



# Your Benefits

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# Your Connells Group

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**We are proud to be the largest and most successful estate agency and property services provider in the UK.**

With a rich history dating back to 1936, over 1200 branches nationwide, and a workforce of more than 14,000 employees, the Connells Group is a dynamic and vibrant organisation that offers a range of exciting career opportunities.

Our most important asset is our people, which is why offering a wide range of benefits with a supportive and inclusive culture, a commitment to colleague wellbeing, and a focus on excellence in everything we do, helps to make the Connells Group a great place to work.

## Recognition

At Connells Group we like to celebrate your success and each year we hold an Awards ceremony to do exactly this across the business. Of course we don't limit recognition to once a year and our Engage site and in-house newsletter holds examples of local superstars. We are committed to building long term careers and rewarding you for your dedication to the business as a whole.

## Birthday Leave

All colleagues receive an additional day off each year on, or within two weeks, of their birthday. Whether you choose to celebrate, relax, or just enjoy some time to yourself, this is a small thank you for all that you do and to support your wellbeing.

## Life Aligned Leave

To reflect our ongoing commitment to supporting our colleagues during their important life events we provide enhanced leave benefits. If you're expecting a new addition to your family, we have helpful tips and guides to maternity, adoption and paternity leave, designed to support you every step of the way

## Professional Memberships

Connells Group recognises the importance and benefit of sector focused membership bodies. To ensure that such memberships support both colleague and their team with relevant resources and knowledge base, the decision as to whether to financially support subscription fees will be made dependant on the business area.

## Diversity and Inclusion Networks

At Connells Group, we are proud to have colleagues from all walks of life join and thrive with us. We celebrate and value the diversity in each other's experiences, backgrounds and perspectives. Our Diversity and Inclusion Networks made up from members across the group, ensure we have everyone's point of view on inclusivity and how we create a great place to work for everyone.

## Wellbeing

The wellbeing of all our colleagues is important to us. Over the year we hold regular wellbeing events, such as Mental Health Awareness Week, and have a wide range of useful resources and support available to colleagues and their families.

# Your Family & Home

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**We have a number of policies and benefits to support you in balancing your career, family needs and outside commitments at all stages in your life cycle.**

## **Life Assurance**

Eligible colleagues are covered under the Group Life Assurance scheme, providing life insurance cover and peace of mind for you and your loved ones.

## **Aviva Protection Policies**

Colleagues and their immediate family can enjoy up to 35% discount on Aviva Protection policies including:

- Life Assurance
- Critical Illness
- Income Protection

## **Colleague Savings Accounts**

All colleagues (including directors, colleagues on probation, and retired colleagues, but excluding temporary colleagues) are eligible for preferential savings accounts with Skipton, subject to terms and conditions.

## **Colleague Discount Schemes**

Colleagues can take advantage of the great advice and a wide range of property services and products available across the Connells Group at discounted rates. This includes:

- Estate Agency fees (both Sales & Lettings)
- Mortgage Services
- Conveyancing & Surveying

## **Will Writing**

You and your friends and family can also access 50% discount on normal fees for single and mirror wills, and lasting power of attorney.



# Your Money

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**Alongside a competitive pay structure, Connells Group also rewards its colleagues with additional benefits and resources to acknowledge each individual's contribution, and some of these are extended to your family and friends.**

## **Workplace Pension Scheme**

You will be automatically enrolled into a pension scheme if you meet the following criteria:

- Are not already in a Connells Group pension scheme
- Are 22 years or older
- Are under state pension age
- Earn more than £10k a year
- Work in the UK

Your offer letter/contract of employment will provide more information on the scheme you are eligible to join. You can opt-in to join your eligible scheme even if you don't meet the above criteria.

## **Perks at Work**

Everyone has access to the discount platform Perks at Work which provides access to over 30,000 national and local discounts, on a huge range of products and services including Electronics, Home Appliances, Food and Groceries, Car Buying, Travel, Fitness, and much more. There is no cost to join, and you can even invite up to 5 family and friends to register. New colleagues will be able to access the platform in the month following their start date.

## **Gym Discounts**

We have partnered with a number of nationwide gyms, offering fantastic discounts to our colleagues.

## **Financial Planning**

All Connells Group colleagues can take advantage of colleague discounted rates for financial planning.



