



## Core Benefits

### Pension

In your second month, you'll be auto-enrolled. You'll contribute 5% and the firm will contribute 3% of your basic salary.

### Life Assurance

You are covered at no cost under the Group Life Assurance Scheme from day one at 4x your basic salary.

### Healthcare Cash Plan

Reimbursement for medical, dental, therapy and optical costs for you and your family.



## Around The Group

### Recruitment Referral Fee

Receive a taxable cash payment for successful employee referrals

### Employee Milestone Awards

From 10 Years' service

### Inclusion Groups

Join one of our many inclusion groups, which bring people with a shared interest or experience together. E.g. Menopause, LGBTQ+

## Benefits Overview



## Leave and Absence

### Holiday

Up to 27 days per holiday year plus bank holidays, pro-rated to your working pattern.

### Holiday Purchase & Carry Over

Purchase up to 5 days' holiday per year pro-rated to your working pattern and carry over up to 3 days per year.

### Day off for your Birthday

Agree a day with your line manager within your birthday month.

### Maternity, Adoption and Shared Parental Leave

Receive full basic salary for the first 6 weeks (rising to 12 weeks after 2 years' service) followed by 6 weeks at 50%.

### Paternity Pay

2 weeks' paid leave (basic salary). Subject to length of service.

### Sick Pay

Contractual sick pay for up to 30 working days over a rolling 12-month period.



## Perks

### Active Discounts

Access to discounts on health, fitness, leisure, lifestyle and wellbeing products,

### Discounted Gym membership

In person and online at over 3000 gyms.



## Wellbeing and Lifestyle

### Wellbeing Hub

Range of resources signposting Mental, Physical, Social and Financial information.

### Mental Health First Aiders

Speak to one of our MHFAs for confidential support and signposting to further help.

### Employee Assistance Plan

Access the confidential helpline for practical information and advice covering a range of topics affecting health, family, money matters and work.

### Eye Tests

Company subsidised eye tests and if approved by the optician, a contribution towards glasses for screen use.



## Personal Development

### Hybrid Working

A hybrid working model for roles where possible, with supply of home working equipment

### Learning & Development (L&D)

An expansive, flexible L&D proposition for all on our dedicated Ac@demy platform.