

# SEWELL EMPLOYEE VALUE PROPOSITION (EVP)

our flexible reward & benefits offer



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# BESPOKE, FLEXIBLE, SUPPORTIVE, & UNIQUE

Designed for our  
people, by our people



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# REWARD & BENEFITS

## PAY & SALARY

Regularly benchmarked and market competitive. Reviewed annually for growth and potential cost of living increases.

## BONUS

Annual bonus opportunities linked to company and individual performance.

## CO-OWNER PROFIT SHARE (COPS)

We're 25% employee owned, meaning our 'Co-Owners' have a share in the retained profits of the Estates Group.

## COMPANY CAR SCHEME\*

Salary sacrifice options on hybrid, PHEV and electric cars, including servicing, maintenance and insurance.

## BIKE 2 WORK SCHEME\*

Get on your [new] bike through the scheme and pay the cost (minus some savings) back over 12 months.

## TECH SCHEME\*

Get the latest tech worth up to £1,500 from Curry's and pay back over 24 or 36 months.

## HOLIDAYS

Over and above statutory entitlement. Paid Bank Holiday days (subject to contract). Length of Service uplifts at 5, 10, and 15 year milestones.

## BUY HOLIDAYS

Tight on leave? You can 'buy' up to one week's leave per annum (contracted working week).

## CELEBRATIONS

We like to celebrate with our work family which is why we recognise length of service, life and family milestone gifts.

## PENSION

Auto-enrolment pension scheme with Aviva (or People's Pension for I&G). Better quality control of your funds along with wider Aviva discount offers.

Pension insight/advice sessions available.

Apps available for both providers in device app stores.

## ON THE GO DISCOUNT

Staff and family member discounts in our Sewell onthego stores of up to 20% on groceries, up to 8p/L on fuel and low-cost car washes.

## PERKS AT WORK

Discount platform. Collect points or save money on 100's of retailers, including high street, home, garden, groceries and utilities. Hotels, airport parking, attraction tickets and cinema discounts included.

Visit the website here: [Perks at Work](#).

\*these benefits are subject to a basic level of earnings



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# HEALTH & WELLBEING

## EMPLOYEE ASSISTANCE PROGRAMME (EAP)

Our EAP provides confidential online and phone support for our people and families, all delivered by trained professionals.

Stress & anxiety | legal, finance and debt advice | relationship difficulties | bereavement | family concerns.

## FLEXIBLE WORKING

We encourage a healthy work/life balance. Read our Flexible Working Policy on the Hub.

## HEALTH CASH PLAN

Cost option through BHSF for our people to claim money back on a range of everyday healthcare costs including dental, optical and therapies.

## PRIVATE MEDICAL INSURANCE\* (PMI)

Salary sacrifice option for our people and their family. Our current provider is BUPA.

## EYE TESTS

Standard eye tests reimbursed for all our team members, not just DSE users.

## ENHANCED PARENTAL LEAVE & PAY\*\*

Family is important to us, and this extends into our parental leave policies.

Paternity leave: 1-month full pay. Maternity leave: minimum 6-weeks full pay for weekly team members. 3-months full/3 months half pay for salaried members.

## ENHANCED SICK LEAVE & PAY\*\*

We know that sometimes illness can get the better of us, which means that sometimes recuperation time is needed.

We don't want needed rest to be shortened due to finances which is why we have a paid sick leave benefit.

## MENTAL HEALTH FIRST AIDERS

We have Mental Health First Aiders (MHFA) across the Group, trained and available to listen and support.

Visit the Hub for our current list of MHFAs.

## FUNDED COUNSELLING

Available for our people in addition to our EAP. Family support also available through our benevolent fund. Visit the Hub or contact the People Team for further information.

## FLU VOUCHERS

Boots Pharmacy vouchers available each Autumn for staff & family members.

## BENEVOLENT FUND

An annual fund available to support our people through unexpected and difficult times, including things such as wellbeing and/or health testing, excessive vehicle repair costs, family support and financial hardship.

## MENOPAUSE POLICY

Available to access on the Hub and awareness sessions delivered for all our people.

\*salaried benefit only  
\*\*check T&Cs for eligibility



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# LEARNING & DEVELOPMENT (L&D)

## TALENT TAKEAWAY

We have a bespoke L&D strategy that covers our core training offer through to our management development programme and leadership learnings.

We call it our Talent Takeaway, visit the Hub to learn more.

## GATEWAY

Each year we look to target growth through our GATEway programme. This is our graduate, apprentice and trainee work experience engagement scheme.

We're always on the lookout for talent and aim to have 12.5% of our people in growth roles.

Work experience opportunities are also managed through this scheme.

## APPRENTICESHIPS

From joinery to business admin, right through to degrees we encourage people to develop, and apprenticeships are great for that. We max out our levy and then some, encouraging growth at all levels in our business.

