring fairness and inclusivity, starting with our job descriptions and interview plans, right the way through to onboarding and your time here at Ably.

We've made career progression more transparent and we're taking practical steps to improve the representation of women and of people of colour across Ably. We've managed to create belonging through our culture, our benefits and our social engagements. Furthermore, we've introduced numerous wellbeing support options so Ablyans always have access to the support they need.

Nevertheless, we understand there is still a lot to do and our People, Experience and Talent teams are continuously working to improve and strive to be better. We're committed to this journey and excited about the positive impact Ably can have, on our team and the world around us.

# And We're Not Stopping There! 🚀



Our Aplyans give their best and deserve the best. We regularly review and improve our benefits and ways of working to make sure everyone is set up for success! ★

**So, are you ready to join the realtime revolution?**

