

# Ground & Water Employee Benefits



Ground & Water understand that people have a variety of needs and motivations. We are committed to providing you with a holistic package that helps improve well-being and lifestyle whilst providing purpose and motivation through a variety of incentives and benefits.

## Support Policies



4% pension contribution

Enhanced maternity leave

Enhanced paternity leave

Enhanced sickness pay

*You are more than just an employee, G&W believe in supporting the team.*

## Training & Development



Professional fee reimbursement

Individual allowance for complementary training courses

Regular CPD sessions

Mentoring & Chartership support

*We actively encourage and support your personal goals and development.*

## Health & Wellbeing



Paycare Healthcare

Annual sports allowance

Access to Mental Health First Aiders

Promotion of wellbeing initiatives

*Your wellbeing is a top priority, you can only be the best when you are feeling your best.*

## Social Responsibility



2 CSR days

Actively promote outreach opportunities

*At G&W we understand that we all have a part to play in building a better society, we offer 2 days paid leave for the team to help out in the local community and for causes close to your heart.*

## Teamwork & Socials



Regular team events

Annual team awards

Celebration of personal milestones

Workiversary gifts

*To aid team cohesion, we socialise regularly and celebrate collective and individual achievements.*

## G&W Culture



Hybrid working, flexi time and casual dress

Increased holiday with tenure

Your birthday off!

Ideas and suggestions welcomed

*We believe in having inclusive and agile working arrangements with reward for continued dedication.*