



# Employee benefits

What you can expect from us

# What we offer

It's our mission at Abri to tackle homelessness, help solve the housing crisis by building quality homes and empowering communities, but we can only do our best if we have the most important asset in place – our people.

That's why we're committed to offering not just competitive pay, but a range of benefits that allows our colleagues a healthy work/life balance as well as meaningful work and an environment that allows them to grow and develop their careers with us.

## #TeamAbri

By becoming a part of #TeamAbri, you'll join a supportive team of collaborative and diverse colleagues, committed to not just building homes, but empowering our customers and communities across the south. We'll provide you with the tools and technologies, so you can work from any of our locations when needed to allow you to work more efficiently and collaboratively.



# Your Benefits

## Holiday

We all need some time for rest and relaxation, so we provide a generous holiday entitlement of 28 days a year as well as eight bank holidays on top. You'll also have the opportunity to buy or sell a maximum of five days throughout the holiday year.

## Agile working

We understand that work is a thing to do, not a place to be. Our agile approach to work means that the majority of colleagues are able to enjoy greater flexibility over when and where they work, allowing them to balance their home and work life to suit them.

## Pension contributions

For some people it might seem like a lifetime away, but the more your pension pot can grow, the better. That's why we operate a generous Defined Contribution scheme where the amount you can contribute to your pension is uncapped. We will match your contribution and add 2% up to a maximum employer contribution of 10%.

## Rewards

Our employee discount scheme means you can save money with over 3,000 online and high-street retailers on top of any in-store sales or promotions.

## Life Assurance

To give peace of mind to our colleagues and their families, you'll be able to opt-in for free to our Life Assurance scheme where you can nominate beneficiaries to receive 5x your annual salary in the event of your death whilst employed by us. If you're a new-starter and not yet in our pension scheme, you can nominate beneficiaries to receive 3x your annual salary.

## Staff Loans

To cover any unexpected emergencies, you'll be eligible for interest-free staff loans of up to £1,000 after you've been with us for six months. We also operate a Cycle to Work scheme to help you save money on your commute and be as environmentally friendly as possible.

## Employee Assistance Programme

We're committed to ensuring our colleagues feel supported in and out of the workplace which is why you'll have access to a free, confidential phoneline 24/7 where you can receive expert advice if you ever need support to help you prepare for and manage all of life's ups and downs.



## Maternity/Paternity/ Adoption Leave

We understand family comes first so we offer enhanced maternity, paternity, shared parental and adoption leave to colleagues who qualify.

## Maternity / Shared Parental and Adoption Pay

Colleagues qualify for enhanced maternity pay if they have one year's service at the time the baby is due.

Enhanced maternity pay includes:

- Weeks 1-6 at 90% of average weekly earnings
- Weeks 7-26 at 50% of your normal salary + Statutory Maternity Pay
- 27-39 weeks at SMP only
- Weeks 40+ unpaid

## Paternity Leave

Colleagues qualify for enhanced paternity pay if they have 26 weeks of service 15 weeks before the due date. You'll be paid your full basic salary for the duration of the full two weeks of your paternity leave.

## Eye tests

If you regularly use desktop computers, laptops, PDAs or a tablet device, you'll get a free eye test (including digital retinal photography) and a contribution towards your glasses.

## Call-out

If you're part of our fantastic Trades team, or in a role that sometimes requires you to be on call you'll receive extra pay for being on standby and for being called out.

## Personal development

Finally, we want our colleagues to be all they can with us which is why we encourage an environment of continuous personal development where you'll be supported by your line manager and our in-house Personal Development team to continue to grow and develop your skills whether it be through on the job training, online learning or training workshops. We also provide study loans and additional study leave to support colleagues undertaking external qualifications to enable them to progress themselves, their careers and reach their full potential.

The information provided is to be used as a guidance document only and does not promise or guarantee employment. These benefits apply to those contractually employed by Abri and does not include contractors, agency or casual staff.

Not all the benefits listed are contractual and we reserve the right to amend, replace or remove such benefits at our discretion. Not all benefits are received automatically, and employees will only be eligible should the qualifying criteria be met.

