

A background image showing the silhouettes of two people and a dog on a beach at sunset. The sun is low on the horizon, creating a warm orange glow. The water is calm, reflecting the sky and the figures. A dog is visible on the right side of the beach.

Benefits Summary

UNITED KINGDOM

These benefits apply to Greene Tweed employees located in the United Kingdom.

This document summarizes available benefits available; however, additional terms, conditions, and limitations may apply.

STATUTORY BENEFITS

Bank/Public Holidays

Greene Tweed provides employees with paid time off for bank/public holidays.

Leave

Greene Tweed will provide employees with maternity, paternity, and sickness leaves above the statutory requirements.

INSURANCE BENEFITS

Life Insurance

Greene Tweed offers a Life Insurance Policy to all employees. The payment to your estate will be three times your salary.

Group Medical

Greene Tweed offers eligible employees and dependants private medical and dental coverage activated on the employee's start date. Greene Tweed will pay 100% of the contribution. This includes full coverage for most in-patient and out-patient consultations and tests.

Business Travel

Greene Tweed will provide coverage for medical costs due to an accident while traveling on company business inside and outside the UK.

RETIREMENT BENEFITS

Pension Scheme

Upon hire, employees are entitled to join the Company Pension Scheme. Contributions are based on level and position within the company.

PROPOSED CONTRIBUTIONS	TIER 2 SCHEME		TIER 1 SCHEME	
	Employees	Employers	Employees	Employers
Less Than 3 Years	4%	5%	4%	6%
	>5%	5%	5%	7%
			6%	8%
			>6%	8%
Greater Than 3 Years	4%	9%	4%	10%
	>5%	9%	5%	12%
			6%	14%
			>6%	14%

ADDITIONAL BENEFITS

Holiday Information

In addition to the usual bank and public holidays, employees are entitled to 25-30 days of holiday entitlement based on service (prorated the first year).

EAP – Employee Assistance Program

Greene Tweed offers employees an EAP program that will confidentially help with a wide variety of personal and work concerns, such as stress, parenting, substance abuse, financial, relationship, and family issues.

Healthcare & Wellbeing

Free eye tests, flu vaccination, annual health screenings, on-site gym, cycle to work scheme, game room, quiet room and on-site canteen with healthy eating options.

Employee Reward & Recognition

Greene Tweed offers a program that recognizes and rewards both individuals and teams that demonstrate innovation and excellence in the organization while utilizing the Principles that Guide Our Behavior. The reward amount is \$400 USD equivalent for nominated employees.

Education Assistance

Eligible employees may receive educational reimbursement based on an approved program of study. The annual calendar year reimbursement maximum amount is \$10,000 USD equivalent.

Bonus (AIP/SIP)

Greene Tweed employees are eligible for an annual bonus, Annual Incentive Plan (AIP), or Sales Incentive Plan (SIP), in accordance with the plan documents. Incentives are based on company and individual performance. Each employee has an incentive target expressed as a percentage or amount of base pay. Incentive targets are based on country market practices.

Car Allowance

Greene Tweed offers eligible employees a car allowance.

GREENE TWEED OFFERS A PROGRAM THAT RECOGNIZES AND REWARDS BOTH INDIVIDUALS AND TEAMS THAT DEMONSTRATE INNOVATION AND EXCELLENCE IN THE ORGANIZATION.

