



Our Total Reward Package

Benefits

- **Pension**

All our employees are eligible to join our high quality stakeholder+ pension scheme from the first day that they start with us. As well as a generous company contribution towards their pension plan, our people can benefit from life assurance cover of 4 times their salary.

Our people also have the choice to benefit from our pension saver scheme which enables them to benefit from an increase in their net pay (take home pay), without any loss to their pension benefits (through a salary sacrifice arrangement).

- **Childcare Vouchers**

Our people can make savings on childcare costs by converting some of their salary into childcare vouchers (through a salary sacrifice arrangement). The childcare voucher scheme is provided by the business to help parents and legal guardians save money on their childcare costs.

- **Water Bill Saver**

Colleagues who are Yorkshire Water customers for both clean and waste water, have the option to pay their water bill through a salary sacrifice arrangement, meaning an increase in their net pay (take home pay).

- **Health Screening**

All our people have access to Occupational Health advice which includes giving support and assistance in lifestyle issues such as giving up smoking and healthy eating. A series of health promotion topics run throughout the year. We have an ongoing health surveillance programme for our operational colleagues. We also provide free eye tests for all our colleagues. In addition, we provide physiotherapy and counselling for those colleagues who would benefit from early access to these services.

- **Voluntary Benefits**

Employee Lifestyle Benefits is our voluntary on-line benefits package for colleagues in the Kelda Group. This benefit provides access to online and in-store discounts or cashback on a wide range of products including retail vouchers, fashion, entertainment, electronics, financial products and family days out/holidays. We also have some Kelda specific benefits which we also host on this site.

- **Social Club**

Our social club is open to all employees from across the region. Members enjoy a range of discounted events throughout the year for a small monthly membership fee.

- **Gym Facilities**

Club Aqua is the onsite gym based at our Bradford location and is available for all colleagues to use for a discounted monthly membership fee. Discounts are also available to colleagues who use other gym facilities closer to home through our voluntary benefits package - Employee Lifestyle Benefits.



- **Cycle to Work**

Colleagues are able to sign up to our cycle to work benefit which runs annually, through a salary sacrifice arrangement, meaning an increase in their net pay (take home pay).