

Benefits at Crafted.

Last reviewed July 2021
Classified as confidential.

It is important to us that we find the right people to execute work to a high standard for our clients. Even more important to us is that those people feel part of a team and appreciated while they are working. We know, every company says that, but we like to think we practise what we preach. After covering off the vitals, like training, mental health support, and career development opportunities, we have set about building a robust list of benefits and perks over the years. Please read this along with your Job Description.

Benefits

We encourage everyone at Crafted to take up these benefits as often as they can. Supporting people in all aspects of their work and home life is important to us. We offer the following benefits, with full details available from the People and Culture Team.

- Private medical insurance with Vitality Health, with the option to add your family too *
- Free gym membership at your local PureGym
- Employee assistance program (EAP) with a perks platform and 24/7 helpline covering financial support and mental health and wellbeing
- You can take 6-weeks of sabbatical at any point after your fifth year of service
- Lieu day for charity / volunteering work or raising money for a charity
- We support the cycle to work scheme* which helps you to get a bike for the commute to work
- If you are a regular train user, we offer you a season ticket loan*
- Time off to donate blood
- A regular weekly lunchtime yoga hour (currently delivered via Zoom)
- Regular chair-based massages

Perks and socials

Alongside our benefits, we like to provide a few perks that brighten up coming into our large modern office, along with regular socials that bring everyone together. Here are some of the highlights:

- We feel it's important for us to get together and eat, so we also regularly plan long lunches where we provide the food and give you a chance to catch up with everyone
- Regular fueling is key to performance so help yourself, at any time of day, to breakfast cereals, toast, yoghurts, fruit, and healthy snacks (although we love a donut too)
- There is a bean to cup coffee machine (which is clever enough to do you a cappuccino or a latte for your caffeine needs) alongside instant filtered hot water for that perfect cup of tea
- We offset your carbon footprint
- We operate a 'work where's best' policy, allowing people to fully embrace hybrid working as it fits them, their team, and our clients
- We offer flexible working hours. No need to be tied to the 9-5. Work life balance is important to us
- We love encouraging groups who love the same things to get together. We have a run club and football club but we have had an active book club, crochet, and ukulele club in the past so anything goes – just find your people and do it
- We plan social events such as beer Fridays, summer, and Christmas parties along with Crafted experience days (the chance to get crafty or get active with your fellow Crafties, from go-karting afternoons to baking masterclasses)

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Looking after you

While we offer a suite of benefits and perks, we also want to go the extra mile on the fundamentals. Crafted will also provide:

- Pay above the minimum employer contributions to your pension
- 33 days holiday including bank holidays increasing up to 36 from two years of service
- Full pay for sickness absence up to four weeks and 50% for a further four week period
- Annual pay reviews each November
- Annual profit share*
- Access to bronze, silver, and gold bonus for recognising excellence throughout the year

Some of these benefits and perks have been challenging to offer during the pandemic, but when we are able, we intend to get back to offering the full range. We have an internal staff council that meet regularly and review these benefits, plus discuss the opportunity to improve and expand our offering.

* Qualifying periods apply