

# elmwood benefits

## **Holidays**

Our holiday year runs from January to December and you'll receive 26 days holiday to use over the year, plus bank holidays.

## **Pension**

To help you save for your future we invite you to join the Elmwood scheme where the Company contributes 5% of salary to your pension each month.

## **Private Medical**

For more senior roles we offer medical insurance which includes access to a range of benefits including discounted gym membership and online GP.

## **Life Assurance**

We know it's not a pleasant subject, but family matters, so if you should die whilst in service we offer life assurance to everyone.

## **Winter Heating Allowance**

For those extra chilly days when you have to crank up the heating we provide a monthly stipend for junior members of the team.

## **Annual Bonus**

As a thank you for a team effort, if the Company achieves its annual profit threshold everyone gets an opportunity to share in the success (rules apply).

## **Annual Salary Review**

Skills change and as people develop in their careers we ensure everyone gets their salary reviewed once a year, where we look at both personal performance and market alignment.

## **Enhanced Parental Benefits**

To support our working parents we provide enhanced maternity, paternity and parental leave benefits.

## **Cycle to work**

In partnership with our provider we offer an interest-free loan for the purchase of a bike through salary sacrifice.

## **Recruitment Referral**

If you recommend someone to Elmwood and they are subsequently hired and pass their probationary period, we pay out a cash bonus (rules apply).

## **Travel loan – London**

Once you've passed your probation, you're entitled to an interest-free loan to help with annual travel costs.

## **Flexible Working**

If you value flexibility we offer the opportunity to "flex" your start and leave times around core working hours of 10am to 4pm. We're also open to discussing some days working from home (rules apply).

## **Inspiration Days**

Personal development is important so everyone gets a day each year to recharge their brain doing something inspiring - we think it's about spending time on cultural pursuits and sharpening the saw.

## **Employee Assistance Programme**

Everyone needs a little extra help sometimes. We provide access to a 24/7 counselling service for help on legal, relationship, mental well being, financial and health concerns.

## **Learning and Development**

We encourage everyone to expand their capabilities and learn on the job, but when that's not enough, our PDR / appraisal cycle supports people in developing their career through additional training.

## **Work Share**

Each discipline has a weekly catchup to share work, ideas and learn from each other - one of the ways to ensure we continue learning as we work remotely.

## **Virtual Toast**

We start every Monday morning the right way by getting together for a work share and to talk about the week ahead. As we transition back to the Studio in Spring we'll also grab breakfast together. We also have Daily Check-In.

## **Freshen Up**

Once we're back in the Studio shower facilities are available if you cycle to work, along with bike racks.

## **Virtual Drinks Dolly**

Our way of celebrating the weeks achievements with a quiz or two before we head off for the weekend on a Friday afternoon.