

# We Offer You a Place Where You Can Grow!

Since 1901, the ISS has been the same as our people. In ISS experts from different fields work together seamlessly and together help our customers achieve their goals. As an ISS team member, your work has a purpose: Connecting people and places to make the world work better.

At ISS you can be yourself. We care about you and offer a wide range of career opportunities. Our career paths can also cross country and industry boundaries. ISS operates in more than 30 countries!

### Learning, Development and Career Paths

We offer versatile career paths for our professionals. You can become a specialist in your field, move from one job to another, or follow your career path across country and industry boundaries. We encourage our people to create long career paths. A concrete example of the support we provide is our diverse training programmes. We are a very diverse company where people are united by the fact that they have grown professionally and found new, inspiring career paths. Here you can see examples of career paths that ISS team members have found with us: [toissa.iss.fi](https://toissa.iss.fi) (in Finnish)

### Safe and Responsible Workplace

Your well-being is our priority. We do everything we can to prevent accidents and injuries at work or on the way to work or home. We want you to be happy at work and return to your home healthy every day. We embrace and encourage diversity and inclusion in their broadest terms. The diversity of our teams is also important to us for the long-term and sustainable development of our business. We compile our most important sustainability actions annually in our Corporate Responsibility Report from the point of view of personnel, the environment and society: [www.issyrittysvastuuraportti.fi](https://www.issyrittysvastuuraportti.fi) (in Finnish)

### Salary and Benefits

It is a matter of honour for us to be a safe employer who complies with contracts and pays wages correctly and on time. We support the leisure well-being of our staff by providing every ISS team member with a sports and cultural benefit. We have also negotiated product and service discounts with various companies to be used by our people.

### Good People are Important to Us

We notice and reward our employees who have realised the importance of their work and are doing it safely. We acknowledge when our professionals succeed and we celebrate it. For example, the Apple Award is given monthly to someone who has done an excellent job. And when we do our job in an excellent way, we make the world work better and our customers' lives and work run smoothly. This motivates us.

# This Is How We Care About You

## Occupational Health and Well-being

- We offer a wider range of occupational health care than is required by law and welfare programmes supporting different stages of working life. MIELI - the Feel-Good Workplace® label has been awarded to us by the Finnish Mental Health Association for the work we have done for promoting well-being.



## Learning and Development

- We offer you a place where you can grow and find your own ISS career path. With quality orientation, we make sure that you know from the beginning what is expected of you and what your rights and obligations are. Regular development discussions, maintaining and developing of professional competence, voluntary training, supervisor training and mentoring enable career development and job rotation.



## Reward and Recognition

- We take exceptional and excellent work performance into account, celebrate anniversaries and long careers. We also give out monthly Apple Awards, which aim is to build a more customer-centric culture by rewarding employees who offer unique service experiences.



## Working Conditions

- Without exception we strive to ensure conditions that support occupational safety and health. We provide appropriate protective equipment and clothing. Our leadership is based on committed managerial work. In addition, we organise flexible working arrangements according to your life situation.



## Leisure Benefits

- We want our people's working, leisure and family lives to be balanced. That's why we offer everyone a sports and cultural benefit and product discounts from various suppliers.



For more information contact your supervisor and read our digital magazine in Finnish at [toissa.iss.fi](https://toissa.iss.fi)