

Our REWARDS & BENEFITS

At RH, we believe deeply that the right people are our greatest asset. We recognize the extraordinary value that each Team Member contributes to our organization. We are committed to enriching the lives of our people, and are dedicated to investing in their total wellbeing throughout every step of their journey with Team RH.

Select the country below to learn more about our benefits plans.

UNITED STATES

CANADA

UNITED KINGDOM

GERMANY

BELGIUM

SWITZERLAND

SPAIN

FRANCE

Our US REWARDS & BENEFITS

PHYSICAL

HEALTH BENEFITS

RH offers comprehensive medical, dental and vision coverage for Team Members and their eligible dependents. Click [HERE](#) to learn more about our US benefit plans.

PELOTON

Complimentary app memberships and preferred pricing on Peloton hardware.

FINANCIAL

TEAM MEMBER DISCOUNT

A generous discount on RH and Waterworks products, and on food and non-alcoholic beverages at RH restaurants.

401(K) SAVINGS PLAN

RH supports Team Members in securing their financial future by offering a comprehensive 401(k) plan that provides the flexibility to utilize pre-tax (traditional) or post-tax (Roth) funds for retirement savings.

FLEXIBLE SPENDING ACCOUNTS & COMMUTER BENEFITS

Pre-tax Team Member contributions can be allocated for future health, dependent care, parking and transit expenses.

PERKSPOT

Team Members can take advantage of meaningful savings through personalized, exclusive, and private discounts curated to their interests.

EMOTIONAL

EMPLOYEE ASSISTANCE PROGRAM

A confidential service to support Team Members and their families with navigating personal and workplace challenges, providing access to professional guidance, counseling and resources for wellbeing.

HEADSPACE

Complimentary access to the Headspace platform.

TIME AWAY

RH provides eligible Team Members with paid time away to rest and recharge.

CARE.COM

A complimentary membership to Care.com to locate caregivers and service providers for a wide range of needs.

SOCIAL

ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) PROGRAMS

RH has donated products and design services to civic centers, local charities and schools to create positive community impact in the areas where our Team Members live and work.

SUSTAINABILITY

RH observes several practices that are designed to support environmental stewardship through sustainability.

OPEN DOOR POLICY

RH's Open Door Policy means the door to anyone's office is always open to Team Members.

Our CANADA REWARDS & BENEFITS

PHYSICAL

HEALTH BENEFITS

RH offers private medical and dental insurance to eligible Team Members.

FINANCIAL

TEAM MEMBER DISCOUNT

A generous discount on RH and Waterworks products, and on food and non-alcoholic beverages at RH restaurants.

GROUP REGISTERED RETIREMENT SAVINGS PLAN (RRSP)

RH supports Team Members' financial futures by providing the RRSP that enables our Team Members to save for retirement.

LIFE INSURANCE

Financial protection for Team Members' loved ones in the event of a death in service.

INCOME PROTECTION

Replaces part of a Team Member's lost income because of a disability.

PERKSPOT

Team Members can take advantage of meaningful savings through personalized, exclusive, and private discounts curated to their interests.

EMOTIONAL

EMPLOYEE ASSISTANCE PROGRAM

A confidential service to support Team Members and their families with navigating personal and workplace challenges, providing access to professional guidance, counseling and resources for wellbeing.

HEADSPACE

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TIME AWAY

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SOCIAL

ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) PROGRAMS

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SUSTAINABILITY

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OPEN DOOR POLICY

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Our UK REWARDS & BENEFITS

PHYSICAL

HEALTH BENEFITS

RH offers private medical and dental insurance to eligible Team Members.

FINANCIAL

TEAM MEMBER DISCOUNT

A generous discount on RH and Waterworks products, and on food and non-alcoholic beverages at RH restaurants.

PENSION

RH supports Team Members' financial futures by providing a Pension plan with company contributions.

LIFE INSURANCE

Financial protection for Team Members' loved ones in the event of a death in service.

INCOME PROTECTION

Replaces part of a Team Member's lost income because of a disability.

CRITICAL ILLNESS

Lump sum benefit to help cover expenses associated with qualifying medical conditions.

EMOTIONAL

EMPLOYEE ASSISTANCE PROGRAM

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HEADSPACE

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TIME AWAY

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CARE.COM

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SOCIAL

ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) PROGRAMS

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SUSTAINABILITY

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OPEN DOOR POLICY

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Our GERMANY REWARDS & BENEFITS

PHYSICAL

HEALTH INSURANCE

RH contributes to comprehensive National Healthcare coverage for all Team Members based on the statutory regulations.

