



CELEBRATING CAREERS AT DANIEL THWAITES

Daniel Thwaites is proud to have many long-serving team members who have shared with us their dedication, passion and enthusiasm for making people feel at ease. We want to recognise our team members for their valued contribution. In doing so, we would love to celebrate your success at key career milestones with the following rewards.

CELEBRATING 3 YEARS

After three years with us, team members will receive a "thank you" from our Executive Chairman. You can also enjoy a brunch, lunch or dinner out on us with a £100 voucher to spend on a meal for two (including drinks) at one of our hotels, inns or lodges.

CELEBRATING 5 YEARS

To celebrate team member's five-year anniversary, you can look forward to:

- **A short break away on us; a complimentary 2-night stay at one of our hotel/inns for two (applies every year after 5' years service)**
- **An invitation to attend a celebratory lunch event**
- **A Daniel Thwaites company memento**

In addition, team members who are on the 4-weekly payroll can benefit from:

- **HealthShield membership**
- **A permanent increase in annual holiday entitlement from 28 days to 33 days (pro-rata)**

CELEBRATING 10 YEARS

To celebrate team member's ten-year anniversary, you can look forward to:

- **An invitation to attend a celebratory lunch event**
- **A Daniel Thwaites memento**
- **An extra week of annual leave to enjoy some time to themselves (i.e equal to normal working week, only in the anniversary year)**

To enjoy the additional week of annual leave please ensure it is booked in accordance with the annual leave policy and is taken during the 12 months from the date of the 10 year career milestone.

CELEBRATING 15 YEARS

To celebrate team member's fifteen-year anniversary, you can look forward to:

- **An invitation to attend a celebratory lunch event**
- **A Daniel Thwaites company memento**
- **£500 worth of gift vouchers (via love2shop.com) to treat themselves to something special which can be redeemed in over 20,000 store locations**

CELEBRATING 20 YEARS

To celebrate team member's twenty-year anniversary, you can look forward to:

- **An invitation to attend a celebratory lunch event**
- **An extra week of annual leave to enjoy some time to themselves (i.e equal to normal working week, only in the anniversary year)**

To enjoy the additional week of annual leave please ensure it is booked in accordance with the annual leave policy and is taken during the 12 months from the date of the 20-year career milestone.



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CELEBRATING 25 YEARS

To celebrate team member's twenty five-year anniversary, you can look forward to:

- **An invitation to attend a celebratory lunch event**
- **£750 worth of gift vouchers (via love2shop.com) to treat themselves to something special which can be redeemed in over 20,000 store locations**

CELEBRATING 30 YEARS

To celebrate team member's thirty-year anniversary, you can look forward to:

- **An invitation to attend a celebratory lunch event**
- **An extra week of annual leave to enjoy some time to themselves (i.e equal to normal working week, only in the anniversary year)**

To enjoy the additional week of annual leave please ensure it is booked in accordance with the annual leave policy and is taken during the 12 months from the date of the 30-year career milestone.

CELEBRATING 35 YEARS

To celebrate team member's thirty five-year anniversary, you can look forward to:

- **An invitation to attend a celebratory lunch event**
- **£1000 worth of gift vouchers (via love2shop.com) to treat themselves to something special which can be redeemed in over 20,000 store locations**

CELEBRATING 40 YEARS

To celebrate team member's forty-year anniversary, you can look forward to:

- **An invitation to attend a celebratory lunch event**
- **An extra week of annual leave to enjoy some time to themselves (i.e equal to normal working week, only in the anniversary year)**

To enjoy the additional week of annual leave please ensure it is booked in accordance with the annual leave policy and is taken during the 12 months from the date of the 40-year career milestone