



STAFF BENEFITS

Doing the right thing by our people

At Wainwright, we are committed to the wellbeing of our people. We know that you are our greatest asset: the team that ensures we thrive as a business and deliver quality and service to our customers.

That's why we've updated our staff benefits package. We want to ensure that we do the right thing by you all, giving you support for every phase of life.

This guide tells you what you are entitled to. If you have any questions or need further guidance, please contact Lisa or Kirsty in the People and Culture Department: pc@wainwright.co.uk.

FAMILY LEAVE



Maternity/Shared Parental Leave

3 months full pay, 3 months half pay, 3 months statutory pay, 3 months unpaid

Note: pay received over and above the statutory amount is to be repaid if you do not return to work or leave within six months of returning



Bereavement

If a close relative dies, we'll give you five days paid leave to help cope with your loss.

We'll also give you paid time off to attend the funeral of an extended family member. Please refer to our Bereavement Policy for full details.



Dependent's Leave

Maximum of 5 days per year to care for dependents



Paternity Leave

2 weeks full pay, 2 weeks statutory pay



PENSIONS

If you want to increase your pension contributions through salary sacrifice, you should signal this on your Staff Benefits Form. We'll take the extra from your salary before tax and pay it as employer contributions. That means you'll reduce your tax burden and pay less National Insurance.

Plus, we'll add the money we save on Employer National Insurance Contributions to your pension contribution – giving you an even greater benefit. For more information, please refer to the recording of the pensions presentation or ask about our next pensions clinic.



HOLIDAY

If you want to adjust your annual leave entitlement, you can buy or sell up to three days per year as part of a salary sacrifice scheme.

How it works

Add your holiday allowance preference to the Staff Benefits Form and return to the People & Culture team. We'll make the necessary adjustments to your annual leave entitlement and salary.



GYM MEMBERSHIP

Want to join a gym? We'll pay £20 per month towards your membership.

How it works

Opt for gym membership on your Staff Benefits Form and we'll ask to see proof of your membership. We'll then pay for your membership in full for the contract period, up to 12 months. Your share of the monthly fee will be deducted from your wages, while you'll pay a modest Benefit in Kind tax through PAYE for our contribution. This equates to £4 of additional tax per month for 20% taxpayers. If you leave Wainwright, any outstanding balance will be taken from your final pay.



OTHER BENEFITS

As a Wainwright employee, you already qualify for these benefits
(please note that some take effect after Probation):

- 4 x annual salary for life assurance/death in service
- Health cash plan, giving more than £1,000 cashback on routine medical expenses, including a wellbeing allowance
- Company sick pay
- Employee Assistance Programme (including free confidential counselling, and financial and legal advice)
- Dedicated Occupational Health support
- Employee discount schemes
- Travel and transport benefits, including Cycle to Work and paid business mileage
- Social events and special birthday celebrations
- Loyalty awards
- Flexible working
- Regular volunteering days
- Christmas bonuses (when business performance permits)
- Pasty runs and free tea and coffee at work

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