



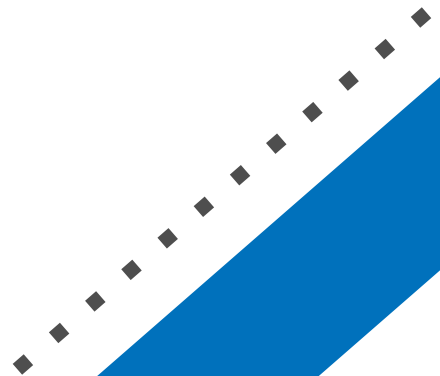
Our benefits and rewards

Wellbeing, work/life balance, finances, learning and development, and more



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Annual leave

As standard; we give 27 days annual leave plus bank holidays.

Not only that, we will increase this to 28 days after 3 years' service, 30 days after 5 years' service and 32 days after 10 years' service (pro rata for part time).

Not enough? You also have the option to buy up to an extra week's leave!

A real work/life balance

We know that work is part of your life, but so are a lot of other things.

We'll work with you to balance the requirements of your role with other things that matter to you, whether that's caring for a relative, taking part in a hobby, or fitting in the weekly shop.

We also offer the option to apply for flexible working from day one, career breaks, and up to a week's special leave a year to help you manage unexpected life events.



High street rewards and discounts

Who doesn't enjoy a discount? The rewards we offer include:

- High street discounts at Starbucks, Argos, River Island, ebay, Nike, Garmin, Under Armour, Halfords, and many more!
- Discounted insurance, Petplan and breakdown cover with AA or RAC.
- Payment plans and discounts on the latest IT gadgets from Apple, Samsung, Currys PC World, and Dell.
- Savings on your day-to-day expenses such as the weekly food shop at Asda, Tesco, Morrisons, M&S, or Waitrose; or utilities such as Sky, Virgin Media, EDF Energy, npower, and BT.
- Fancy a holiday? Get a discount at Booking.com, Trainline, Uber, TUI, Expedia or Travelodge.
- Take advantage of our discounted days out at Cineworld, Odeon, Alton Towers, Ticketmaster, Pizza Express, and Sealife.

Also not forgetting cashback (up to 50%) and discounted gift cards!



Refer a friend scheme

We are always on the lookout for good people to join us, so we encourage our colleagues to tell their friends and family about our vacancies and encourage them to apply.

As a way of saying thank you, we offer a one-off payment of £250 to any colleague who helps us to successfully place a candidate in a role.

Cycle to work and car schemes

Do you fancy cycling to work, or are you looking for a new car? We offer car and cycle to work schemes that let you do either - or both!

Family friendly company

We know how important family is, so we want to support you to enjoy precious time through our flexible working and enhanced maternity, paternity, adoption, and shared parental leave.



Your wellbeing matters to us

We offer a range of health and wellbeing support, including:

- 24-hour access to a free counselling and advice service, via our Employee Assistance Programme.
- Flexible working.
- Financial advice and guidance.
- Discounted gym membership, via GymFlex.
- Funded flu vaccinations.
- Funded eye tests and financial support towards the cost of glasses.
- Self-directed programmes via LifeWorks to support in areas such as managing stress, anxiety, nicotine cessation and depression.
- Meditation and coaching support.
- Access to an online Wellbeing Hub of information and activities.



Continuous learning and development

We want you to get off to a great start, so our induction programme is a blend of online learning and working with your colleagues, to give you the confidence and knowledge to be brilliant in your new role.

You will receive ongoing, regular 1-to-1 support and have access to our Learning Hub, which has a wide range of development tools, including webinars and online learning, to help you grow with us.

We can also help you to achieve qualifications relevant to your role, so you can continue to earn while you learn.

Progression and career opportunities

Once you feel ready to move along or up the career path, we will help you to do so.

We can support you in completing a qualification or apprenticeship, or provide you with coaching and advice when applying for another role within our organisation.



We want to hear from you

We are an open and friendly organisation and we want to hear from you!

We invite our colleagues to have a voice and speak up. You have the floor, in our Employee Forum, our open door policy, our colleague surveys, and our monthly Exec Team Stand-Up live events.

Your opinions, views and experiences really do matter to us and we want to hear them!

Your financial future

We'll help you plan for your future with our enhanced pension scheme. We offer an employer contribution of 4% and will match your contribution up to 5%.

We also offer a death in service benefit (twice your annual salary) to help take care of your loved ones.





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