



WELLBEING



Company paid **Private Medical Plan** and access to a **Virtual GP** for you and your family.

Stop and take stock of your health and wellbeing, with a company funded **health assessment**.

Take advantage of **discounted gym membership** and save up to 42% on the cost of a new bike with the **Cycle to Work scheme**.

Whether your teeth are in super condition or need a bit of attention, the voluntary **Dental insurance plan** may be for you.

FINANCE

Pension: You have the option to either:

- Contribute up to 5% of your basic pay with 2:1 **matching from Vodafone up to 10%**. You can also make Additional Voluntary Contributions
- If you are impacted by the pension tax allowances, you may elect to cap pension contributions and receive the balance as a taxable cash alternative
- If you've registered for one of the HMRC's Lifetime Allowance protections, you don't have to join the pension plan and can receive the company pension contribution as a taxable cash allowance instead.



Life cover of 3x your basic salary and the option to increase to 8x at your cost at competitive rates

- If you become seriously ill, the **Income protection scheme will pay 50% of your basic salary** until you can return to work or you reach your State Pension Age. You also have the option to take **Critical illness insurance** which will pay out a lump sum if you become ill.
- Share in Vodafone's future success with the **ShareSave scheme**, you can save up to £375 per month over 3 or 5 years with the choice of buying Vodafone shares at the end of the savings period.

FAMILY



52 weeks of maternity / adoption leave of which **39 weeks are paid:**

- Return to work before the 39 weeks and we will pay a **Returner Bonus**.
- Enjoy a phased return, working 80% of your hours for full pay for the first 6 months after maternity leave.

16 weeks of paid Paternity leave. Parental leave and Shared Parental leave.

TIME OFF

28 days of holiday plus Public/Bank holidays.

Additional day of leave when you complete 5, 10 and 15 years of service.

Option to trade buy or sell one contractual week of holiday in December for the following holiday year.



CAR



You can benefit from a **company funded car of £580 per month + private fuel; OR**

You can instead choose to take a **cash alternative of £630** per month.

GIVING SOMETHING BACK

You will have **5 days per year** to support a charity that means something to you.



VODAFONE & RETAIL DISCOUNTS



SIM only and/or pay monthly handset contract discounts for you and SIM only discounts for your family.

Access to a wide range of retail discounts, saving you money on everyday purchases, holidays, cinema tickets or days out.