KINTO EMPLOYEE BENEFITS PACKAGE

Pension Scheme



Matrix of options starting from 4% employee contribution, with 11% provided by the employer. If the employee increases this to 6% the company will put in 15% company contribution

AVC

Make additional voluntary contributions to your pension pot

Employee Assistance Programme

Additional support or guidance, work or nonwork related, is offered through two different providers (BEN and Metlife).

BEN - 08081 311 333 | MetLife - 080 389 0285

Employee Car Scheme



Wellbeing Hour

1 x each month

Volunteer Days



Life Assurance

4x basic salary

Annual Leave



of service

Hybrid Working

3 x days in the office 2 x days the option to work remotely

Enhanced Maternity Pay



Enhanced Paternity Pay



Premature Baby Leave and Pay

Annual Salary Review



Employee Introduction



Receive £1000 following the successful completion of your referee's probationary period

Sabbatical Policy

Employees with over 3 years' service can request sabbatical eave and enjoy up to 12 months off work

on Different Retailers

Discounts

LifeWorks

A platform to support staff wellbeing mental, physical, financial, and social. Staff benefit from perks and savings, wellness advice and support, and can connect with other colleague via the news feed and giving recognition

Long Service Awards



We really appreciate the long service of our employees, so as an appreciation, employees will receive an award from 10 years' service up to 40 years

Professional Membership Fees



Professional membership subscriptions, specific to your role, will be reimbursed by KINTO

Discretionary Bonus

Starting at 5% of salary and increasing with grade

Enhanced Company Sick Pay

Provided you meet the essential requirements, the Company will top up your SSP to full pay based on length of service

Further Education **Funding**



DCS (Car Scheme)

Provided as a requirement of the

Gym membership

Subsidised gym memberships for local gyms

Learning Hour



Onsite **Facilities**

Eateries, Starbucks, hairdressers, nursery and activities organised by the Lakeside campus

job role

Private Medical Insurance



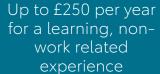
Electric Vehicle Charge Points Onsite



Secondment Policy

Opportunities to apply for secondments within KINTO and across the ONE Toyota Group

Experience Wellbeing For Life



Events



Dress Down Fridays

Glasses Contribution



Free Office Fruit

