



My Benefits

your guide to your Benefits at
Compass Group UK







Welcome to your exclusive Compass benefits!

We're delighted to offer you a variety of benefits to support your overall wellbeing. In here you will find the benefits available to you and information on how to access them. This booklet has something for everyone whether you'd like to find out more about your pension, you're thinking about your career development, want to find out more about flexible working, need to speak to someone through our Employee Assistance Programme or want to save some cash from your everyday shopping.

We hope this provides you with enough information to make the most of your benefits and for more details please speak to your recruiter.

Jodi Lea

Interim Chief People Officer
Compass Group UK & Ireland





Perks at Work

Your exclusive benefits and wellbeing platform.

Perks at Work is our go to hub of all the amazing extras you can receive as a colleague. It stores all the information on the benefits available to you. It is also a savings and discounts site which enables you to make your money go further with savings from everyday shopping at supermarkets, cinema tickets, clothes, technology, utilities, family days out and holidays. New starters will receive an e-mail with instructions on how to register.

Spread the word to your family and friends.

Share your savings with up to five additional family members or close friends. Just select 'Invite a Friend' and they can enjoy the same savings as you excluding all "Exclusives" benefits which are only available to Compass colleagues.

Development



Personal Development

Colleagues have access to hundreds of modules of free training through MyLearning. As well as job-related training there are lots of courses from communication to cooking to mental well-being all at your fingertips.



Compass Community: Your Internal Careers Hub

With thousands of locations and roles across UK&I colleagues can search for roles through People on the Move and receive priority internal application status when applying for a new job opportunity. Colleagues can also gain access to the Community Newsletter and other useful resources.

CAREER PATHWAYS

Career Pathways

Compass has developed a set of pathways for everyone in the Compass family - from frontline teams such as cleaning and culinary through to our central functions and support staff. Our Career Pathways offer you a variety of development options whether you want to: 'Move Up', 'Move Across' or 'Master your Craft'.



Flexible Working



Flexible Working Culture

Compass understands how important flexibility is to help support our colleague's lifestyles. All colleagues are entitled to request flexible working to help balance their home and work life.



Additional Leave Purchase

Compass is committed to supporting our colleagues work-life balance and acknowledges that some colleagues may wish to take more than their standard contractual annual leave entitlement. Additional Leave Purchase gives colleagues the opportunity to purchase additional holiday, up to a maximum of ten days (for full-time colleagues).

* Subject to qualifying conditions and eligibility.





Recognition



BE A STAR

Be A Star

Rolling out the red carpet to recognise our teams! Recognising our people isn't something "extra" to do. It's the natural and the right thing to do.

- Anyone can nominate another colleague
- Winners receive **£250**
- Winners and their nominator are invited to a special 'lunch on us' event.
- One overall winner will receive **£10,000** at the end of the year.



Long Service Awards

Colleagues are recognised for reaching milestone years for their loyalty and commitment to Compass. Recognitions are marked every **5 years**. Are you due a long service award? Speak to your line manager to find out more.



Emotional Wellbeing

YOU MATTER

You Matter

We aim to promote and support the mental health and wellbeing of our colleagues. We want to create positive working environments, a culture of openness and acceptance, encourage colleagues to look out for each other's mental health as well as their own and the time to talk ensuring that managers and colleagues know where to go for support in dealing with mental health issues.



Employee Assistance Programme

Our EAP provides you with a wide range of advice and support on personal and work-related situations that you may need some help or guidance to work through. Colleagues can contact experienced, professional counsellors for free confidential and impartial support **24 /7, 365 days** a year if they would like to discuss any issue.



Physical Wellbeing



Aviva DigiCare+ Workplace App

At Compass, our colleague's health and wellbeing is important to us. We have partnered with Aviva and Square Health to provide you and your immediate family with the Aviva DigiCare+ Workplace app. The range of confidential free healthcare services are quick and easy to access. This includes:

- Annual health Check*
- Digital GP
- Mental Health Consultations
- Nutritional Consultations
- Second Medical Opinion

*Employees only



Gym and Health Club Discounts

Compass has partnered with PureGym and Nuffield Health Club to offer our colleagues exclusive membership discounts to support your physical wellbeing.



Community Online Academy

The Community Online Academy is a free wellbeing resource offered by Perks at Work. You can join in on interactive classes (kids and adults) via Zoom with top quality instructors. From physical to emotional wellbeing, the Community Online Academy is here to help you stay healthy, curious and connected."



Medicash

Compass offers a discounted health cash plan that provides cash back on a wide range of medical treatments. With a small monthly payment, it is a simple, affordable way to cover healthcare costs for you and your family.

