

Benefits

In keeping with the values upon which The Estée Lauder Companies was founded, we aim to assist our employees in living their lives to the fullest at home and at work. A core part of this proposition is to ensure we offer compelling and competitive benefits programs that help to meet our diverse and changing environment and to support employees' needs at all stages of life.

Our programs are legislatively compliant and locally relevant. They are designed to deliver value to our employees and their families and give them flexibility and protection both today and in the future.

	<h2>Health Care Benefits</h2> <p>Our programs support employees' health and welfare and that of their families, inclusive of all definitions of family. These offerings may be stand-alone or complementary to a country's socialized benefits, where provided.</p>
	<h2>Insurance and Protection</h2> <p>Wherever possible we offer a baseline of benefits to help improve employees' security and financial protection, such as life insurance, accident insurance and other programs, many of which are automatically provided by the company.</p>



Financial Benefits Programs

Our employees' financial health is important. In some countries, benefits offered may be in the form of social and employer-provided plans that deliver financial support at retirement. In other areas, we continually review options to introduce voluntary employee benefits where such programs are available.



Wellness Programs

Helping employees optimize their physical and emotional wellness is essential to our success and theirs. We connect employees with fitness and mindfulness classes and robust wellbeing programs to enrich many areas of their lives. We create teams and arrange employee and family member participation in community events.



Family Support and Flexibility

In order for our employees to balance both work and family life, we are continually looking to develop and review family-friendly policies, particularly around parental leave and flexible working.



Education Programs

Our programs support employees' ongoing development at all stages of their careers by offering a selection of free classes globally with selected partners and helping to pay for continuing education that can enable them to excel in their jobs or prepare for new roles.

PLEASE NOTE THAT BENEFITS PROGRAMS OFFERED OR AUTOMATICALLY PROVIDED, OPTIONS TO ALTER COVERAGE LEVEL AND/OR ADD DEPENDENTS, COVERAGE ELIGIBILITY AND COSTS VARY BY REGION, COUNTRY AND JOB POSITION. YOU WILL BE INFORMED ABOUT THE BENEFITS AVAILABLE TO YOU IF YOU ARE EXTENDED A JOB OFFER.

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OUR #ELC FAMILY

Our culture empowers all employees to claim a seat at the table

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LEARNING & DEVELOPMENT

Our commitment to education is deeply rooted in our values and culture

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