## ONLINE LEARNING

Our online training portal is provided by iHasco. The system hosts an array of wellbeing, safety and awareness courses we roll out to our people based on their role.

## MENTORSHIP

We have a collection of time-served and formally trained in-house mentors to support the development of our people. This could be personal or professional development and is navigated at the pace that's right for the person.

## COACHING

In addition to internal mentors, we also sponsor external leadership coaching for our current and future leaders and managers.

## 360° APPRAISALS

We take development seriously operating an annual 360° appraisal process, designed to support people to get the most out of their career.

In addition, we also complete developmental 360° reviews for our senior leaders too.

## PRINT®

Here we love people insights, and complete PRINT profiles with most of our team to support onboarding, engagement and wellbeing.

## L&D FUND

In addition to wider training, we also have an annual fund available to our people to upskill on something important to them, but not always linked to their role with us.

## ACADEMIC SPONSORSHIP

To support professional development and career growth, we provide a wide scope of sponsorship of courses from HNC/HND (level 4) through to Masters degrees.

## PERSONAL BUSINESS PLANS

Linking to our wider appraisal and review processes, we have personal business plans (PBP) within our Salaried team.

These are annual plans, written by each team member, focusing on their key projects and targets for the year ahead, both professional and personal.



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# CULTURE & ENGAGEMENT

## OUR BEHAVIOURS

Our behaviours are a vital piece of our puzzle. We want positive, professional, customer focused, team players, who are flexible and agile, and do the right thing... and we challenge and champion these daily.

We use our behaviours to recruit and manage performance, and we're not shy about it. But in doing so, we truly live them, and our culture shines as a result.

## CO-OWNERSHIP

Sewell Estates is 25% employee owned, with shares managed safely by Sewell Estates Trustee Ltd.

This means that our Estates staff are 'Co-Owners' in the Estates Group and have responsibilities and rewards associated with company ownership.

You can learn more about our approach to Co-Ownership on the Hub.

## ENGAGEMENT SURVEYS

We want to keep being a great place to work, not just for our people, but also so our customers feel we're a great company to deal with.

We can only do that by continually improving, which means we carry out engagement surveys every year. We share the feedback and act on things that we could do better.

## CULTURE BOOK

We feel we have something special at Sewell, our culture. We believe that it's not just about what we do in business, it's how we do it.

Our culture is part of our collective DNA, and we want to channel and champion it across the Group, which is why we developed our own culture book.

Visit the Hub for more information.

## SAFETY CULTURE

We want our people to go home safely at the end of the day, and our people feel how important this is to us.

Our Safety, Environment & Compliance (SEC) Team champion our safety culture and train our people to do the same.

## FEEDBACK CULTURE

Feedback is a two-way street, so we ensure openness and transparency in our teams because it's the right thing to do.

This means that being part of our team you'll have regular quarterly insights on our delivery against business plan goals and development targets, including updates on financial delivery.

Questions will always be welcome too, ad-hoc or during specific Q&A sessions.



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# OUR WORLD

## GROUP STRUCTURE

We have a diverse Group, split into Estates & Retail industries.

The diversity we hold in the Sewell family provides a sustainable future for the business and our people.

Visit our website for more insight into each of our businesses: [Sewell Group](#).

## WORLD-CLASS FACILITIES

We all spend a lot of time at work, and we think you need to not only enjoy working with like-minded people, but be in an environment that supports you to thrive.

We have fantastic working facilities across the Group, including hot-desk arrangements for working at our different regional offices.

## TRANSPARENCY

Our feedback and engagement culture truly creates transparency in our Group.

We share a lot, without oversharing, and encourage people to ask questions if they want to learn more.

We want our people to feel that they have a say, and that there are no silly questions, we welcome the engagement and challenge.

## FREEDOM & AUTONOMY

We believe in our team and work hard to recruit and retain the most talented people in our areas.

With this trust and confidence, along with a well-developed L&D and engagement culture, we give a healthy level of freedom and autonomy to deliver for our customers in the best way possible.

## VOLUNTEER DAYS

Volunteering comes in many forms, and we welcome and encourage people to give back if they want to.

As a minimum everyone is entitled to 5 paid volunteering days per year.

Whether it's planting trees or litter picking, delivering school or college experience sessions or being part of a local non-profit organisation, trust or working group, support is available.

## SUSTAINABILITY

We're on a journey to cleaner and greener places. We've developed our sustainability strategy over the past few years and have monthly reporting mechanisms for all business units. We focus our strategy on the four quadrants of our Sewell Compass: People, Planet, Places & Performance.

## SOCIAL VALUE

Social value is the positive change created in the local communities that a company operates in.

Over recent years we have incorporated social value indicators to measure the impact of the work we deliver. Our journey is continually evolving, and you'll learn more during our quarterly updates.

Learn more about social value online: [Social Value UK](#).



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