

## Benefits UK

Benefit	Occurrence
<b>Christmas voucher</b>	Once per year, in December
<b>Help@Hand</b>	Available since the beginning of employment.
<b>Flu vaccine</b>	Once per year, whenever requested by employee
<b>Summer gathering</b>	Once per year in order to meet and celebrate
<b>Christmas gathering</b>	Once per year in order to meet and celebrate
<b>Working from home</b>	Office attendance of at least 2 days a week
<b>Pizza day</b>	Once a month, in office
<b>Team building events</b>	At least once per year, as arranged by HR and respective Team Manager
<b>Friday drinks</b>	Each Friday, in the office
<b>Office equipment allowance</b>	One-time benefit
<b>Breakfast, fruits, tea, coffee, cereal</b>	Daily, in the office

<b>Team lunches</b>	Each quarter
<b>Easter hamper</b>	Once per year, in the spring
<b>Eye test</b>	If required by employee
<b>Life assurance and income protection</b>	Available since the beginning of employment.
<b>UK Family Friendly policies</b>	A set of benefits that can be found on <a href="#">my plus</a> .

**Christmas voucher** – In December, HR purchases vouchers that can be used in different stores and distributes them to employees.

**Help@Hand** – is an app that provides you, your partner and your children access to a wide range of medical appointments, including unlimited mental health support and unlimited GP appointments. The app also features a 24/7 well-being helpline, nutrition and personal training consultations with qualified coaches, and discounts from popular brands based on your interests.

**Flu vaccine** – The employee can buy a flu vaccine and create an expense via my plus in order to reimburse it. This will be reimbursed up to £25.

**Summer/Christmas gathering** – HR sends an invite prior to the event with more details and employee has to respond in order to attend.

**Working from home** – During the Covid pandemic 100% of the time (except for employees whose attendance is sometimes needed at the office). In 2022 a gradual return to the office is to be expected and number of home office days is to be discussed.

**Team building events** - Events or activities are arranged by HR and respective Team Manager at least once a year. *\*If you are in your notice period you cannot use this benefit.*

**Friday drinks** – You can use a beer/cider/fizzy drink after 5 p.m. on Fridays at the office.

**Office equipment allowance** – One-time allowance to use as per the [Office equipment policy](#). You can buy whatever you need for your home office – desk, chair, monitor, mouse, headphones and submit an expense via my plus. You will be reimbursed up to £100. *\*If you are in your notice period you cannot use this benefit.*

**Breakfast, fruits, tea, coffee, cereal** – There are fruits, coffee, tea at the office to be used daily

**Team lunches** – The employee has an allowance of £25 to be used for food each quarter during a team gathering as per the Team lunch policy:

<http://myplus/SharePlusArticle.aspx?ArticleID=858>

**Easter hamper** – A special surprise gift, arranged by HR

**Eye test** – The employee can go to an eye test and then claim the expense via my plus for up to £50, presenting a receipt/invoice for an eye examination.

**Life assurance and income protection** –as per the Groupe policy this benefit is currently only available for UK employees, and everyone will be enrolled once they start their employment with us. HR will ask everyone to fill the necessary forms. Life assurance protection covers 4 times the salary in the tragically event of death. Income protection will support the employee in case of illness or injury with 70% of salary after 13 weeks of sickness up to 5 years.

**UK Family Friendly policies** - This benefit is provided according to the Publicis Groupe policy and we're offering 26 weeks of full pay for all maternity leaves that have been with the company for over 1 year. Paternity leave is enhanced at for 4 weeks of full pay. There are a

lot of other benefits in this policy that relate to financial support during the maternity/pregnancy, paternity/second parent, shared parental leave, adoption, surrogacy, pregnancy loss and fertility. The entire policy and details can be found [here](#).

## UK Recognition plan

Length of service	Recognition perk	Occurrence
1 year	2 reward vacation day	Yearly
	Dental insurance	Monthly
2 year	1 reward vacation day	Yearly
	Gym/hobby plus membership (£25 gross)	Monthly
3 year	1 reward vacation day	Yearly
	Gift-card allowance – £150 (taxes will be applied)	One time
4 year	Never work on your birthday again (or the Monday after, should your birthday falls on a weekend)	Yearly
	Champaign or chocolates	One time
5 year	Spa retreat/massage vouchers for two	One time
6 year	1 reward vacation day	Yearly
	Gift-card allowance - £250 (taxes will be applied)	One time
7 year	Gift-card allowance - £350 (taxes will be applied)	One time
8 year	1 reward vacation day	Yearly
	Gift-card allowance - £350 (taxes will be applied)	One time

9 year	Happy plus day - extra one-off holiday	One time
	Gift-card allowance - £400 (taxes will be applied)	One time
10 year	Long weekend – extra two days holiday	One time
	Spot bonus - £2500 (taxes will be applied)	One time
15 year	Reward leaves 1 month	One time

#### Further information:

- Dental insurance

Our dental insurance provider is DenPlan. You can receive more information about their coverage and conditions from the HR team.

- Gym/hobby plus membership

£25 gross are added monthly to your salary for a hobby of your choice.

- Gift-card allowance

You will receive a gift card allowance of your choice.

- Reward vacation days

You are entitled to reward vacation days on top of your contractual holidays for the calendar year.

They can only be taken after you take all your contractual holidays for the year and cannot be transferred to the next calendar year if you do not manage to take them within the current calendar year.

The reward vacation days are not subject to reimbursement when an employee resigns and also, they cannot be transferred to the next calendar year if you are on maternity leave for the whole calendar year.

- Never work on your birthday again

Before booking your day off on your birthday speak with HR to add it in my plus.

- Happy plus day/ Long weekend

Before booking the days off speak with HR to add the respective number of days to my plus.

- Spa retreat/massage voucher

HR will speak with you and together organise this.

#### Additional notes:

1) All recognition perks in this document are valid for UK only.

2) We reserve the right to make changes or to withdraw the loyalty plus programme at any time.

3) One-time perks cannot be redeemed retrospectively.

4) We do not offer cash alternatives (for example, if you choose not to take up dental insurance, we are not able to provide an alternative perk).

5) Some perks may incur tax/National Insurance deductions.

6) You will not be entitled to the respective recognition perk if:

- you reach the respective tenure and you are in your notice period.

- you have received a disciplinary warning within a period of 6 months before you reach the respective tenure.

