

# DANIEL THWAITES

## COMPANY BENEFITS HEAD OFFICE



Working in an environment where you can support others to provide real hospitality, can be a reward in itself. We value our team members and it's important you feel rewarded for your warm, friendly service and commitment. Therefore, we have the following range of benefits for you to take advantage of, over and above your normal rate of pay:

### EXPERIENCING DANIEL THWAITES

BENEFIT	BENEFIT OVERVIEW	ELIGIBILITY
<b>EXPERIENCE BREAK</b>	Complimentary 2 nights stay at any of our Hotels and Inns. <i>(Subject to availability).</i>	Team members receive this annually after 5 years' service. <i>To book, see further information on the My Thwaites Hub</i>
<b>DISCOUNT ROOM RATE</b>	£65 B&B per room, per night at any of our Hotels and Inns (excluding Langdale Chase).  Langdale Chase: £150 B&B  All above is based on 2 sharing and subject to availability	Team members are eligible after completing their probation.  <i>To book, see further information on the My Thwaites Hub</i>
<b>FOOD &amp; DRINK DISCOUNT IN PROPERTY</b>	Team members can purchase food and drink at a discounted rate across our Hotels & Inns.	Team members receive 33% discount off food and beverage at all Inns/Hotels (excluding Langdale Chase)  Food & Beverage discount at Langdale Chase is 50%
<b>FRIENDS AND FAMILY BED AND BREAKFAST RATE</b>	£100 B&B per room, per night at any of our Hotels and Inns (excluding Langdale Chase)  Langdale Chase: £200 B&B  All above is based on 2 sharing and subject to availability	Team members are eligible after completing their probation. Family members and friends can use discounted rates to enjoy a stay in our properties – visit <a href="http://www.danielthwaites.co.uk">www.danielthwaites.co.uk</a> to choose a property. Contact the Hotel or Inn reservations team by either phone or email and quote family & friends discount.  <i>For further details see My Thwaites Hub</i>

### LOOKING AFTER YOUR HEALTH

BENEFIT	BENEFIT OVERVIEW	ELIGIBILITY
<b>SPA TREATMENTS</b>	Team members are able to use Hotel Spa's for treatments at a discounted rate <i>(Subject to availability).</i>	Team members are eligible after successful completion of their probation.
<b>SPA FACILITIES</b>	Team members are able to use Spa facilities for free <i>(Subject to availability).</i>	Team members are eligible from their start date.
<b>USE OF OUR HOTEL PROPERTY GYMS</b>	Team members are able to use the gym facilities for free <i>(Subject to availability).</i>	Team members are eligible from their start date.
<b>CYCLE TO WORK SCHEME</b>	Salary sacrifice scheme to buy a bike. Team members make savings on Tax and NI.	Team members can apply after successfully completing probation. <i>(Minimum wage restrictions apply).</i>

### CELEBRATING WITH YOU

BENEFIT	BENEFIT OVERVIEW	ELIGIBILITY
<b>SERVICE AWARDS</b>	A generous benefit to celebrate team member career milestones.	Awarded from 3 years continuous service.  <i>Full details of this benefit are available on the My Thwaites Hub</i>

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### SUPPORT & WELLNESS

BENEFIT	BENEFIT OVERVIEW	ELIGIBILITY
<b>ENHANCED MATERNITY PAY</b>	Full pay for the first 12 weeks of maternity leave; an enhanced benefit for you.	Based on team members qualifying for Statutory Maternity Pay.
<b>ENHANCED PATERNITY PAY</b>	One week of Statutory Paternity Pay enhanced to full rate.	Based on team member qualifying for Statutory Paternity Pay.
<b>COMPANY SICK PAY</b>	Sick pay for up to 26 weeks.	Team members are eligible after 12 months' service to 13 weeks full pay and 13 weeks half pay.
<b>HEALTH SHIELD ADVICE LINE</b>	Free confidential helpline which can cover personal or work-related issues such as, financial, divorce, death, stress, etc.	Team members are eligible from their start date.
<b>FREE PARKING</b>	Free parking for team members. <i>(Subject to availability and location).</i>	Team members receive this benefit from their start date.
<b>HOLIDAYS</b>	30 days per year plus the bank holidays listed below: Team members are entitled to 3 Bank Holidays per year <i>(25, 26 December and 1 January)</i> . For the avoidance of doubt all other Bank Holidays are normal working days.	Team members who work part time are calculated based on their days and pro rata.

### FINANCIAL PERKS

BENEFIT	BENEFIT OVERVIEW	ELIGIBILITY
<b>HEALTH SHIELD CASH PLAN</b>	Ability to claim back a proportion of everyday health expenses, such as prescriptions, dental, optical and physiotherapy. Includes access to high street discounts. (Via Breeze App)	Team members are eligible from start date.
<b>U REFER SCHEME</b>	Team members receive money as a thank you if we gain a new tenant for our pubs or offer a position to a team member who they have recommended.	Team members are eligible to receive this benefit from their start date. <i>(See U-refer policy on My Thwaites Hub for full details)</i> .
<b>LIFE ASSURANCE</b>	1x annual salary to team members chosen beneficiary should they pass away whilst employed.	Team members are eligible after successful completion of their probation.
<b>STREAM</b>	A financial wellness app which allows you access to stream your earned wages, access discounts, save for the future and improve financial awareness. Also access a range of retail discounts.	Team members are eligible from their start date.
<b>PENSION</b>	Access to a contributory pension scheme to enable you to save for your retirement, with a company contribution of 3%.	Team members are enrolled after 3 months service