Vacations

Some basic information about vacation relevant to your employment at Smart:

- Vacation years are counted as working years, not calendar years. This means that vacation entitlement is counted from the day you start work and is then increased annually.
- With a 5-day week, the vacation entitlement is **25 days per year.** To calculate the actual vacation entitlement, use the formula: 25/365 (366) multiplied by the number of days (length) of employment.
- There are no half vacation days. This means that if you take vacation, a whole day is always deducted from your vacation account, regardless of whether you are only absent for half a day. It therefore makes sense to take half days via time off in lieu.
- If you take maternity leave or parental leave in a given year, your leave will be pro-rated. This means that your leave entitlement is reduced in line with the duration of your absence.
- Leave expires after two years. We agree with our employees that vacation is taken within the period of employment. We leave it up to our employees to decide when they want to take their vacation.

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