

Wilmington plc

# We've got what you want.

**Find the benefits you've been looking for at Wilmington PLC.**

There's more to any career than big projects, varied work, and a competitive salary – but they're a great place to start! At Wilmington PLC, our benefits, perks, rewards – whatever you like to call them – exist so you can feel supported, secure, and valued as a member of our team.

We know everyone's lifestyle is different, so we help you to make the most of what you want – whether that's a saving, something to help you feel valued, or something to give you peace of mind. You can achieve more with us in a career defined by mutual respect, support, and appreciation.

When you become part of our team, you'll gain access to your own digital Benefits Box, where you can make use of many benefits from day one!



# Your Core Benefits

The great thing about core benefits is that they're available to everyone on full or part-time contracts, regardless of their role or the brand they work for.



## Pension Plan

We offer a pension plan in which we match your 4% contribution. You can opt in as soon as you join and opt out at any point.



## Group Life Assurance

4x your salary, this tax-free lump sum helps your loved ones when they are most in need. As a new starter, you even have the option to flex up from 4x to 8x your salary should you wish to offer your family even more security.\*\*



## Group Income Protection

That's 50% of your basic salary up to 5 years.



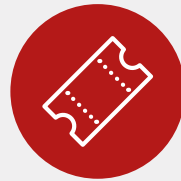
## Salary Sacrifice Car Scheme

You can lease an electric or plug-in hybrid vehicle in a tax efficient way by making payments out of your gross salary. The lease includes repairs, maintenance, tyres, MOT and more for a completely worry-free driving experience.\*



## SAYE Plan

Our Save As You Earn plan could help you save a fixed amount over 3 years to either put towards your savings or buy discounted company shares. If the market share price exceeds the option share price, you make a profit.



## Season Ticket Loan

Utilise our travel loan to help with the purchase of an annual public transport season ticket to travel to work.\*



## Cycle to Work

Get up to £2,000 cycle equipment tax free and with no upfront costs.\*



## Holiday Purchase

As standard, you will receive 25 days holiday per year plus the UK bank holidays. On top of that we offer a holiday purchase scheme which means, during the purchase window, you can purchase up to 10 more days per holiday year.\*/\*\*



## Volunteering Days

Two paid days to volunteer and make a difference in ways that are important to you.



## Give As You Earn

Give regularly, and on a tax-free basis, to the charities and good causes you're passionate about.



## Referral Reward

Help us find who we're looking for and if they join us in a permanent role, you'll receive a total of £2,000 (£1,000 on their first day, and £1,000 after they pass their probation).



## Retail Shopping Discounts

Make savings at the places you love and the places you haven't tried yet thanks to pre-paid cards, electronic vouchers, cash-back cards and discount cards.

## You'll also find



### Hybrid Working

Workplaces are changing. We believe it's for the better. Here, we trust our teams to make the right decision about where they work. Our goal remains to 'help our customers do the right business, in the right way' and hybrid working allows us to do this by; considering the task, the need for collaboration, the benefit of connection and our customer expectations.



### Learning, Development & Career Enhancement

Our people are empowered to learn and develop, whatever your career aims may be. We offer a broad approach to both formal and informal learning and education, with structures in place to support career mobility and advancement.



### Employee Assistance Programme

Get access for you and your family to teams of experts who provide professional, independent, and impartial help. Specifically, the EAP covers counselling for emotional and psychological support, guidance on legal, financial, family and work matters, and online health and wellbeing services including an annual health check.



### Wellbeing at Work

We take a holistic approach to wellbeing, creating an environment that promotes physical, mental, social, and financial health. From in-house podcasts to Mental Health First Aiders, we provide help, information and training to support you in living a balanced and fulfilled work and home life.



### Wilmington Communities

Our networks of people stretch across diversity dimensions (gender, race, disability) and across Wilmington, to bring together more people and more views. Wilmington Communities support our Diversity & Inclusion strategy, while also holding a mirror up to the organisation.



### Flexible Working

A healthy work-life balance will mean different things to us all. Many of our teams offer flexible working to help you achieve and manage your work/life balance.



### Time Away From Work

We offer enhanced family leave to support our people. We also understand that things happen outside of work that leave us needing to take time off, so we support with a range of flexible options to help manage unplanned events.

## Plus these optional perks

We're also proud to offer our people the flexibility to create their own customised benefits package through our Benefits Box program, which features an array of heavily discounted options including:

### Group Life Assurance Flex Up

Flex up your assurance in multiples of 1, up to 8 times your salary, not applicable if you're covered in the Excepted Scheme.\*\*

### Gym Membership

Enjoy discounted annual gym memberships at thousands of gyms via salary sacrifice or net pay deductions.\*

### Dining and Leisure Card

Food, activities and leisure, everything you need to get some R&R. Simply purchase a subsidised card and enjoy discounts at various locations.

### Critical Illness and Partner Life Assurance

Partner Life Assurance cover and Critical Illness cover for you and the option to cover your partner too at an additional cost.\*\*

### Will Writing

Discounted will writing service so you can have everything in order and the weight off your mind.

### Health Cash Plan

Our Health Cash Plan can help you cover any everyday healthcare and wellbeing needs by providing cashback on a range of health benefits, including dental, optical as well as a range of alternative treatments.\*/\*\*

**Found the benefits you've been looking for? Great. They're all yours when you join us. Apply now.**

\* Some of these benefits will only be available following the successful completion of your probation period.

\*\* Some benefits are subject to an enrolment window. This includes Group Life Assurance Flex Up; Critical Illness (your own and your partner); Partner Life Assurance; Cash and Dental Plans; and Holiday Purchase.