

REWARD & BENEFITS



EMPLOYEE VALUE PROPOSITION (EVP)

WHAT IS IT?

An employee value proposition (EVP) is the set of benefits that we offer our people in return for the skills, experience and qualities that they bring to their role and the business.

IN SIMPLE TERMS...

it's what's in it for you! And our EVP covers 5 areas; reward & benefits, wellbeing, our environment (Sewell), career growth and our culture.





WE VALUE TALENT, CULTURE & HARD WORK. IN RETURN, WE REWARD WITH A GREAT OFFER...

£ REWARDS & BENEFITS

🐝 WELLBEING

🌍 OUR WORLD — OUR ENVIRONMENT

🚀 CAREER (GROWTH/ADVANCEMENT)

👥 OUR CULTURE — OUR PERSONALITY

SEWELL | EVP

WE REWARD THE BEST TALENT AROUND

- Pay/Salary
 - Benchmarked & competitive
- Gainshare/bonus
 - a share of profits, based on hard work and performance
- Company Car scheme*
- Bike2Work*
- Technology scheme*
- Auto enrolment pension
 - incl. advice & support
- SOTG store discount
- Holidays
 - over and above basic days
 - option to 'buy' up to 5 days
- Perks at Work
 - 1000's of retail savings
 - discounts on utilities, holidays and airport services
- Length of service and milestone celebrations

WE WANT A SAFE & HEALTHY TEAM

- Employee Assistance Programme (E.A.P)
 - trained, confidential industry professionals
 - confidential online and phone support
- Private Medical Insurance*
- BHSF Health Cash Plan
- Flexible working
 - ☺ work/life balance
- Funded counselling support
- Tommy Coyle gym
 - access to all facilities
 - free classes
 - 'bootcamp' discounts
- Nutrition Awareness sessions
- Musculoskeletal support
- Benevolent fund**
- Financial Wellbeing guidance
- Mental health first aiders
- Grocery Aid (SOTG)

OUR CULTURE IS OUR USP

- Vision, Mission & Outrageous Ambition
- Sewell Behaviours
- Safety culture
- Vitality Curve
 - challenging culture fit & performance, and rewarding hard work
- Trustworthy and loyal teams
- A strong and respected Brand
- Reputation for delivering quality
- Feedback rich culture
- Repeat business based on long-term relationships

TRAINING & GROWTH FOR ALL

- Apprenticeships
- Graduate opportunities
- Talent Takeaway
 - Internal growth & progression
- Personal Business Plans
- Mentoring programme
- External leadership coaching
- Online Learning Management System
 - iHasco, CPL
- 360 Appraisals
- PRINT Profiles
- Academic sponsorship
- Membership funding
- L&D over & above core skills
- Funding to support growth outside core skills and expertise**
- We challenge & expose

OUR WORLD IS YOUR WORLD

- Volunteer days
 - 5 paid days per annum to 'give back'
- Safe working environments
- Innovative tech platform
- World-class facilities
- Freedom and autonomy to deliver
- Vibrant & engaging culture
- People-orientated
- 'World-class' colleagues
- Transparency – you get to learn everything we know
- Commitment to social value and the community
- A strong Group structure with healthy job security

*these benefits are dependent upon a basic level of earnings

** these are linked to an annual available fund pot