

YOUR BENEFIT PACKAGE

When people feel supported, they do their best work. Here's everything we offer to support your health, wellbeing and life - now and in the future.



TIME OFF

Rest & recharge

- 25 days annual leave, increasing by 1 extra day each year after your first year, up to 30 days
- Bank holidays on top
- Your birthday off — on us.



PENSION & REWARDS

Planning for now and later

- 4% employee pension contribution, matched by SecureCloud+
- Auto-enrolment after 3 months (with the option to opt in earlier)
- Access to Smart Rewards, giving you discounts with 1,400+ retailers



DISCRETIONARY BONUS

We love recognising exceptional contribution

As a growing SME, we offer a discretionary bonus scheme to reward outstanding performance or achievements that go above and beyond the role.



LIFE & FAMILY PROTECTION

Peace of mind for you and your loved ones

Life assurance of 4x your basic salary (up to age 75).



SICK PAY & LONG-TERM SUPPORT

Your health comes first

- During probation: Statutory Sick Pay (in line with government guidelines)
 - After probation:
 - 4 weeks full pay
 - 4 weeks half pay
 - Followed by Statutory Sick Pay
- Long-term sickness cover from day one, providing 75% of your salary if you're unable to work for 13+ weeks, for up to 5 years or until you can return to work



EMPLOYEE ASSISTANCE PROGRAMME (EAP)

Support, whenever you need it

- Our Employee Assistance Programme gives you 24/7 access to:
 - Virtual GP appointments
 - Mental health support & counselling
 - Second medical opinions
 - Fitness and nutrition advice
 - Legal and financial guidance

This support is also available to your immediate family, including partners and children living at home (under 22).



HEALTH CASH PLAN

Helping you stay on top of everyday health costs

AFTER PROBATION

Once you pass probation, you can opt into our SimplyHealth Cash Plan:

- Level 5 cover fully paid by SecureCloud+
- Claim back costs for dental, optical, prescriptions, physiotherapy, chiropractic treatments and more
- Covers up to 4 children (under 24, living at home) at no extra cost
- Option to upgrade or add a partner personally
- Includes access to a 24/7 GP and wellbeing tools



GYM MEMBERSHIP

We're big believers in health and wellbeing

AFTER PROBATION

After probation, you can opt into a PureGym membership, giving you:

- You're assigned to either Stoke or Reading, but you're welcome to visit another location as long as it costs the same or less
- Gym equipment, classes, lockers and showers
- SecureCloud+ covers the membership cost — you'll only pay the associated benefit-in-kind tax



ELECTRIC CAR SALARY SACRIFICE

Drive electric and save money

AFTER PROBATION

Through our LoveElectric salary sacrifice scheme, you can lease an electric vehicle using your pre-tax salary — reducing Income Tax and National Insurance and saving hundreds of pounds per month.

