

# UK Company Benefits

## 1 My pay



- Competitive salaries offered and bench-marked regularly.
- Pay reviewed annually.
- Enrolment in our pension scheme via salary exchange (sacrifice)\* to support you in your retirement. \*Optional
- Employee discounts through our health plans.
- We offer seasonal benefits, staff sales, subsidised canteens (where available).

## 2 My wellbeing

- 28 days annual leave plus bank holidays.
- Company sick pay for when you really need it.
- Healthcare plans that look after you and your family, providing a range of positive healthcare benefits.
- Flexible working – depending on your role, you may be able to agree flexible start and finish times.
- We offer flu jabs along with occupational health advice.
- Cycle to work scheme – savings of up to 25% on bikes and cycling equipment (incl. e-bikes at selected retailers).
- Free tea and coffee available in our office buildings.
- Confidential telephone support through our Employee Assistant Programme (EAP).

## 4 My development

- We support employee development and promote continuous learning.
- We support relevant work qualifications and professional accreditation.
- Our Performance and Development Plan process provides clarity on your objectives and a check in on you and your progress.
- Coaching and mentoring – support for you or a development opportunity to coach others.
- Professional subscriptions supported.

## 3 My community

- We regularly ask for feedback and value your input on business plans and processes.
- We actively encourage teams to work together and take time to build good relationships through team events and away days.
- We promote work-life balance and where practical individuals can work away from the office.

## 5 My life events

- We offer enhanced maternity, paternity, adoption, and shared parental leave.
- Defined Contribution Pension Scheme – designed to give you income when you retire.
- Life assurance – your beneficiaries will receive four times your basic salary.

**One  
crown,  
one  
team**