

# Employee Benefits

## BTS UK

## Why your benefits matter

At BTS, we believe our people are at the heart of everything we do. The benefits we provide are not just “perks” — they are an investment in your health, wellbeing, and future. Whether it’s supporting your physical and mental health, helping you plan financially, or giving you time to recharge, our benefits are here to help you thrive inside and outside of work.

Our approach is guided by two principles:

- **Wellbeing first:** Supporting your physical and mental health.
- **Security for the future:** Helping you and your family feel financially confident.

All of the benefits on offer at BTS are available to employees **from day one** of your employment.

**Some require action to enroll, so please read carefully.**

## Where to find more information

This document sets out the summary details of the benefits BTS have to offer UK based employees, but employees can find further information within the **People Hub** in BOX or by reaching out to Lucy, James or Kat in the PX team at [pxeurope@bts.com](mailto:pxeurope@bts.com).

The PX team can help you make the most of your benefits and advise on any enrolment steps for those not provided automatically.

# Your benefits at a glance

## Health & Wellbeing

### **Private Medical Insurance (Vitality)**

Full medical cover for employees, with access to additional rewards. Family cover is available at corporate rates. **(Action required, not automatic)**

### **Aviva Digicare+ Workplace**

Healthcare app available for all employees and their families. Offers video GP appointments, mental health and nutritional consultations and annual health check.

### **Free access to Wellness Coach**

An all-in-one wellbeing platform supporting your mental, physical, and everyday health. Includes live 1:1 and group coaching, wellness challenges, 4,000+ resources across fitness, mindfulness, sleep, and nutrition, plus an AI Coach for personalised guidance anytime.

### **Employee Assistance Programme (EAP)**

Free, confidential 24/7 helpline offering counselling, legal advice, and access to the *My Healthy Advantage* app.

### **Cycle to Work Scheme**

Salary sacrifice scheme to fund a new bike for commuting. **(Action required, not automatic)**

### **Holiday**

Enhanced holiday entitlement of 25 days per year plus bank holidays and office closure between Christmas and New Year.

### **Gym Membership contribution (London only)**

London based employees can claim up to £50 a month contribution towards gym fees. This is a taxable payment made through the payroll. **(Action required, not automatic)**

## Financial Wellbeing

### **Life Insurance (Aviva)**

Automatic cover, free of charge. Provides a lump sum of 4x annual salary, tax-free, under a Discretionary Trust.

### **Pension (Aegon)**

BTS matches contributions at 5% of salary. You can choose additional voluntary contributions and manage your investments online. Eligible employees are auto-enrolled from day one.

### **Octopus Electric Vehicle Scheme**

Save up to 40% on an electric vehicle leasing through salary sacrifice which can be bundled with charging solutions and renewable-energy perks.

### **Payroll Giving**

You can choose to make regular or one-off donations to charities directly via payroll. These payments are made from gross pay (before tax). ***(Action required, not automatic)***

### **Enhanced Leave Policies**

Enhanced sickness, maternity, paternity, adoption, and shared parental leave entitlements.