



PARTNER BENEFITS

UK



More than an employee - a partner

Emperor is an employee-owned business. This means you are a partner in our Employee Owned Trust (EOT). This aims to give our partners a sense of belonging, accountability and the right to have a say about the running of our company, its future plans and opportunities.

Employee ownership Partner Dividend

Permanent staff eligible after 12 months service. Scheme rules apply.

Life Assurance

To provide a lump sum payment in the event of your death (four times salary). On joining.

Group Personal Pension

To provide you with an income in retirement. Following completion of your probationary period. Salary sacrifice available. 3% Employer, and 5% Employee contribution. Provider is Aegon.

Private Medical Insurance

To ensure the best medical support in the event of illness. Eligible after 1 year.

Holiday Entitlement

Basic entitlement of 25 days plus one additional day each holiday year after you complete another year's service (up to a maximum of 30 days holiday).

A day off on your birthday

It's your day... take the day off and celebrate. On joining.

Family Friendly policy

Enhanced maternity and paternity pay provisions dependent on service. Return To Work bonus also available (conditions apply).

Ride2Work Scheme

Salary sacrifice scheme enabling you to make savings on bikes. On completion of your probationary period. *Scheme Number C13955. www.evanscycles.com/ride2work*

Eye Care

To cover the cost of eye-care check-ups. Reimbursement of cost of an eye test every 12 months and £60 contribution towards frames/lenses. On completion of your probationary period.

Partner Assistance Programme

Professional and confidential telephone counselling service. Available to all Partners and immediate family. On joining. *Phone: +44(0)117 934 0456.*

Support for charity and volunteer time

Emperor will match £100 for money raised by any of your charitable initiatives along with paid time off to support a charity of your choice. On completion of your probationary period.

Emperor Team

Active Green Team, Community and Social Committees.

Bank Holiday Swap

Swap any Bank Holiday excluding 25th and 26th Dec and 1st Jan (plus 2nd Jan for Scotland). Swap limited to 2 days per person, per year.

Interest free travel and car parking loans

To allow you to spread the cost of your travel to work. On completion of your probationary period.

Paid Jury Duty

10 days paid jury duty.

Electric Vehicles EV leasing Scheme

Electric Vehicles leasing scheme. Discretionary terms and conditions apply.

Tuition Assistance and Study Leave

Encouraging further professional development. Consideration of up to 100% of the costs of continuing education.

Perkbox

A discounted online shopping platform for all employees. On joining.

Referral Fee

Paid when the new partner successfully completes their probation. Terms apply.

Wellness

Paid company sick pay, TOIL, Leave of Absence, L&D programme, flu jabs, fruit delivery, financial and mortgage advice, cook-a-longs, Monthly Match-Up, Arts & Crafts, Book Club.

Partner Voice

Feedback from partners via monthly drop-in sessions, formal voice sessions and weekly pulse survey used to inform and influence decision making.

Speak Up

It's not always easy to raise concerns about possible misconduct but we encourage you to come forward with any concerns and speak up! All incidents will be dealt with sensitively and in confidence.

You're part of a Climate Positive Workforce

In partnership with Ecologi, your entire personal carbon footprint is offset. We help fund climate projects and plant trees in our very own forest.