



## HS1 Ltd. Employee Benefits & Wellbeing

HS1 takes the wellbeing of its employees very seriously and we are committed to offering a work culture which supports the mental, physical, and psychosocial wellbeing of our people. We host a range of wellbeing events and activities and we have trained members of the team to become mental health first aiders.

### Awards

- Gold standard for 'We Invest in People'
- Gold standard for 'We Invest in Wellbeing'

### Rewards & Benefits

We recognise that our success is down to the collective abilities of our people.

We recognise the importance of happy, motivated, and well-supported employees. As well as a hybrid way of working, we offer competitive salaries and pensions, a generous holiday allowance, and other employment benefits such as a cycle to work scheme.

### Pay & Pension

- Competitive rates of pay
- Each year, a cost-of-living inflationary increase is considered, subject to Board approval.
- A defined contribution (DC) pension scheme for all employees with a minimum contribution of 8% from HS1 in return for employee contributing 5%. The maximum employer contribution is 12%.
- Death in Service – 5x salary
- Group income protection, available for all staff on an employer-funded basis. This operates on a phased reduction model: once an employee's sick pay comes to an end, group income protection commences, reducing by half after six months.
- A discretionary bonus scheme, typically paid in June. This is awarded based on Company and individual performance.
- Hybrid working



## Healthcare

- Private medical insurance (PMI), offered as an employer-funded benefit for all staff and employees become eligible after probation. Employees have the ability to add family members.
- Occupational sick pay
- Cash Plan
- Eyecare support
- Employee assistance programme (EAP).
- Bike to Work Scheme
- Electric Car Leasing scheme

## Family-friendly benefits

After a qualifying period, we offer an enhanced level of pay during the various types of parenting leave, as set out below.

- An enhanced maternity pay policy, consisting of 6 weeks at full salary and 20 weeks at half pay followed by 39 weeks of statutory maternity pay.
- An enhanced paternity pay policy, comprising two weeks at full pay. Eligible employees must have 12 months of service by the time they are 15 weeks away from the expected week of childbirth or adoption.
- Flexible working opportunities.

## Other

- 28 days of annual leave per year, plus bank holidays.
- Purchase 3 days of leave
- The opportunity to volunteer