

Employee Benefits

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Excellence in Galvanizing

WEDGE

www.wedge-galv.co.uk



Bonus

A bonus is paid to most employees of Wedge Group Galvanizing, dependent on role, based on Company or plant performance.



Training and Development Opportunities

Wedge Group is dedicated to investing in its people and ensuring all employees have the skills and knowledge that equips them to do their roles efficiently and safely. We are happy to fund many different types of training to aid in your development and have active apprenticeship programmes running at any given time.



Pension Schemes – Favourable to Legal Minimums

All employees have access to pension schemes at Wedge Group Galvanizing, with all schemes favourable to employees beyond legal minimum requirements.



Employment Protection Insurance

If you are enrolled on a Company pension scheme, you will have access to employment protection insurance which offers to pay up to 60% of your salary up to retirement if you become ill and unable to work and will continue paying into your pension whilst you meet the qualifying criteria.



Death in Service

If you are enrolled on a Company pension scheme, you will also be covered by our death in service insurance. This protection offers a significant payment in the event of your dying whilst in the Company's service.



Enhanced Leave

All employees at the Company receive 25 days holiday (plus statutory days) per calendar year – 5 days more than the legal requirement.





Enhanced Pay for other types of Leave

The Company offers enhanced Occupational Sick Pay, paying more than is required as Statutory Sick Pay. The Company also offers enhanced rates of pay for other types of leave such as – Maternity, Paternity, Share Parental, Adoption and Compassionate leave.



Annual Flu Vaccinations

Arranged by the Company and offered to all employees every year – free of charge.



Employee Benefits Scheme

After completing one month of employment, you will have access to a wide range of retail discounts from major high street retailers – managed online or through an app on your smartphone device.



Employee Assistance Programme (EAP)

All company employees have online and telephone access to the EAP. This provides free support to employees across a broad spectrum of areas – a 24/7 helpline to provide immediate and confidential access to experts, financial wellbeing support, mental wellbeing support and counselling services, personalised wellbeing assessments (covering mental, physical, financial and/or social wellbeing), guidance on life events such as moving house or becoming a parent and health and fitness plans.



Cycle to Work Scheme

The scheme enables employees to purchase commuter bikes and/or accessories via a salary sacrifice arrangement – allowing for considerable tax savings and costs spread over 12 months.





Long Service Awards

Wedge group recognises loyalty by awarding long-serving staff after 10 and 21 years of service. After 21 years' service, you are eligible to join the '21 club' – members are invited to attend an annual event all paid for by the company.



Free Parking

All of our Company locations can be commuted to by car without having to pay for parking.



Company Shares Purchase Opportunity

Shares are available to all permanent employees who have more than 18 months service. Shares are normally traded in July and December each year. The minimum purchase is 100 shares and the maximum is 4,000 per year. Dividends are paid in December and August.

