



# DANIEL THWAITES

## COMPANY BENEFITS

### PROPERTIES



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:

#### 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 member 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>	Team members receive Company sick pay.	Hourly Paid team members are eligible for: <ul style="list-style-type: none"> <li>• 2 weeks full pay between 2 and 5 years' service</li> <li>• 4 weeks full pay &amp; 4 weeks half pay after 5 years' service</li> </ul> Salaried team members are eligible after 12 months service for: <ul style="list-style-type: none"> <li>• 13 weeks full pay followed by 13 weeks half pay</li> </ul>
<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>	28 days per year rising to 33 days <i>(based on a 5 day week)</i> including all bank holidays. For the avoidance of doubt all Bank Holidays are considered normal working days.	Team members receive the increase after 5 years' service. 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	Hourly Paid team members are eligible after 2 years' service. Salaried 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 receive this benefit 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>TIPS</b>	Pay-out of 100% of tips received to our team members	Subject to eligibility
<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.