

Employee Benefits at Point Blank London

This document outlines the current benefits available to contracted employees of Point Blank, London, working in the UK.

1. Hybrid working

Most employees can split their work week between home and office allowing greater flexibility in the way you work and helping you improve your work life balance.

2. Flexible hours

Employees can often be accommodated with flexible working hours to fit in with their schedule.

3. Annual leave

Our annual leave allowance is 27 days holiday plus England/Wales bank holidays (pro rata if part time). Our leave year runs from January to December.

4. Medical insurance

We are delighted to be able to offer comprehensive medical insurance, following successful completion of probation period. Private medical insurance (PMI) gives you quick access to private facilities and treatments. It helps pay for any high, unexpected private medical bills you may need covered. This could be anything from physiotherapy sessions to major heart surgery. PMI also plays an important role in funding the early diagnosis of critical conditions.

The scheme offers comprehensive cover and also a unique rewards scheme, you can get active or drive well to earn points (with a linked fitness tracker or driving sensor) and the more points you earn, the bigger the rewards.

5. Pension

We operate an auto-enrolment to The People's Pension.

6. Funded volunteering opportunities

Point Blank has an ongoing relationship with *Feast with Us*, an amazing charity that provides regular access to nutritious meals, nutrition education and skills, for people suffering from food poverty (including homelessness). Volunteers are able to socialise and prepare meals with vulnerable adults from all walks of life and all food used is sourced from local shops that would otherwise be thrown away due to expiration dates.

All employees are entitled to paid time off each calendar year, to sign up and help out (2 days if you're full time/1 day if part-time). In addition to your support, for each volunteer we send, Point Blank donates £15 to cover basic cooking necessities and supplies.

7. Employee Assistance Programme (EAP)

Our EAP is available to help you deal with personal problems that might adversely impact your work performance, health and wellbeing. The EAP can offer you free:

- Home life support (budgets, debt, civil disputes)
- Work life assistance
- A range of webinars and wellbeing resources
- An initial assessment and in most cases up to six sessions of counselling which can be face-to-face, online or over the phone

8. Finish early on Fridays

If you're in a non-student facing full time role, working on a Friday, either in the office or at home, you can finish at 4pm to start your weekend a little earlier (as long as your workload allows).

If you are a student facing member of staff working on Friday afternoons, or are part time, please speak to your Head of Department to make alternative arrangements.

9. Training & development (including free Point Blank courses)

There is a budget put aside for staff training and development. Point Blank may recommend training during probation and as part of your annual appraisal to help you succeed in your role. However, you should feel free to speak at any time to your line manager about any training activities/events you are interested in. These can be professional or personal developmental pursuits and are dealt with on a case-by-case basis.

10. Cyclescheme

Cyclescheme is an employee benefit that saves you 26 – 30% on a new bike or accessories. You pay nothing upfront, and the payments are taken tax efficiently from your salary. This is how it works:

- You choose a bike and gear, from over 2,000 retailers nationwide
- We sort the finance
- The cost is then spread over 1 year or 4 years, through salary sacrifice (saving on the tax you pay), and can choose to own the bike at the end of it

11. Gym membership

We've arranged a special discounted rate with Better, saving you 10% on the standard membership for The Britannia Centre on Pitfield Street (or if you prefer you can select Hackney-wide, or UK membership).

The centre offers a modern, 150+ station gym, complete with state-of-the-art Technogym equipment, four studios offering a variety of fitness classes, a 25m 6-lane main swimming pool and rooftop tennis courts.

You can sign up online for a 12-month membership, currently £442.80 (£36.90 per month).

12. PB recognise and reward scheme

Every month you'll have the chance to nominate a colleague who you think is brilliant at their job or who has gone over and above to help you out. The person selected will receive a digital £50 gift voucher of their choice. You can nominate any employee, below Senior Manager level and it doesn't have to be someone in your own team.

13. Free eye tests

All employees who regularly use display screen equipment (DSE) can claim a full refund for the cost of the eye test from Point Blank.

14. Interest free loan for tech

Apply for an interest-free loan for tech, to help spread the cost over a full 12 months, straight from your salary.

15. BUPA dental plan

Sign up for a dental plan with BUPA and you can claim cash back for any routine or emergency dental care. We secure competitive rates, and you get to spread the cost over the year, directly from your pay.

16. Company maternity pay / adoption pay

For those who meet eligibility requirements, we offer enhanced maternity/adoption pay for the first 24 weeks of leave as follows:

- Full pay for the first 12 weeks of leave
- Half pay for the following 12 weeks of leave
- Statutory pay for the next 15 weeks of leave

17. Student discount card

All staff are eligible to sign up with Totum digital for free, or pay for a physical card valid for one, two or three years, offering a wide range of discounts online and on the high street.

18. Company events – including socials e.g. summer sports day, Christmas party

The quality of relationships in the workplace matters for employee health and well-being. Point Blank hosts regular social events to create a positive company culture and enhance working relationships.

19. PB buddy scheme

New joiners can be paired with a 'PB Buddy' to support their first few weeks at PB, answer any questions (not covered by the manager/induction), introduce them to the local area, facilities etc.