



Global Benefits Guidebook

Italy

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*In the event that the content of this document or any oral representations made by any person regarding the plan conflict with or are inconsistent with the provisions of the plan document, the provisions of the plan document will control.





How Sprinklr Italy Benefits Work

Sprinklr Quick Links



[Sprinklr Benefits
Microsite](#)



[Benefits Document
Library*](#)



[Sprinklr Intranet*](#)



[Mobile Contact Card*](#)



How Benefits Work

Here at Sprinklr, we understand that when our employees are happy, we thrive. Because we *passionately and genuinely care*, we give back to our employees through our company sponsored benefits, giving everyone an opportunity to harness their potential of being amazing.

Our employee benefits are all fully employer paid in Italy. Some of your benefits will be taxable, so this is all you will pay.

You are automatically enrolled into the legal protection, personal accident and life insurance from your first day of employment.

Following Mini-Splash on your first day, you will receive a welcome email from our HR EMEA team with instructions on how to enrol into our health and life insurance.

We are here for you.

If you have any questions on the benefits available, are having difficulty enrolling and much more, the benefits team can be contacted at benefits@sprinklr.com

Alternatively, you can contact the HR EMEA team at hremea@sprinklr.com





Legal Protection & Personal Accident

Plan Highlights

Sprinklr are under a Collective Bargaining Agreement in Italy. As such, our legal protection and personal accident benefits are mandatory for our Italian Sprinklrites.

Legal Protection

This policy is in place to ensure Sprinklr and our employees are covered in case any civil or criminal proceedings are brought against us. This policy covers the whole Italian entity and we have a sum insured of €25,000.

Personal Accident

We know the results of an accident can be devastating. Our personal accident policy provides the following:

- Lump sum in the event of death as a result of an accident: 3x the insured's annual salary
- Lump sum in the event of disability as a result of an accident: 4x the insured's annual salary





Health Insurance

Health Plan Highlights

We know that being able to access medical help and care when needed is important to our employees. Our medical insurance gives you and your immediate family peace of mind and fast access to medical care when you need it most.

Cover for yourself and your eligible dependents is fully paid by Sprinklr. You will be enrolled into QUAS upon joining, our health plan acts as a top up to fund any out of pocket expenses not covered by QUAS.

On your first day, you will receive an email from HR EMEA with instructions on how to enrol yourself and your dependents to the medical plan. **You will not have coverage on the medical plan until all details have been submitted to the Benefits Team.**

Full details of the medical plan can be found on the Benefits Document Library.

Benefit	Basis
In-patient / day-patient / out-patient surgery	Sum insured of €250,000
Treatment at in-network hospitals	100% covered
Treatment at out-of-network hospitals	80% covered
Hospitalisation before/after surgery	Up to €200,000 for up to 100 days
Maternity	Up to €4,000
Psychology Visits	Up to €500 (€100 per visit)





Life Insurance



Life Insurance Highlights

We know that it is important to protect the ones you love in the event that something happens to you.

Our fully employer paid death in service benefits are there to give you peace of mind in the event of the unthinkable.

Sprinklr's life insurance is 100% paid for by Sprinklr. In the event of your death in service, a lump sum of €150,000 will be payable to your nominated beneficiaries.

Please ensure that you complete the beneficiary designation form as soon as you are able. If you do not have a copy, you can find it on the Benefits Document Library.





Holidays and Paid Time Off

Paid Time Off

At Sprinklr, we believe it is important to take time off to recharge and spend time with loved ones - it is essential for your mental and physical wellbeing as well as your personal and professional growth.

Our leave programs are designed to give you the time you need to relax and recharge, heal and recover, bond with your loved ones and prioritise your development.

We want to truly deliver on The Sprinkly Way by incorporating our core beliefs and values into everything we do for you; because we passionately and genuinely care and our employees are our family.



Paid Time Off

Parental Leave

Spending time at home when you welcome a new addition to your family is incredibly important.

Our leave program is designed to provide enhancements to the statutory parental leave to give you the ability to strengthen your bond with your new child.

Sickness Leave

All employees receive 3 days of fully paid sick leave per year as per our CBA.

Quadri and Impegati employees are also entitled to:

- Day 4 - 20 at 50% of basic pay
- Day 21 - 180 at 66% of basic pay

Bereavement Leave

Losing a loved one can be devastating. Sprinklr understand that it is important you use this time to grieve, heal and spend time with those who mean the most to you.

Sprinklrites also benefit from bereavement counselling through our Global EAP, giving you the support you need when you need it most.

24-4-U and 24-4-Others

Every Sprinklrite has the opportunity to take one full day (every year) away from the office to dedicate to yourself (24-4-U) and one day to dedicate to your giveback activities (24-4-Others).

The 24-4-U program is based on one of our core beliefs: "Every human has the potential to be amazing. Keep learning."

Caregiver Leave

Sprinklr recognise that it is important to balance work obligations with providing care for your family.

Our Caregiver Leave policy is designed to be there for you to take care of your eligible dependents should the situation arise.

