



# Benefits

# An Environment for Growth

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# Work/Life balance

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- **27 days' holiday** per year, rising incrementally to 30 days (plus bank holidays).



- The ability to **buy or sell** up to 3 days' more holiday.



- **Hybrid working:** teams jointly decide what works best for you and the team, but we do expect you to attend the office when the team expects it, and ask you to be within travelling distance.

# Working environment

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- **Free breakfast pastries** in the office once a week.



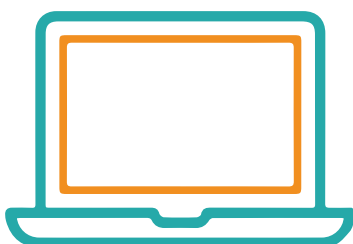
- **Regular pizzas** for the whole team to celebrate team achievements and big days (sometimes we even have a taco van!).



- **Free coffee and tea.**



- **A good office environment:** aviation-themed, with areas for collaborative or quiet working, dining and coffee areas and meeting rooms.



- **Good equipment and technology:** everyone has an up to date laptop and there are high quality dual screens at every station, we also invest in high quality software to make working the best it can be.

# Cost of living

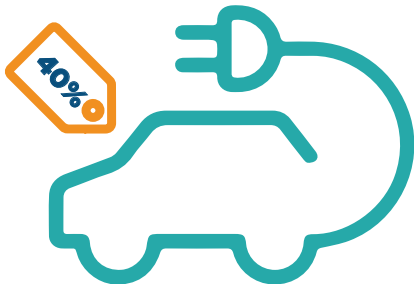
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- **Discount and vouchers scheme** for retail, entertainment and leisure.



- **Holiday and travel discounting scheme.**



- **Electric Vehicle** leasing scheme: saves up to 40% on an electric vehicle lease through salary sacrifice, as well as vouchers for installing charging points and more.



- **Cycle-to-work scheme:** saves up to 40% on a bike purchase through salary sacrifice.

# Health and wellbeing



Health

- **Private Medical Insurance,** autoenrollment into company scheme offering comprehensive cover including fast track access to treatments and therapies.



- **Healthcare plan:** contribution to everyday healthcare costs (dentists, opticians and certain GP and hospital treatments).



- **Remote GP and health advice service:** any member of your household can access online GPs at any time to help with long wait times at NHS GPs and provide a second opinion.



- **Enhanced maternity,** paternity and shared parental pay.

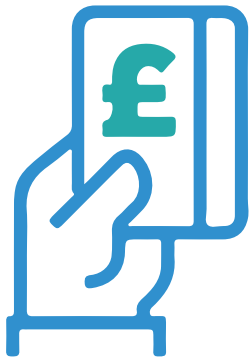


# Thinking for the long term

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- **Company pension scheme,** including 5% company contribution.



- **Income protection:** we continue to pay 75% salary in case of long-term illness.



- **Life Insurance:** lump sum for your family if the worst should happen.

# And...

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**Bring your dog to work day**

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