

## **Drinkaware Staff Benefits**

### **Annual leave**

Drinkaware employees are entitled to 30 days of annual leave per year, pro-rata for part time staff. Bank holidays are given in addition.

### **Pension scheme**

Your participation in the pension scheme will commence after three months service. The scheme is run through Aegon, and Drinkaware matches employee contributions up to 7.5% of salary. You can opt to contribute a higher percentage into the pension if you wish.

### **Life assurance**

Drinkaware offers a life assurance scheme through Canada Life, for all employees. From the start of your employment, it provides four times salary in the event of death in service.

### **WeCare employee assistance**

Our life assurance scheme also gives staff access to a comprehensive range of online health and wellbeing services. The WeCare scheme is available from the start of employment for employees and their immediate family. WeCare is available 24/7 and can be accessed by telephone.

### **Bupa Private Healthcare**

Drinkaware also provides all staff with a full Bupa private healthcare plan, with a built-in digital GP and referral service.

### **Subscriptions to professional bodies**

Drinkaware will consider requests to fund part, or all, of an annual subscription to a professional body or society that is related to the job role you perform.

### **Perkbox**

After successful completion of your probation period, you will have access to Drinkaware's benefit platform Perkbox. This global platform enables you to access perks and discount vouchers across a wide range of retailers from everyday supermarkets and food delivery companies to cinemas, from sportswear and electrical retailers to home design stores.

### **Learning & wellbeing grant**

You will also be entitled to make use of our Learning and Wellbeing grant. This is an annual grant of up to £500 per employee that is aimed at enabling staff to develop interests and skills outside their work remit or enjoy a healthier lifestyle.

### **Happy birthday gesture**

After probation, you will be eligible for our Happy Birthday gesture. This gives you the day of your birthday as an extra day of paid leave.