



Energy Assets Employee Benefits

EVERYTHING CONNECTS

energyassets.co.uk

About the Group

Being part of the Energy Assets Group means you work for one of Britain's leading and fastest growing independent businesses in the energy services sector.

The company has its foundations in industrial and commercial meter asset management, meter installation and data provision and count some of the country's biggest brands and best-known public sector organisations among our customers.

However, through a programme of strategic acquisition and service innovation, Energy Assets has also become a leading player in the design, construction and ownership of multi-utility networks, and our customer base has extended to include major housebuilders as well as commercial developers. As of June 2019, Energy Assets employ over 750 people across the organisation, so you could be in good company!

Energy Assets Ltd

A leading independent multi-utility metering, data collection, analytics and energy network services business meeting the needs of energy suppliers and industrial and commercial brands.

Energy Assets Utilities

An end-to-end multi-utility network design and construction business working with housebuilders, developers and industrial and commercial organisations.

Energy Assets Networks

An independent distribution network operator managing thousands of 'final mile' electricity connection points for residential housing schemes and industrial and commercial developments.

Energy Assets Pipelines

An independent gas transporter managing the 'final mile' local gas networks serving the housebuilding and industrial and commercial sectors.



The benefits of being part of the Energy Assets Group


At Energy Assets, we recognise and value the contribution that everyone makes to the success of our business.


Energy Assets want to be a great place to work. As part of our commitment to this, Energy Assets aim to provide a unique and competitive set of Core Benefits which places employee wellbeing and engagement at its heart.

It is Energy Assets' hope that this will enable them to attract, recruit and retain talent within the Group.

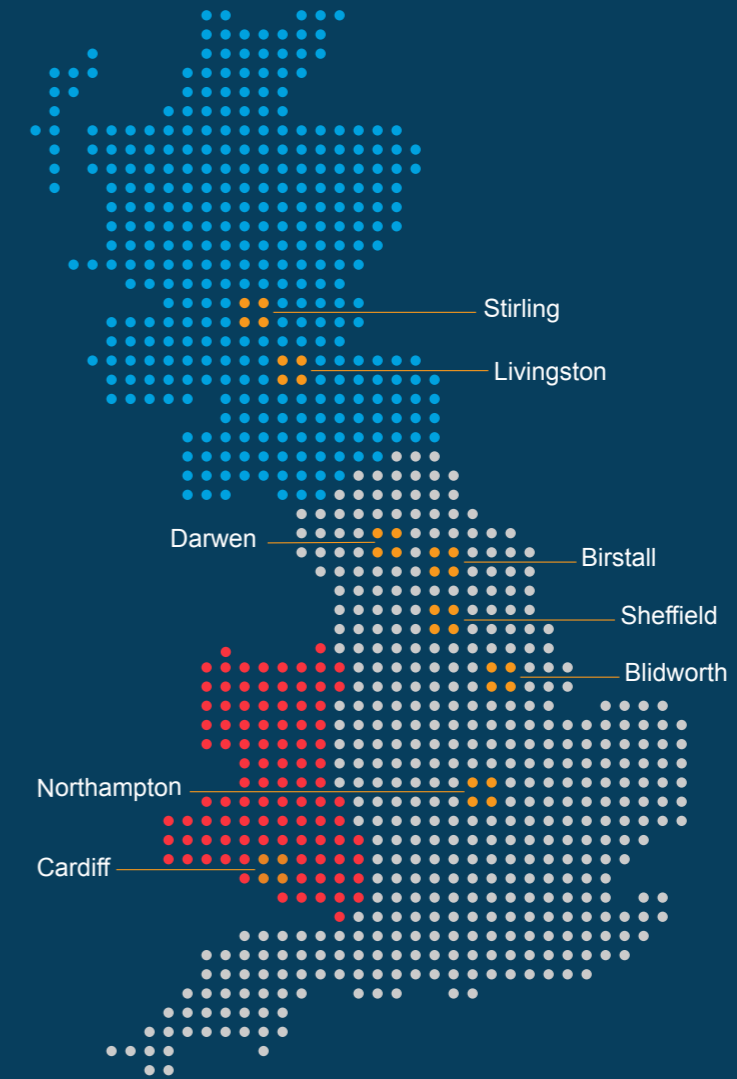
Energy Assets has created this guide to outline the benefits available to everyone working within the Group – please take some time to read through and think about how best to take advantage of any of the services and perks that are relevant to you and your family.

