

ACCREDITED»

INSURANCE PROGRAM MANAGEMENT

UK Benefits at a Glance



2024

Your Physical Health

Our health care benefits provide coverage when it's needed – with a focus on programs that support and encourage healthy living and overall well-being for you and your family. We partner with Towergate to deliver comprehensive, price-competitive coverage.



BUPA

Upon successful completion of a probationary period, employees become eligible to participate in the company's private medical healthcare scheme, provided by BUPA. This scheme provides comprehensive coverage including:

- Pre existing conditions disregarded
- Mental health – Enhanced cover
- Full out-patient cover
- Full in-patient cover
- Extensive provider network
- Virtual doctor visits
- Wellbeing benefits
- Freedom to visit out-of-network providers (deductibles and coinsurance apply)

Medicash

Medicash is a cash plan providing cover for everyday benefits from dental treatment to optical care, as well as a range of other healthcare treatments.

Level 1 cover is paid for by the company, it is a taxable benefit, and you will be automatically enrolled on your first day of employment. If you would like to increase your cover level or would like to opt out, please contact HR.

Children up to the age of 24 can join your plan at no extra cost and will benefit from 50% of the allowances.

At Accredited we understand that financial security is important to total health and well-being. The company provides benefits to help you manage healthcare expenses, plan for retirement, and protect your family's financial future against unforeseen events.

Pension Scheme

The Accredited Group Personal Pension (GPP) is offered by Royal London and is funded by employee and employer contributions.

- Must be 22 to auto enroll and have completed 3 months of employment. However, if you are under 22 and want to opt in please contact HR.
- The company operates a pension contribution matching scheme. 2% above any contribution you make of your base salary up to a maximum of 8% employer contribution
- Minimum employee contribution will be 3%
- The company operates a salary sacrifice employee pension scheme.

Your Financial Health

Life Assurance Scheme

- All employees are covered for Life Assurance from their first day of employment. This is through our provider, MetLife.
- The level of cover is currently four times base salary.
- Further information on the scheme can be obtained from the HR department.
- MetLife partner with Everest who offer additional benefits, such as will writing, a digital lock box (to store important documents, passwords, photos) and a funeral concierge service



Your Life Away From Work

- 25 Annual leave days
- 5 Carryover days
- 8 public holidays
- Maternity/Paternity/ Shared Parental Leave
- Season Ticket Loans
- Subsidised gym membership with Fitness First
- Employee Assistance Program

**For more details, please reach out the HR Team*