



SureCloud®

United Kingdom
**Employee
Benefits**

Work at SureCloud

SureCloud Benefits

Long Service Award

As a thank you for your continued hard work and loyalty to the organisation, at your 5 year anniversary we would like to offer you a £500 gift and at your 10 year anniversary a £1,000 gift of your choice. With this you can purchase the item you would like and expense it.

Maternity & Paternity Policy

- Full pay maternity leave for 3 months for eligible employees.
- Full pay paternity leave for 2 weeks for eligible employees.
- We will also allow you to work your usual hours over 4 days rather than 5 without a flexible working request upon return from maternity / paternity leave, up until your child's 2nd birthday for eligible employees.

SureCloud High-Flyer

SureCloud are eager to recognise and reward employees who have gone above and beyond their day-to-day role and displayed the company values and behaviours.

How It Works Employees can send nominations of other employees to the HR team with a brief reason of why they have nominated them and which company values and behaviours were met.

At the monthly company update, we will announce the winner of that month's 'SureCloud High-Flyer!'.

The employee who receives the 'SureCloud High-Flyer' will win a £150 voucher from their chosen retailer and certificate of recognition.

Birthday Leave

All employees receive an additional day off for their birthday. If your birthday falls on a weekend or bank holiday you will be able to take this either the week prior or the week after

Volunteering Day

This is an additional day off for you to volunteer your time to help others. It doesn't have to be with SureCloud's chosen charity (Children's Trust) but can be with any cause close to your location or heart.

Thirsty Thursday's

The fridge will be stocked each week and from 3:30pm onwards will be open to everyone in the office. Use this time to network with your colleagues.

Summer Hours

Reduced working hours with no change to holiday or pay over the summer period.

Core Hours

Core hours are 10am – 4pm, this means you can start earlier and finish earlier, or start later and finish later. For example, if you started at 10am you would finish at 6:30pm, working your full 8 hours. To utilise this benefit, please discuss with your line manager, as they need to be aware when you are working.

Pension - Standard Life



Our pension provider is Standard Life. All UK employees are automatically enrolled 3 months after their start date in line with auto-enrolment rules.

- Contributions are 5% employee and 3% employer in line with auto-enrolment minimum statutory contributions. You can increase the employee contribution amount by informing the HR team.
- You will receive a letter from SureCloud with more information regarding the scheme 2 months into your employment with SureCloud.
- For more details, please visit <https://www.standardlife.com>. The site contains useful tools and information about the pension scheme and the benefits of saving for retirement.

Tech & Cycle Scheme

The tech scheme allows employees to enjoy savings on an enormous range of tech products including laptops, phones, all-in-one PCs, tablets, and much more from either the 'Curry's PC world' store or 'Apple'. With interest-free deals, you can ensure you can save money on the latest tech whilst also spreading the cost over a 2 month period. There is no credit check and postage is free!



The cycle scheme allows employees to enjoy 25-39% savings on a new bike for work. You* choose a bike and or bike accessories, hire it for an agreed length of time, then snap it up for a fraction of its original value. It's like a year-round sale, with interest free credit available in over 2,000 retailers nationwide!

Once you have selected what bike / accessories you would like, you can use the online calculator (link provided below) to see how much you can save. You will receive an eCertificate to use at your chosen retailer which you can exchange for your gear in-store or online. When your Hire Agreement and salary sacrifice ends, Cyclescheme will contact you regarding ownership options at the end of your Hire Agreement. Participants on standard schemes tend to save between 25% and 39%.

bYond Card



This card is a prepaid cashback card. With it, you can earn up to 15% cashback when they shop in over 85 retailers, supermarkets and restaurants. This includes Asda, Boots, M&S, Primark, Sainsbury's and more.

To get your bYond card there is a £5 annual fee which you can expense.