Energy Assets at a glance

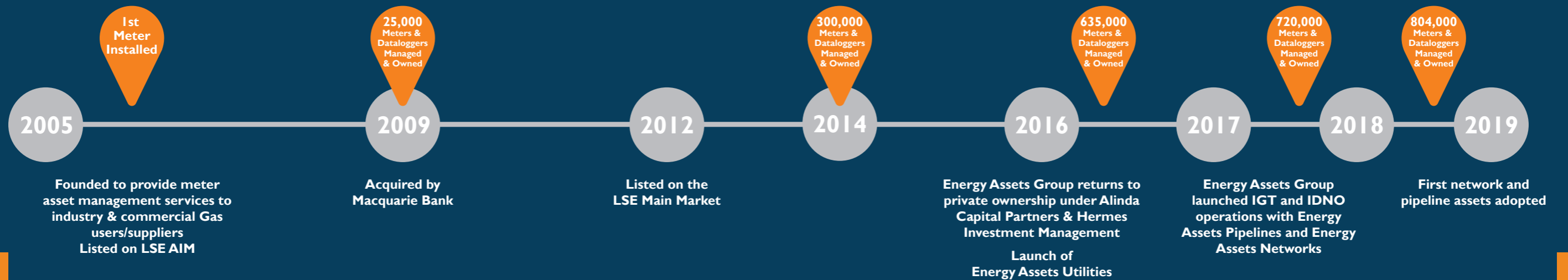
 **750+**
employees

 **800,000+**
metering &
data assets

 **50,000**
connected &
contracted
network assets



History is what Energy Assets make of it...



Our Commitment to You

Energy Assets offer our People a range of benefits (in addition to statutory entitlements) and many of these of most value are set out here. Energy Assets would encourage our People to take advantage of the Employee Assistance Programme and look at the Perkbox scheme, which offers a range of financial discounts and access for family members to leisure facilities...and much more.

Life Assurance

Energy Assets offer access to Life Assurance, (sometimes called Death in Service) benefits providing financial security and peace of mind for spouses, partners and loved ones should the worst happen. In the event that this benefit is needed it will be paid as a tax-free, cash lump sum directly to named beneficiaries. Full details are provided upon commencement.

Personal Accident Insurance

Upon commencement our employees gain access to Energy Assets Personal Accident Insurance which covers serious injury or death caused by an accident and provides 24-hour protection, so it can pay out whether you are injured at work or outside work.

The money can be used for whatever purpose, for example funding private consultations or treatments, making adaptations to the home or taking a break to recover.

Annual Leave

Energy Assets recognises the importance of achieving a good work life balance and supporting our People to take time away from work to rest, relax and enjoy their free time. In recognition of your commitment to getting the job done, Energy Assets offer our People a competitive annual leave entitlement inclusive of 8 public holidays per year.

Group Personal Pension Scheme

Access to a Personal Pension Scheme is a simple way to help save for the future so that you will have more money to continue doing the things you enjoy when you retire. The earlier you start to save, the more money you will have when you come to retire, as your money will have had time to grow.

Employees of the Energy Assets Group are eligible to join a defined benefit Pension Scheme which is administered on Energy Assets behalf by Legal & General (L&G).

Christmas Shutdown

Energy Assets like to finish the year strong and enter a new year refreshed and energised. Therefore Energy Assets have an annual Christmas and New Year shutdown across the Group.

The Group Personal Pension Scheme is run in line with auto enrolment requirements and ensures a single pension platform across the Energy Assets Group.

Energy Assets believe the Group Personal Pension Scheme meets the current and future needs of Energy Assets Group and all employees.

Joining instructions and further information are provided upon commencement.

You can find out more about workplace pensions at: www.gov.uk/workplacepensions



Long Service Recognition

Energy Assets believe it is important to acknowledge and reward our long serving employees. In support of this Energy Assets offer Long Service Awards, recognising and showing appreciation for individuals with beyond 10 years' service and commitment to the Group.

Long Service is recognised, communicated and celebrated amongst colleagues across the Group.



Family Friendly Policies:

Energy Assets understand how important it is for our employees to achieve a good work-life balance.

Energy Assets want to ensure that welcoming a new arrival into the family is an enjoyable time during pregnancy or an adoption process.

Energy Assets enable employees to attend antenatal appointments or matching meetings on a full pay basis.

