



# LDN GROUP EMPLOYEE BENEFITS

DO **AWESOME**

TAKE **OWNERSHIP**

BE **RESILIENT**

HAVE **COMPASSION**

CELEBRATE **SUCCESS**





# WE'RE A PURPOSE LED BUSINESS.



WORKING FOR US MEANS YOU'LL BE DRIVING A REAL CHANGE IN THE WORLD AT THE SAME TIME AS DOING GREAT WORK.

HERE'S HOW WE DO IT:

Commitment to our purpose before our profits.

A values-led approach to everything we do.

#DoAwesome and #EEWAP at the heart of your job.

## #DoAwesome

# TIME OFF



WE KNOW YOU'RE GOING TO LOVE  WORKING HERE, BUT WE ALSO KNOW YOU NEED SOME DOWN TIME.

20 days of holiday + bank holidays

2 days free holiday during our Christmas closure

Extra day of holiday for every year of service,  
up to 3 years

Purchase and sell holiday

# FLEXIBLE



WE KNOW COMMUTING IS NOT THE BEST, SO WE'RE FLEXIBLE.

Choose your working hours - 8 to 4:30 or 9 to 5:30

# PENSION



PLAN FOR THE FUTURE AND SAVE FOR A RAINY DAY.

Workplace pension with 3% contribution

# PAY



THE COST OF LIVING IS RISING, AND WE WANT YOU TO KEEP UP WITH IT.

Annual inflation linked salary increases

## #TakeOwnership

## #BeResilient

# SUPPORT



WORK CAN BE STRESSFUL, SO WE WANT TO HELP.

Free, confidential Employee Assistance Programme

Regular 1-2-1 meetings with your line manager

Regular team meetings

# PRIZES & BONUSES



WE REWARD GOOD WORK AND GREAT CONTRIBUTIONS.

Quarterly and annual prizes for top performers in the business

Uncapped commission for salespeople

Christmas bonus for all staff based on company performance

# SOCIAL



YOU SPEND A LOT OF TIME AT WORK,  
SO WHY NOT ENJOY IT!

Monthly team breakfasts alongside strategy updates and team briefings.

Regular social events for staff, Summer and Christmas parties.

Awesome coffee and daily refreshments.

Lunch club – cook lunch for yourself and a group of colleagues as often as you like.

Celebratory team outings.

**#HaveCompassion**

**#CelebrateSuccess**

# TRAINING & PERSONAL DEVELOPMENT



YOU'RE GOING PLACES, RIGHT?  
WE'RE HERE TO HELP.

Awesome, one-month onboarding programme  
to get you settled.

Regular internal training on processes  
and current topics.

CPD budgets for every member of delivery staff.

Annual appraisals and performance reviews.

ENTHUSIASTIC **YOUNG PEOPLE**  
INSPIRING **MODERN TEAMS**  
**SKILLS** FOR A **DIGITAL WORLD**