

# Employee Benefits

## Holiday

Enjoy 25 days of holiday plus bank holidays, with an extra day added for every five full years of service, up to 28 days.

## Annual Discretionary Bonus

Earn more with our annual discretionary bonus: based on your performance and company success, it's your chance to shine and be rewarded!

## Pension Scheme

Secure your future with our pension scheme! Freyssinet will match your 5% contribution, plus you have the freedom to increase your savings anytime.

## Castor Scheme\*

Invest in your future with the Castor Shares scheme - buy up to £1800 of company shares, and we'll match up to £1500 of your investment.

## Global Mobility

Explore new opportunities worldwide with our mobility scheme—take your career across the globe within Freyssinet and the wider group!

## Private Healthcare

Enjoy peace of mind with BUPA healthcare. After probation, access full medical coverage, with the option to add family members plus basic dental cover for the employee.

## Company Sick Pay

Support when you're unwell – receive up to six months of full pay during illness, depending on your length of service.

## Life Assurance\*

Twice your salary, automatically covered. Rest easy with life assurance up to the age of 70, offering financial protection for your loved ones.

## Permanent Disability Insurance\*

Peace of mind for the Unexpected: If a medical diagnosis (disability) prevents you from ever returning to your role, you will be covered for a benefit of 1x salary—ensuring financial security when you need it most.

## Professional Memberships

Advance your career with a professional body membership (relevant to your job role) covered by us - just pay the fee, and claim back on expenses.

## Learning & Development

Grow with Freyssinet! Access to internal and external training courses and financial support for relevant professional qualifications to further your career.

## Long Service Awards

Celebrating your milestones! Receive special long service awards at 15, 20, and 25 years to show how much we appreciate your dedication

**GROW**  
with  
**Freyssinet**

## Benefits HUB

Shop smart with the Benefits Hub! Unlock hundreds of discounts and offers on the things you love.

## Car / Car Allowance\*

Enjoy the benefit of a company car or allowance - subject to role eligibility

## Ironbridge Gorge Museum

Access free entry for you and up to five guests at all Ironbridge Gorge Museums in Shropshire with our corporate annual pass

## Refer a Friend\*

Earn up to £1000 for referring a friend who fills a vacancy - it's your chance to earn while helping us grow!

## Annual Eye Test

Keep your eyes in check - book your annual eye test and claim the cost back on expenses.

*\* Subject to individual policy terms and conditions*

## Enhanced Maternity & Paternity

Take time for family with 14 weeks' full pay maternity and 2 weeks' paternity leave, available after 12 months of service.

## Income Protection Scheme\*

Stay protected with our income protection scheme. If you're facing long-term sickness for over six months, we cover up to 75% of your salary - providing peace of mind when you need it most

## Employee Assistance Programme

Support for every aspect of your wellbeing, 24/7. Whether it's mental, physical, or financial health, our Help at Hand service is always there

## Travel & Accident Insurance\*

Travel worry-free with 24/7 insurance coverage - whether you're commuting or traveling for work, we've got you covered.

## Cycle to Work\*

Spend up to £1500 on a bike and accessories, repaid conveniently through salary sacrifice.