FINANCIAL

TEAM MEMBER DISCOUNT

A generous discount on RH and Waterworks products, and on food and non-alcoholic beverages at RH restaurants.

LIFE INSURANCE

Financial protection for Team Members' loved ones in the event of a death in service.

INCOME PROTECTION

Provides a lump sum benefit in the event of Team Member's disability.

EMOTIONAL

HEADSPACE

Complimentary access to the Headspace platform.

TIME AWAY

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CARE.COM

A complimentary membership to Care.com to locate caregivers and service providers for a wide range of needs.

SOCIAL

ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) PROGRAMS

RH has donated products and design services to civic centers, local charities and schools to create positive community impact in the areas where our Team Members live and work.

SUSTAINABILITY

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Our BELGIUM REWARDS & BENEFITS

PHYSICAL

HOSPITALISATION COVER

Compensation for hospital expenses and expenses incurred for out-patient care of a critical illness (31), before hospitalisation (1 month(s)) and after hospitalisation :3 month(s). statutory regulations.

FINANCIAL

DISABILITY COVER

Annuity in the event of illness (of any kind), including mental illness, accident outside work, including pregnancy and childbirth (including prenatal and postnatal leave).

LIFE INSURANCE

Financial protection for Team Members' loved ones in the event of a death in service.

PENSION

RH contributes to pension for all Team Members based on the statutory regulations.

TEAM MEMBER DISCOUNT

A generous discount on RH and Waterworks products, and on food and non-alcoholic beverages at RH restaurants.

TRANSPORTATION REIMBURSEMENTS

RH will reimburse private and public transportation according to statutory guidelines.

ECOVOUCHER

RH will pay an annual ecovoucher based on statutory requirements.

SECTORIAL PREMIUM

RH will be applicable sectorial premiums according to our Joint Committee.

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SOCIAL

ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) PROGRAMS

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SUSTAINABILITY

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Our SWITZERLAND REWARDS & BENEFITS

PHYSICAL

FEDERAL ACCIDENT COVER

Provides financial peace of mind should you suffer an accident or illness while you are employed with us.

FINANCIAL

PENSION & RISK BENEFITS FUND

Saving for your future is important. RH offers a pension fund that includes a 18% total contribution with a salary maximum at 888'200 CHF. RH will contribute 9% and Team Members will contribute 9% to the Pension & Risk Benefits Fund.

SUPPLEMENTARY ACCIDENT COVER

RH will provide Supplementary Accident Cover at no cost to Team Members.

TEAM MEMBER DISCOUNT

A generous discount on RH and Waterworks products, and on food and non-alcoholic beverages at RH restaurants.

DAILY ALLOWANCE COVER

RH Will provide a Daily Allowance Benefit when Team Members are unable to work due to an illness.

EMOTIONAL

HEADSPACE

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TIME AWAY

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SOCIAL

ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) PROGRAMS

RH has donated products and design services to civic centers, local charities and schools to create positive community impact in the areas where our Team Members live and work.

SUSTAINABILITY

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OPEN DOOR POLICY

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Our SPAIN REWARDS & BENEFITS

PHYSICAL

HEALTH BENEFITS

RH offers private medical and dental insurance to eligible Team Members.

FINANCIAL

DISABILITY INSURANCE

Annuity in the event of illness, including pregnancy.

LIFE INSURANCE

Financial protection for Team Members' loved ones in the event of a death in service.

TEAM MEMBER DISCOUNT

A generous discount on RH and Waterworks products, and on food and non-alcoholic beverages at RH restaurants.

EMOTIONAL

HEADSPACE

Complimentary access to the Headspace platform.

TIME AWAY

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EMPLOYEE ASSISTANCE PROGRAM

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SOCIAL

ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) PROGRAMS

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SUSTAINABILITY

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OPEN DOOR POLICY

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Our FRANCE REWARDS & BENEFITS

PHYSICAL

HEALTH BENEFITS

RH offers private medical, dental and vision insurance to eligible Team Members.

FINANCIAL

PENSION

RH contributes to pension for all Team Members based on the statutory regulations (AGIRC-ARRCO).

DEATH & DISABILITY INSURANCE

Death capital : Financial protection for Team Members' loved ones in the event of a death in service.

STD & LTD Coverage : Annuity in the event of work accident or illness, including pregnancy.

TEAM MEMBER DISCOUNT

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EMOTIONAL

HEADSPACE

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TIME AWAY

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EMPLOYEE ASSISTANCE PROGRAM

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SOCIAL

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SUSTAINABILITY

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