Energy Assets is committed to supporting women and men in the workplace and we have a number of family friendly policies.

Maternity and Adoption Leave

Employees are entitled to up to 52 weeks maternity leave and, providing you meet the qualifying conditions, you are also entitled to up to 39 weeks Statutory Maternity Pay (SMP).

As well as flexible working patterns, there are other options available to support employees throughout their pregnancy and after the baby is born/adopted.

In addition to Statutory Maternity/Adoption entitlements Energy Assets is pleased to introduce enhanced Maternity/Adoption pay for all employees after completing two years' continuous service.



Paternity Leave

Becoming a new parent is an exciting time and Energy Assets want to ensure that both men and women benefit by enabling them to spend time at home as a new family.

In addition to Statutory Paternity Leave entitlements Energy Assets has introduced enhanced paternity for all employees after completing two years' continuous service.

Government Tax-Free Childcare

Tax-Free Childcare is a Government backed scheme which helps parents with the cost of childcare.

The scheme, which launched in April 2017, gives eligible families an extra 20% towards childcare costs.

Further information on the Government Tax-free Childcare can be found on the Gov.uk website.

www.gov.uk/tax-free-childcare

Shared Parental Leave

Energy Assets understand the importance of flexibility and therefore are happy to support Shared Parental Leave. This is a new way for parents to share statutory leave and pay on the birth/adoption of a child.

These benefits, if offered, are provided in addition to the employees basic annual salary and will be communicated during the course of the recruitment and selection process. It should also be noted that these benefits may be taxable.

Energy Asset's Maternity, Paternity, Adoption and Parental Leave policies and qualifying conditions are available via the HR Team: hr@energyassets.co.uk



Employee Assistance Programme

Employee physical and mental wellbeing is a key focus of Energy Assets People Strategy. Energy Assets recognise that from time to time everyone faces difficulties, whether that be personal, financial, legal or emotional. Energy Assets offer free and confidential access to a range of advice and support is available via the Employee Assistance Programme.

The Programme enables Energy Assets People to confidentially access support and advice on a range of subjects over the phone and face to face including:

- Financial advice
- Legal advice
- Bereavement support
- Counselling (both on the telephone and face-to-face)
- Family and relationships information
- Physical and mental health advice

Employees will also be able to access and benefit from a comprehensive online resource where you can seek information and advice on a wide range of topics to do with work-life, personal support, health & wellbeing.

This is a confidential and free service.





Workplace Benefits

Perkbox

As an added benefit for all employees, you automatically gain access to the reward and recognition platform supported by Perkbox. Upon commencement, employees are asked to register on the Perkbox site, enabling them to take advantage of a wide range of discounts, free perks and exclusive offers on a vast range of products and services.

In addition, employees can also access the Perkbox Wellness Hub, which provides home workouts, yoga classes, cookery tutorials and much, much more to help keep employees fit and well.

In total, there are more than 200* perks available online through a dedicated Energy Assets perks website www.perkbox.com/uk

Some great examples include*:

- Discounted gym memberships
- Free mobile phone insurance
- Free online movies

- Reduced price cinema tickets
- Savings of 4% with Amazon & Tesco and 5% at Sainsbury's
- Savings of up to 8% at over 50 high street stores, including Argos, Boots, Iceland, M&S

Professional Subscription

Energy Assets recognise the importance of continued professional development. In support of this, Energy Assets want to ensure our People maintain professional memberships to enable them to stay up to date with the latest trends and updates in their field of expertise.

Therefore Energy Assets will fund the annual subscription for membership of one professional body.

RISE Recruitment Referral Scheme

As a group Energy Assets is committed to identifying and recruiting a diverse and skilled workforce. As a growing business Energy Assets is always on the lookout for great people to join them.

The Group recognise our People are in a unique position to connect with potential candidates via their professional and personal networks.

In recognition of this all employees can benefit from a Recruitment Referral Bonus.

What's even better is there is no limit on the number of people that can be referred!

Cycle to Work

Employees can access Energy Assets Cycle to Work Scheme via the Perkbox platform and take advantage of savings of up to 45%* on the cost of a new bicycle and accessories.

The Scheme is run on a salary sacrifice basis.

Eye Care

Energy Assets provide our People a Specsavers voucher if glasses are required for VDU use. The eye care voucher entitles employees to a full eye examination and either a discount or contribution towards glasses.

There is something for everyone, making Energy Assets **the** place to work.



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