

Team Benefits

For everyone

INVESTING • SUPPORTING • REWARDING

MATERNITY & PATERNITY

At such an important time, it's reassuring to know Elliotts will support your parental needs.

WHAT'S PROVIDED?

Women:

- 1 year maternity leave
- At least 13 weeks Statutory Maternity pay
- 6 months full pay (If you're eligible)

Men:

- 4 weeks full pay, which can taken in week blocks within 12 months of the baby's birth.

This is subject to eligibility of length of service - speak to HR.

WE OFFER MATERNITY & PATERNITY LEAVE TO GIVE YOU AND YOUR FAMILY THE BEST START

PROFIT SHARE

It's a team effort here at Elliotts and we want to share the rewards for all the hard work that contributes to this end of year result.

WHO'S IT FOR?

Everyone can benefit, regardless of your role or how long you've worked for us.

WHAT'S PROVIDED?

12.5% of all company profit will be shared across the business.

We will reward you in two stages -

- Payout 1 in Dec to help with Christmas
- Payout 2 in June (the following year)

#TeamElliotts



PENSION

We want to help you save for the future - so everyone over 22 is automatically enrolled into our pension provider, Scottish Widows, after you've worked here for 3 months.

WHAT'S PROVIDED?

If you contribute 2.5% we'll pay in 5.5% and once you hit 50, we'll increase that to 6% (you'll be expected to put in 4%).

After 10 years' service - Elliotts will match your contributions up to 10%.

You can make changes whenever you want, simply by filling out a form and sending to payroll@elliotts.uk

YOUR FUTURE IS IMPORTANT TO US, THAT'S WHY WE CONTRIBUTE UP TO 6% INTO YOUR PENSION FUND PER MONTH



A GIFT FROM US

Enjoy the fun and surprise of receiving your very own Elliotts hamper each Christmas, as a thank you from us for all your efforts that year.

Indulge in the goodies with all the family (or keep just to yourself!).

THE CHRISTMAS HAMPER IS A BIT OF A TRADITION HERE AT ELLIOTTS



FOOD VOUCHERS

With the rising cost of living, we know it can sometimes get exceptionally tough for some. If you are really struggling and finding that even the food bill is a stretch, we may be able to support you.

HOW WE CAN HELP...

You can request a £50 food voucher from your manager to use in a variety of supermarkets.

There's no test, we simply expect you'll only ask when there is a genuine need.

WHAT'S THE PROCESS?

Simply talk to your manager, who will discreetly raise the request with HR. The HR team will either email you a digital voucher or provide a hard copy if you can't access email

IF YOU'RE STRUGGLING WE'RE HERE TO HELP



EYE CARE

Keep your vision in tip-top condition with our Eye Care benefit. And remember this applies to all team members regardless of whether you use screens for your work or not.

WHAT'S PROVIDED?

Every 2 years you can claim £80 towards eye tests and glasses

WHAT'S THE PROCESS?

Simply go pay for your glasses/test and claim back as an expense

CLAIM £80 TOWARDS EYE TESTS AND GLASSES



MORTGAGE ADVICE

Whether you're a first time buyer, looking to move house, sell, remortgage or looking for buy-to-let options - our partner Charles Cameron Mortgage Brokers can offer expert advice and help secure competitive rates.

WHAT'S PROVIDED?

- Independent mortgage advice
- Telephone or virtual meetings
- Recommendations and access to +150 lenders
- Support to find interest rate savings

WHAT'S THE PROCESS?

Contact Charles Cameron and arrange an appointment at a time and method that suits you.

SCAN TO BOOK AN APPOINTMENT



EXPERT HELP & ADVICE FROM OUR MORTGAGE PARTNER





UNLIMITED LEARNING

This incredible benefit gives you access to an unlimited budget to support your training and development! The sky's your limit!

Take advantage of this **Unlimited Learning** scheme to:

- Enhance your skills to aid your current role
- Support your personal development goals
- Learn brand new skills
- Attend seminars & training courses
- Purchase learning guides
- Get professional qualifications
- Qualify for driving and forklift accreditations

WHAT'S THE PROCESS?

All we specify is it has to be relevant to your role at Elliotts



THE SKY'S THE LIMIT WITH TRAINING!



CYCLE TO WORK SCHEME

Get on your bike to help the environment, help your health and help your wellbeing! Enjoy a tax-free bike and interest-free payments – making it even easier to get cycling.