The initiative gives every Sprinklrite an opportunity to focus on a learning and development activity of your choice.

24-4-Others is a companion program to 24-4-U that takes the spirit of investing in yourself and applies it to investing in others through community volunteering and giving. Here at Sprinklr, we believe: "Helping others succeed makes us happy. Give back."



Italy Public Holidays 2023

Date	Day Observed	Holiday
January 2	Monday	New Year's Holiday
January 6	Friday	Epiphany
April 10	Monday	Easter Monday
April 25	Tuesday	Liberation Day
May 1	Monday	International Workers' Day
June 2	Friday	Republic Day
August 15	Tuesday	Assumption Day
November 1	Wednesday	All Saints' Day
December 8	Friday	Immaculate Conception
December 25	Monday	Christmas Day
December 26	Tuesday	St Stephen's Day





Equity

Equity



Restricted Stock Units

RSUs are a way of rewarding Sprinklrites for the value they create, so everyone can share in the success of the company.

Granted awards are located on Shareworks.



Employee Stock Purchase Program

An ESPP is a company run program in which eligible employees can purchase Sprinkl stock at a discounted price. You must be a full- or part-time employee to participate.

You can choose to take part by contributing a percentage of your pay through monthly payroll deduction.

Please contact shares@sprinklr.com for instructions on how to register for Shareworks





Global Benefits

Global Benefits

Because we passionately and genuinely care, the following benefits are provided to every Sprinklr across the globe:

Mental Health	Fertility and Family Planning
<p>Sprinklr wants you to get the type of care you need for your personal well-being when you need it.</p> <p>New for 2022, Modern Health makes this easy by helping you proactively build mindfulness habits into your life through evidence-based cognitive behavioural treatments.</p> <p>Through the app, you will gain access to personalised well-being resources, giving you the tools you need to be the best version of yourself - at home, at work and in your relationships.</p> <p>This benefit is available to you and your families at no cost.</p>	<p>Treating each other like family is core to the Sprinklr Way, that's why having programs in place that help you build yours - however that may look for you - is a reflection of our company values in action.</p> <p>New for 2022, we have introduced Kindbody, a global family planning and fertility benefit available to all Sprinklr full-time, benefit eligible employees and their spouses/domestic partners.</p> <p>Sprinklrites will receive a \$5,000 lifetime maximum benefit to be used towards services such as egg and embryo freezing, fertility testing, donor/surrogacy, adoption services, mental health counselling, and much more!</p>



Global Benefits

Because we passionately and genuinely care, the following benefits are provided Sprinklrites across the globe:

Headspace	Virgin Pulse	LinkedIn Learning	Perks at Work
<p>Headspace is your guide to everyday mindfulness in just a few minutes each day!</p> <p>Choose from hundreds of guided meditations on everything from managing stress and anxiety, to sleep, productivity and physical health.</p> <p>You will get access to Headspace on the first month following your hire date. The Registration link is located in the Document Library.</p>	<p>Virgin Pulse is Sprinklr's comprehensive digital wellbeing platform that drives sustainable behaviour changes and delivers measurable outcomes in one simple-to-use and intelligent platform.</p> <p>Virgin Pulse is about physical, mental and financial wellbeing as much as it is team building and connection. You can access wellbeing initiatives and engage with Sprinklrites all around the globe, while also having a customised view of wellbeing and benefit programs in your region.</p>	<p>LinkedIn Learning is an on-demand learning solution designed to help you gain new skills and invest in your own development.</p> <p>You'll get personalised recommendations based on your job title, skills, experience and goals</p>	<p>The Sprinklr Perks and Savings Program through Perks at Work is the place to go for a range of offers and discounts from many of the biggest names in retail and entertainment!</p> <p>You also gain access to the Community Online Academy (COA) which provides free interactive classes with world class instructors for kids and adults.</p> <p>Register here to get started!</p>



Global Benefits

Employee Assistance Program (EAP)

What is an EAP?	Who is Eligible?	Why an EAP?	Who administers the EAP?
<p>An EAP is designed to help you lead a happier and more productive life at home and at work.</p> <p>You have free, confidential access to licensed professional counsellors and specialists who can answer your questions in real time and help you find resources locally.</p>	<p>All full-time and part-time, regular employees and their immediate family are eligible.</p> <p>Qualifying dependents are:</p> <ul style="list-style-type: none">- Spouses- Domestic Partners- Dependent Children- Parents- Parents-in-Law	<p>A licensed professional counsellor can help you with a wide range of topics, including:</p> <ul style="list-style-type: none">- Stress, depression and anxiety- Relationship issues- Job stress, work conflicts- Family and parenting problems <p>An EAP Specialist can help you with:</p> <ul style="list-style-type: none">- Legal resources- Caring for a child/elder- Navigate a move- And much more!	<p>Optum is Sprinklr's Global EAP vendor.</p> <p>Get Started with Optum EAP</p> <p>Access Code: Sprinklr</p>



Thank you

Have questions?

benefits@sprinklr.com

sprinklr.com

