

## YOUR BENEFITS

### WELLBEING

- ◆ **Private Medical Cover** (depending on the job role)
- ◆ **Aviva Digi Care** - Access to health checks, digital GP, nutritional and mental health consultations and second medical opinion (available for you and your family)
- ◆ **Life Assurance**
- ◆ **Optical Care** - Free eye test and £50 support towards glasses
- ◆ **Employee Assistance Programme** - 24/7, 365 days a year expert support
- ◆ **ibelong App** - Wellbeing resources through the ibelong app
- ◆ **Health and Fitness** - Up to 25% off memberships at a range of top UK health clubs and gyms
- ◆ **Cycle to Work Scheme**
- ◆ **Mental Health First Aid** - Access to our in house Mental Health First Aiders

### RECOGNITION

- ◆ **Long Service Awards** - To thank our people for their loyalty, and to celebrate their milestones with Searcys
- ◆ **Annual People Awards** - To recognise our exceptional team members and to celebrate their achievements
- ◆ **Annual Summer Party** - Family fun day
- ◆ **People Like You** - Rewards scheme for recommending new team members to Searcys
- ◆ **Annual Engagement Survey** - So we can do better and better
- ◆ **Awareness Days** - Celebrations throughout the year

### TIME OFF

- ◆ **Enhanced Maternity Leave** - Up to 24 weeks of full pay + £250 gift voucher after returning to work (depending on the length of service and job role)
- ◆ **Enhanced Paternity Leave** - Up to 2 weeks of full pay (depending on the length of service)
- ◆ **Enhanced Adoption Leave** - Up to 24 weeks of full pay + £250 gift/voucher after returning to work (depending on the length of service and job role)
- ◆ **Holiday** - From 31 to 38 days of annual leave including bank holidays (depending on the length of service and job role)
- ◆ **Volunteering** - Paid leave for volunteering
- ◆ **Birthday** - Paid leave for your birthday

### COMMUNICATION

- ◆ **ibelong App** - Access to everyday discounts and communication tools
- ◆ **Quarterly Newsletters** - Delivered to your venue and saved on ibelong app
- ◆ **Quarterly Online Townhall Meetings** - The opportunity to connect with the wider team for company plans and updates

### LEARNING & DEVELOPMENT

- ◆ Access to wide range of training opportunities to support your personal and professional growth
- ◆ Access to 43 apprenticeship programmes
- ◆ Enrolment into Searcys Champagne School
- ◆ Access to cross industry mentoring programmes

### ...AND MORE

- ◆ Auto enrolment into workplace pension scheme. Enhanced pension is offered depending on the job role
- ◆ Meals provided on shift when working at one of our venues
- ◆ 50% discount on food across Searcys retail venues
- ◆ Access to travel loans
- ◆ Flexible working opportunities