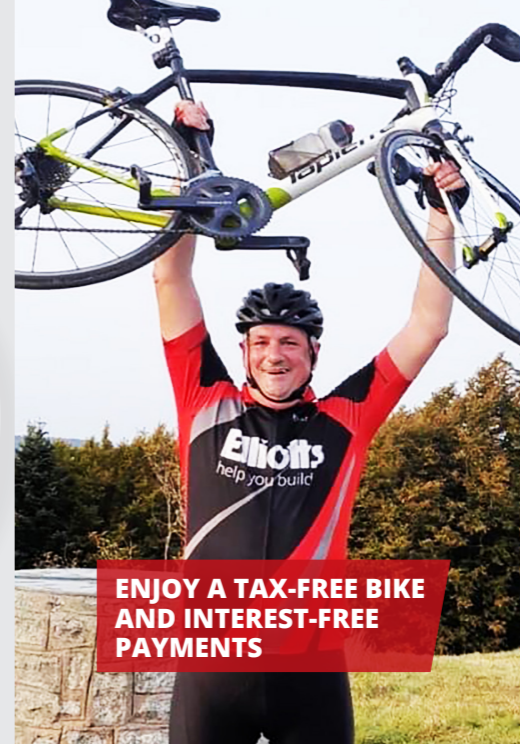
WHAT'S PROVIDED?

You choose the bike and spread payments over the year from your salary, saving the tax and national insurance on what you borrow.

WHAT'S THE PROCESS?

You can find details of the scheme on the intranet and a list of all local suppliers.

- ✓ Choose your bike
- ✓ Get a quote
- ✓ You'll be issued with a voucher
- ✓ We'll collect payment each month



ENJOY A TAX-FREE BIKE AND INTEREST-FREE PAYMENTS



FREE PIZZA, FREE TEA, FREE COFFEE!

Who doesn't love free food and drink?

WHAT'S PROVIDED?

Enjoy unlimited tea and coffee at your Elliotts workplace.

Enjoy a free delivery of pizza each month around pay day!



THERE IS PLENTY OF SUPPORT AVAILABLE TO OUR TEAM



LOANS

Sometimes life doesn't go to plan. If you find finances are tight, or if you're hit with unexpected costs and unavoidable expenses, we want to support you.

WHAT'S PROVIDED?

An interest-free loan can be provided to give you peace of mind.

Please note this is a discretionary service and the reasons for the loan and its affordability will be reviewed.



TEAM TRUST FUND

Our Team Trust Fund is here to provide help when you need it most.

There's no list of what we will and won't fund and no set criteria. Everyone's situation is different.

Just tell us what's up and, together, we'll take it from there.

Life doesn't always go to plan.

Maybe we can help?



E trustfund@elliotts.uk

Or contact the HR team.



BENEFIT FROM IMMEDIATE SUPPORT

HEALTH PORTAL

FREE 24/7 SERVICE

INCIDENT ADVICE

LEGAL SUPPORT

health assured



LIFE, MONEY & WELLBEING SUPPORT

WHAT'S PROVIDED?

Enjoy immediate support with our Health Assured Employee Assistance Programme:

- Free 24/7 counselling, legal and information line
- Online health portal
- Access to GPs for second medical opinion
- Access to 'Wisdom' App to support your health & wellbeing
- Discounts & perks

WHAT'S THE PROCESS?

Simply download the Health Assured app to benefit from immediate advice and support.



REFER A FRIEND TO WORK HERE REWARD

We know that great people know other great people! Refer someone for a job here, and if they're appointed, you'll be rewarded.

WHAT'S PROVIDED?

- You'll be rewarded with £250 when they start
- You'll be rewarded with a further £250 when they've been here 6 months

WHAT'S THE PROCESS?

- You refer a candidate to us
- Simply notify Payroll of the name of the person you've referred and we'll do the rest



REFER SOMEONE FOR A JOB AND BE REWARDED WITH £500



TEAM DISCOUNT

Benefit from savings across our range of market-leading products to help with your home improvements or projects!

WHAT'S PROVIDED?

- You can enjoy instant savings:
- Cost plus 5% if you collect
 - Cost plus 10% if delivered

WHAT'S THE PROCESS?

Talk to your local branch manager to set up your staff account.

OUR TEAM CAN ENJOY SIGNIFICANT SAVINGS ON ALL PRODUCTS



COLLECT OR HOME DELIVERY AVAILABLE!

Did you know?
We stock over 24,000 products!



Hut 170 is our first ever holiday home. It's a fantastic benefit, offering you the chance to enjoy a free break on us, at a time to suit you and your family, to switch off, relax and unwind. Each week you will be entered into our lottery to win a break at the Hut.