

# DLL Benefit Highlights 2025

1. Fun and collaborative company culture with opportunities for growth
2. Flexible Hybrid Working
3. Non-contributory pension scheme of up to 15%
4. Individual Bonus
5. Free financial wellbeing support



## Financial

- Bonus opportunities
- Non-contributory pension scheme
  - Ages 18-24 8% of your salary
  - Ages 25-39 12% of your salary
  - Ages 40+ 15% of your salary
- Car allowances for applicable roles
- Quarterly recognition awards
- Long service anniversary awards
- “Refer a Friend” bonus scheme (£1000 on joining)
- Free financial wellbeing support



## Other perks

- Learning and Development scope for career progression & study support
- Working from home equipment, including screens and smartphones depending on role
- Electric car salary sacrifice scheme.
- Social, Networking, Active and Volunteering events
- Car Parking, Free Bus Service and a car share scheme
- Give As you Earn tax-free charitable donation scheme.



## Wellbeing



### Health

- Gym membership monthly contribution
- Employee Assistance Program
- Local Mental Health First Aiders
- Thrive Mental Wellbeing & My Heathy Advantage App
- Annual Eyecare & Flu vaccination Vouchers
- Cycle to work scheme



### Time off

- 25 days per calendar year, rising to 30 days after 5 years' service
- Statutory public holiday days
- Two paid community service days annually
- Additional unpaid leave options
- Enhanced maternity, paternity, adoption and shared parental leave



### Insurance

- Private Medical Insurance
- Income protection
- Life Assurance -In the event of your death, a lump sum payment of x10 your basic salary, subject to an earnings cap, paid to nominated beneficiaries (*subject to the Inland Revenue guidelines and the Scheme Trustees' approval*)