Private Medical Cover

Employees are eligible for private medical health care paid for by SureCloud from their first day of employment. You can also add any partners and children (they must share the same address as you – the main policy holder) on the policy at no additional cost. Please be aware that this is a benefit in kind, which means it is a taxable benefit. Provided through Aviva, it covers:

- Hospital diagnosis & treatment
- Optical cover
- Treatment as an outpatient Mental health
- Employees also benefit from the 'Baby Bonus' which includes £100 for each baby born to or adopted (within a year of birth) by them or a family member.
- Dental



Airport Lounge Access



Through our membership with Spaces, all employees are eligible for a free DragonPass membership usually retailing from £68 per year. This membership gives you access to airport lounges across the world. Each visit to a lounge will cost £19 and comes with a number of perks. This could include free hot/cold food, free alcoholic & non- alcoholic drinks, snacks and entertainment. Please browse the available lounges before visiting, as services and opening times vary. Services may change depending on the lounge you visit, please ensure you check availability and book prior to traveling to avoid disappointment

Family Room	Disabled Access	Telephone Calls	Television
Flight Monitor	Air Conditioning	WiFi Access	A la Carte Menu
Non-Alcoholic Drinks (Hot/Cold)	Fruit	Snacks	Alcoholic Beverages
	Hot/Cold Food	Fax	SPA Treatment (Chargeable)

*Services may change depending on the lounge you visit, please ensure you check availability and book prior to traveling to avoid disappointment

Life Assurance Cover



SureCloud death in service covers all employees immediately upon start of employment. This is paid for by the company and does not cost anything to participate.

If eligible, the HR team will contact you directly informing you of the steps to take to participate in the scheme. You will be able to complete an 'expression of wish' form, which allows you to decide who will receive any Wbenefits.

Edenred Vision



Sight Test voucher: Covers the cost of a sight test in any of our confirmed opticians regardless of the instore list price.

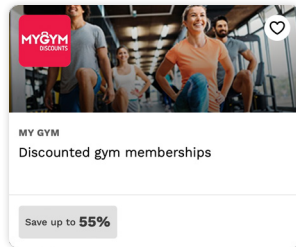
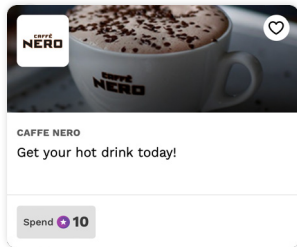
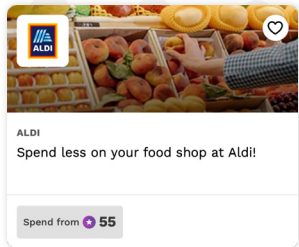
Spectacles voucher: Can be requested once an optician has completed the sight test and confirmed the employee requires spectacles for VDU use. The spectacles voucher will cover cost up to the value of £75.



Perkbox Membership

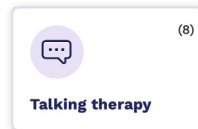
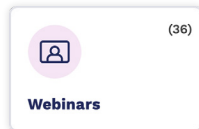
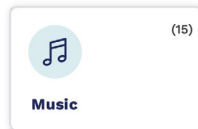
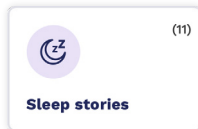
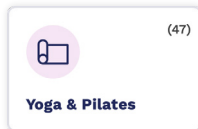
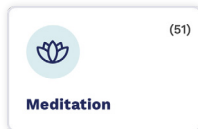
SureCloud is subscribed to Perkbox, an online platform providing access to hundreds of perks and discounts across a range of shops, entertainment, health and fitness, food and drink, plus other fun features for employees immediately once they start.

Your account will be topped up by 50 points per month for you to spend on lots of exciting perks.



Perkbox Wellness Hub

Extensive library of wellbeing content including workout videos, meditation guides and sleep stories.



SureCloud.®

For any queries regarding employee
benefits, access to management
systems etc.

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