

Employee Benefits

Bridging your Professional and
Personal Wellbeing and Priorities

At Comply365, we take a comprehensive approach to our employee benefits. From work-life balance to health and wellbeing, and planning for the long-term to an inclusive culture, we want all employees to feel supported in life and in their career.

UK



Work-Life Balance



27 days of holiday per year, rising incrementally to 30 days (plus bank holidays).



The ability to **buy or sell** up to 3 additional days.



Hybrid working: Teams jointly decide what works best for you and the team, but we do expect you to attend the office when the team expects it, and ask you to be within travelling distance.



Flexible working: We work with you to find a working pattern that fits your lifestyle, family and with your team.

Working Environment



Free breakfast pastries in the office once a week.



Regular pizzas for the whole team to celebrate team achievements and big days (sometimes we even have a taco van!).



Free coffee and tea.



A good office environment: Aviation-themed, with areas for collaborative or quiet working, dining and coffee areas, and meeting rooms.



Good equipment and technology: Everyone has an up-to-date laptop and there are high quality dual screens at every station. We also invest in high quality software to make working the best it can be.

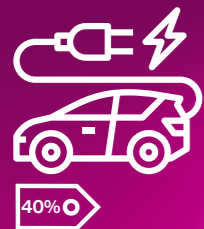
Cost of Living



Discount and voucher scheme for retail, entertainment and leisure.



Holiday and travel discounting scheme.



Electric Vehicle leasing scheme: Saves up to 40% on an electric vehicle lease through salary sacrifice, as well as vouchers for installing charging points and more.



Cycle-to-work scheme: Saves up to 40% on a bike purchase through salary sacrifice.

Health and Wellbeing



Private medical insurance: Auto-enrollment into company scheme offering comprehensive coverage including fast track access to treatments and therapies.



Healthcare plan: Contribution to everyday healthcare costs (dentists, opticians and certain GP and hospital treatments).



Remote GP and health advice service: Any member of your household can access online GPs at any time to help with long wait times at NHS GPs and obtain a second opinion.



Enhanced maternity, paternity and shared parental pay.

Thinking for the Long Term



Company pension scheme: Including a 5% company contribution.



Income protection: We continue to pay 75% of your salary in case of long-term illness.



Life Insurance: A lump sum for your family if the worst should happen.

Inclusive Culture



Culture of Celebration built upon our core values, recognizing and rewarding the hard work and dedication of our team.



Professional Development programs to support and help build a meaningful career.



Employee Engagement Committee focused on teambuilding, social activities, and developing and enhancing employee programs.



Social Events and Games because we don't just come to work to work, we come for community and connection. We work hard, but also have a lot of fun along the way.



Charitable Giving Program to support non-profit organizations in the communities in which we live and work across the globe.

And...



Bring your dog to work day



comply365.com

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