

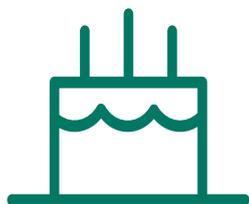
# EMPLOYEE BENEFITS



## Annual leave

Employees are entitled to 25 days Annual Leave in addition to the 8 bank holidays.

Leave will increase with length of service by one additional day for each two years' service, with an upper maximum of 30 days at 10 years' service.



## Birthday leave

All employees will receive an additional day's leave on their birthday. Please refer to the Birthday Leave Policy for more information.



## Giving back

Employees are able to spend up to 2 days with pay per calendar year carrying out voluntary work in a Youth Zone of their choice.



## Employee pension

OnSide offer a matched employer contribution pension of up to 5%.



## Family friendly policies

All employees have the right to request flexible working.

OnSide offer enhanced Maternity/Paternity/Adoption leave. Please refer to the Work and Families Policy for more information.



## Wellbeing and health care support

We are committed to promoting a healthy working culture, enabling employees to work within a positive and supportive environment. Our commitment is detailed in policies covering Health and Wellbeing, Agile Working, Bereavement & Compassionate Leave and Sickness Absence.



## Agile working

We believe in a work environment based on trust and integrity, offering employees flexibility and control so they can achieve a balance between work and outside interests. Our commitment is set out in the Agile Working Policy.



## Discounts & services

Employees are offered a Perkbox account which includes a range of benefits such as retailer & leisure discounts, counselling sessions and other employee support, and legal & financial advice & guidance.

## Personal growth & learning

We invest in our employees' personal and professional development, offering a range of learning opportunities including a 360° feedback approach during annual appraisals, access to any training and development opportunities provided by our Talent Academy, and any other identified and relevant developmental training or support, together with covering the cost of professional subscriptions where relevant to the role.