

## Rewards Scheme

Get access to hundreds of discounts with almost 1000 different retailers, in-store or on-line. The Stannah Rewards website ([www.stannah-rewards.com](http://www.stannah-rewards.com)) is fully accessible on your smartphone as well as on a PC.

## Cycle2work Scheme

This scheme aims to encourage you to cycle to work rather than drive, in order to promote good personal health and a healthier environment. We hire you a new bike, and to fund this you agree to a salary sacrifice. You save on National Insurance and tax contributions. This scheme is available to employees once they have completed the six month probationary period.

## Learning and Development

You will receive an annual individual or team appraisal with your manager, giving you the opportunity to discuss appropriate learning and development opportunities for the following year e.g. short courses, further degrees/qualifications, coaching etc.

## Sports and Social Club (SAS)

For a membership fee of £1.08 per month, the SAS Club offers a range of discounted social activities, e.g. theatre trips, weekends away etc.

## Catering

At Head Office there is a range of on-site catering facilities, from quick sandwiches and drinks to full hot meals in our subsidised Restaurant at Watt Close. Other sites make alternative arrangements.

## Give As You Earn scheme

You can make contributions to charity directly from your pay (which gives the chosen charity a tax advantage).

## Voluntary activities

The Company organizes paid time off (up to one working day per year) to take part in voluntary and community service.



## Employee Benefits

Watt Close  
Andover  
Hampshire  
SP10 3SD  
[www.stannah.com](http://www.stannah.com)



An independent  
family business  
since 1867

# Stannah

## Employee Benefits

At Stannah we offer a range of benefits, which you are encouraged to take full advantage of.

Benefits and services are summarised here as an illustration. Further details on eligibility on any of the topics below can be found on the Company intranet (Pop), your contract of employment, the employee handbook or starter pack (issued when you first started work) or from the Group HR department.

### Profit Share Scheme

The Company shares a proportion of its profits with all of its employees. Local arrangements apply and frequency of payments may vary from time to time.

### Pensions

All UK employees are welcome to join the company occupational pension scheme, known as the 2017 Stannah Pension Scheme. Membership is either 'By Application' or through Auto-Enrolment.

### Life Assurance

If you are a member of the pension scheme, a Death In Service tax free benefit will be paid, at the absolute discretion of the Scheme trustees, who take into account your Expression of Wish form. The benefit is either two times basic annual salary (for non pension scheme members) or three times basic annual salary if a member of the Company pension scheme.

### Simplyhealth Cash Plan

The Company offers a cash plan provided by Simplyhealth for all its employees which allows you to claim money back towards every day health costs.

This is no direct cost to the employee, but this is a taxable benefit. The scheme is not obligatory but in order to enrol Stannah require consent to comply with GDPR.

Benefits available include:

- Money back on a wide range of check-ups and treatments, including dental, optical, osteopathy, chiropody, chiropractic and NHS prescription charges
- GP advice 24/7
- Cover for you and 4 resident children up to the age of 18 or 21 if in full time education
- Up to 6 free telephone or face-to-face counselling sessions
- Free helpline 24/7 for legal, financial and lifestyle counselling
- Discounted gym membership
- Members are welcome to add their family at an additional cost to themselves - to do this please contact HR.

### Holidays

Full time employees are eligible for the equivalent of 25 days annual leave plus public holidays. With management's approval holidays can be taken at any time during the year. Part-time employees receive a pro-rata equivalent. Within certain areas of the Company holidays can be taken in hours.

Once a probation period has been successfully completed, individuals may buy additional holiday of up to 5 days (or equivalent hours) per holiday year, subject to managers' approval. This is capped at a maximum of 30 days excluding public holidays.

### Long Service Awards

In recognition of long service, you will be awarded an extra day of holiday for 5 years' service and then a further half day for 10, 15, 20 and 25 years' service (this will be awarded at the beginning of the anniversary year).

You will also receive a commemorative badge and a gift from the Company when you have completed 5, 10, 25 and 40 years' service.

### Family-Friendly Policies

Details of these policies including Maternity, Paternity, Adoption, Shared Parental Leave, Time Off for Dependants and Flexible Working can be found on the Company intranet (Pop) or from the Group HR department.

### Occupational Health

The Company may refer you to our Occupational Health Advisers for a confidential assessment. You can also ask your Health & Safety Advisor to see an Occupational Health Professional for a work related health reason.

Free flu jabs are available each Autumn. This may be via a nurse from a local surgery or a voucher to use at a designated chemist.

### Help to stop smoking

All company premises and vehicles are non-smoking areas. Help is available to assist you to stop smoking.

### Eye Tests

Where appropriate the Company provides free eye tests and prescription safety glasses.