# Your Health

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**Connells Group are committed to supporting you in maintaining good health and wellbeing, through various available resources, to ensure that we all feel at our best and fully recognised for our contribution to the success of the Group.**

## **Aviva Digicare+ Workplace**

Aviva Digicare+ Workplace is an easy-to-use app that offers guidance and care for your physical and mental health.

The app provides the following range of health and wellbeing services for you and your eligible family members at your fingertips:

- **Digital GP** - You can receive the guidance you need from an NHS-registered private GP through the app and usually receive an appointment within 24 hours. You have access to 20-minute video consultations (including wrap-up time), which can be shared with your eligible family members.
- **Second Medical Opinion** - For an expert opinion on an initial diagnosis and treatment plan, this service can be shared between you and your eligible family members. These are UK based clinicians.
- **Mental Health Consultations** - To help with many types of issues, from workplace stress to money worries, big life changes and more. Includes bereavement support for the unfortunate times when you need it. This service can be shared between you and your eligible family members.
- **Nutritional Consultations** - Access to 30-minute consultations with a trained nutritionist, which can be shared with your eligible family members. It offers advice and guidance on optimal eating plans, how to change your relationship with food and breaking bad habits.
- **Wellbeing Library** - Online support on all kinds of situations, from family and relationships, money or work, mental or physical health conditions.
- **Annual Health Check** - Once you have registered for the Aviva Digicare+ Workplace app you can request a free annual health check. The test checks 20 different health markers and can help to spot risk of diabetes, cholesterol and liver health. Included is a personalised health report, with a follow up digital GP consultation.

### **Employee Assistance Programme (EAP)**

The Employee Assistance Programme (EAP), is a confidential support service provided by Telus, that can help you and your dependents solve a wide range of problems and challenges in your lives, at no cost to you. It offers timely, qualified assistance and support to help manage all of life's complexities.

The EAP can be contacted for free, 24 hours per day, 7 days per week so that you can access support when you want it. No matter what the nature of your issue, or how overwhelming it may seem, the wide scope of expertise available through EAP is there to support you as you work towards a positive resolution.

Whatever the concern is that you are experiencing, you can receive a series of support sessions, over the telephone, online or in person free of charge.

### **Health Cash Plan**

If you opt to take up the Westfield Health Cash Plan, you will be able to claim money back towards dental and/or optical expenses, as well as fixed cash pay-outs for unexpected events, like overnight stays in hospital. The level of cover you decide to choose determines what and how much you can claim.

### **Eye Care Vouchers**

Connells Group provide eyecare vouchers which cover eyesight tests booked only with Specsavers, the vouchers should be presented to the opticians prior to an examination.

On the completion of the eye examination, if it is identified that glasses are required solely and specifically for VDU use, Connells Group will fund these if you select from the applicable range of glasses.

### **Private Medical Scheme**

If eligible, you can claim for private medical treatment via this company paid taxable benefit. Your offer letter and/or contract of employment will confirm your eligibility.



# Your Sustainability



**We are committed to being a responsible business and building a sustainable future for our people, our environment and the communities we serve.**

## **Car Leasing Scheme**

We are delighted to have partnered with SG Fleet to offer the market leading benefit NovaleaseULEV. NovaleaseULEV is a car leasing scheme which provides a personally financed ULEV (ultra low emission vehicle) in exchange for a reduction in your salary. This is also known as salary sacrifice. Your monthly payment for the vehicle also includes the following:

- Servicing and full maintenance
- Tyres
- Consumables (i.e. brake pads/discs, wiper blades, bulbs)
- Roadside Assistance by National provider

With NovaleaseULEV the following choices can also be included:

- Fully comprehensive insurance (fixed for the duration of your term)
- Accident management (included as part of our fully comprehensive insurance)

## **Cycle Scheme**

The scheme allows eligible colleagues to purchase a bike in a tax-efficient manner, through a hire agreement over either 12 or 24 months, provided that the colleague uses the bike at least 50% of the time for qualifying journeys, which generally means commuting to work and meets all current HMRC criteria for tax and NI benefit.

## **Pennies from Heaven**

You can donate straight to our charity partner by signing up to Pennies from Heaven (now known as Microhive). The max you will donate per month is 99p and once you have signed up, your donations will be deducted direct from your pay, helping to make a difference to our partner charity.

## **Charity Partners**

We hold Group wide events with our charity partners, Mind across the year. Originally our goal was to raise a minimum of £20,000 for Mind within two years. However, in our first year alone, we smashed that target by raising £40,000! We also support a wide range of local fundraising events to support charities.