Cover includes but is not limited to:

- Dental treatment and or injury
- Optical costs including contact lenses
- Consultant appointments

Healthy Eating



Nourished Life

Nourished Life is our dedicated website that focuses on several key areas including food and nutrition, lifestyle, sleep, recipes and direct interaction with Compass health and nutrition experts. You can find expert information on allergens and nutrients, key advice on the importance of sleeping well and over 100 different recipes specifically designed to make at home.



Financial Wellbeing



Financial Wellbeing Programme

Money is often a difficult topic to talk about with others. Compass have partnered with HSBC UK to deliver a financial wellbeing programme that offers:

- Financial wellbeing webinars
- Confidential 1:1 financial health check
- A financial fitness hub

No matter what stage of life you're at, this programme is designed to empower you to take control of your finances now and for the future.



Pension

Saving for our future is important to our financial wellbeing. We have partnered with NEST to provide our pension's auto-enrolment scheme. Contributions start at 3% employer and 5% colleague, but you can contribute more if you wish.

Compass colleagues also have the option to join an occupational Money Purchase Pension Scheme called CRISP (Compass Retirement Income Savings Plan) which is administered by Aviva. Depending on your business area there may be other schemes available.

* Subject to qualifying conditions and eligibility.



Financial Wellbeing

A red circular logo with the text "Salary Finance" in white, tilted at an angle.

Salary Finance

Salary Finance

To support our colleague's financial wellbeing, we have partnered with Salary Finance to provide you with a set of salary-linked financial wellbeing products and educational resources.

Colleagues can access:

- Affordable loans repaid through your salary
- Advance up to 50% of your earned pay
- Save into a savings account directly from your salary
- Help to Save- a government-backed saving scheme with tax free bonuses
- Money insights- videos, tools and much more to help you manage your money better

* Subject to qualifying conditions and eligibility.

Weekly paid and no guaranteed hours colleagues are not eligible for this benefit.



Life Assurance

We recognise that having provision for your loved ones in unfortunate unforeseen circumstances is important. We therefore offer a Death in Service benefit for colleagues with over one year's service.





helping
hands

Helping Hands Funds

Our Helping Hands Funds has been set up to provide emergency financial assistance for colleagues in times of need. Colleagues can apply for a grant as a one-off payment or in instalments to help cover emergency or unexpected payments. Any decisions are final and there is no right to appeal.

* Subject to qualifying conditions and eligibility.



Sharebuy Scheme

Sharebuy is a flexible, tax-efficient way to invest money from your monthly salary to buy shares in Compass. Colleagues can join the scheme after six months service with Compass, by choosing to invest a fixed amount of your gross salary (before tax & NI) or a lump sum up to a maximum of 10% of your salary.

* Subject to qualifying conditions and eligibility.



Other Benefits



From Babies with Love

To support new parents Compass has partnered with From Babies with Love to provide a gift from a selection of beautiful, ethical baby gifts and clothes. From Babies with Love is a wonderful charity whose profits go to helping under-privileged children all over the world. All parents – mothers, fathers, same-sex partners, and adoptive parents – are eligible to receive a gift when their child arrives. For more information, please speak to your line manager.

Compass Recruits
Powering Compass Group

Refer a Friend Scheme

Our Refer a Friend scheme is a great opportunity for existing colleagues to shout about what a great company Compass is and recommend the company to your family and friends. Colleagues can earn from £200 to £500 for a successful referral who has been employed with the business for a period of 6 months.



Display Screen Eye Test

Compass will provide an eye examination voucher for those requiring a Display Screen Eye Test. If spectacles are required for DSE then Compass will also contribute to the cost of basic spectacles. For more information please speak with your line manager.



Payroll Giving

We're proud to offer you Payroll Giving as part of your employee benefits package. It's a simple, safe, and tax-free way to donate to any UK charities or charitable causes that you care about.



Other Benefits



Vodafone

Compass has teamed up with Vodafone to offer our colleagues exclusive discounts on a variety of Vodafone's products.



Sales Heroes Are Rewarded Equally (S.H.A.R.E)

S.H.A.R.E. (Sales Heroes Are Rewarded Equally) is our exciting sales scheme incentive, aimed at all our colleagues.

The scheme gives everyone an opportunity to be rewarded for providing legitimate qualified sales leads.

* Subject to qualifying conditions and eligibility.





Vauxhall Car Scheme

We have partnered with Vauxhall to provide our Car Saving Scheme. The scheme offers you exclusive access to boosted discounts on a range of brand-new Vauxhall vehicles. You can also nominate three family or friends per year.



Discounted UK Stays & Venue Collection

Thinking of a staycation? Colleagues can access exclusive offers at five different locations across the UK. This offer includes bed and breakfast (dinner at some locations).

Venue Collection provides a selection of diverse event spaces to meet your objectives and support your event goals at a discounted rate.



The benefits contained in this booklet are non-contractual and management reserves the right to amend any of these benefits at any time.

All information is correct as at February 2025.