

KINTO EMPLOYEE BENEFITS PACKAGE

<div>Pension Scheme</div> <div></div> <div>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</div>	<div>AVC</div> <div></div> <div>Make additional voluntary contributions to your pension pot</div>	<div>Employee Assistance Programme</div> <div></div> <div>Additional support or guidance, work or non-work related, is offered through two different providers (BEN and Metlife). BEN - 08081 311 333 MetLife - 080 389 0285</div>	<div>Employee Car Scheme</div> <div></div> <div></div>	<div>Wellbeing Hour</div> <div></div> <div>1 x each month</div>	
	<div>Volunteer Days</div> <div></div> <div></div>	<div>Life Assurance</div> <div></div> <div>4x basic salary</div>	<div>Annual Leave</div> <div></div> <div>25 - 30 days dependant on length of service</div>	<div>Hybrid Working</div> <div></div> <div>3 x days in the office 2 x days the option to work remotely</div>	<div>Enhanced Maternity Pay</div> <div></div> <div>Enhanced Paternity Pay</div> <div></div> <div>Premature Baby Leave and Pay</div>
<div>Annual Salary Review</div> <div></div> <div></div>	<div>Employee Introduction Scheme</div> <div></div> <div>Receive £1000 following the successful completion of your referee's probationary period</div>	<div>Sabbatical Policy</div> <div></div> <div>Employees with over 3 years' service can request sabbatical leave and enjoy up to 12 months off work</div>	<div>Discounts on Different Retailers</div> <div></div> <div></div>		
<div>LifeWorks</div> <div></div> <div>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</div>		<div>Long Service Awards</div> <div></div> <div>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</div>	<div>Professional Membership Fees</div> <div></div> <div>Professional membership subscriptions, specific to your role, will be reimbursed by KINTO</div>	<div>Discretionary Bonus</div> <div></div> <div>Starting at 5% of salary and increasing with grade</div>	
<div>Enhanced Company Sick Pay</div> <div></div> <div>Provided you meet the essential requirements, the Company will top up your SSP to full pay based on length of service</div>	<div>Further Education Funding</div> <div></div> <div></div>	<div>DCS (Car Scheme)</div> <div></div> <div>Provided as a requirement of the job role</div>	<div>Gym membership</div> <div></div> <div>Subsidised gym memberships for local gyms</div>	<div>Learning Hour</div> <div></div> <div></div>	
	<div>Onsite Facilities</div> <div></div> <div>Eateries, Starbucks, hairdressers, nursery and activities organised by the Lakeside campus</div>	<div>Private Medical Insurance</div> <div></div> <div></div>	<div>Electric Vehicle Charge Points Onsite</div> <div></div> <div></div>	<div>Secondment Policy</div> <div></div> <div>Opportunities to apply for secondments within KINTO and across the ONE Toyota Group</div>	
<div>Experience For Life</div> <div></div> <div>Up to £250 per year for a learning, non-work related experience</div>	<div>Wellbeing Events</div> <div></div> <div></div>	<div>Dress Down Fridays</div> <div></div> <div></div>	<div>Glasses Contribution</div> <div></div> <div></div>	<div>Buy & Carry Over Holiday</div> <div></div> <div></div>	<div>Free Office Fruit</div> <div></div> <div></div>