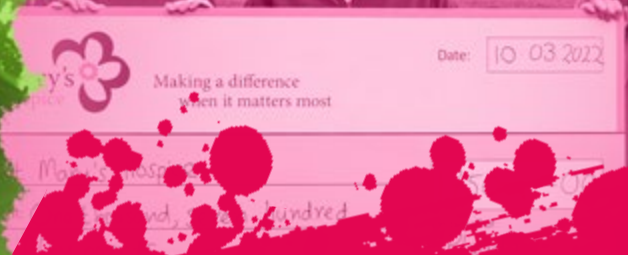


Playdale
Play



Your

Playdale

Benefits



Your Health



Health Care Cash Plan

Get your money back for your dental care, vision care, physiotherapy, and other services. As a benefit-in-kind, all employees and up to four dependent children are eligible.



What's Covered	How Much Can You Claim Back?
Consultations & diagnostics (MRI, scans, x-rays)	£200 per year
Dental	£60 per year
Optical	£60 per year
Dental accidental	£200 per year
Bupa health screening	£100 per year
Therapies (physio, osteopathy, chiropractor)	£150 per year
Prescriptions	£25 per year
An NHS In-patient or day case	£20 for each day/night spent in NHS facility per person

*each means either an employee or any named children on the policy

How to claim?

To submit a claim please call BUPA
on 0345 606 6003

or go to www.bupa.co.uk/cashplanclaim



Playdale
Playgrounds

Your Health



Employee Assistance Programme

Our Employee Assistance Program (EAP) can assist you with any personal or professional problems that may be affecting your home life, work life, mental health, illness, or general well-being.

You can get help 24 hours a day, 365 days a year.



Family Care Help Divorce Stress
Debt Issues Bereavement Depression
Mortgages Substance Misuse Pensions
Relationship Worries Coping with Change
Money Management Emotional Problems
Consumer Rights Specialised Legal Advice
Landlord Issues Neighbour Disputes

Call the confidential EAP helpline:
0330 123 0124

Private Medical Insurance

Avoid long NHS waits by seeking treatment in private hospitals.

Consultations, diagnosis, and treatment are all covered (where eligible).

Flu Vaccinations

We want to keep bugs at bay while also keeping you healthy. Every year, free flu vaccination vouchers are available for all employees to book an appointment at their local Boots pharmacy.

Well-being in Your Pocket

You can take mini-assessments to analyse your well-being and create personalised CBT-based action plans, mindfulness and breathing exercises, and positive well-being habits with the help of POWR via the BeneKit App.

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Your Lifestyle



Health & Fitness



Cascades @ Whitewater Hotel

Indulge and relax in the spa or work out in the fitness centre. Playdale purchases your 12-month membership in advance, and you simply pay us back monthly through payroll.

*Memberships start from £25 per month,
please see HR for details.*



Better Gym, Better You!

Gain corporate access to all Better Gyms in the UK, including Ulverston and Kendal. This membership will be paid for directly by you and starts from £29.

Please see the Better Gyms website for details.

<https://www.better.org.uk/memberships/better-hf-corporate>



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Your Lifestyle



Holidays!

Enjoy 25 days of holiday per year, in addition to statutory bank holidays.

Long Service Recognition

You will receive an additional holiday for every ten years of service as a 'Daler.' In addition, a voucher will be given to you in celebration of the following work anniversaries.



Time to Celebrate

BIG birthdays ending in a zero, will receive an additional holiday to help you celebrate!

Years of Service	Cash Voucher
20	£200
30	£300
40	£400

People HR

Stay in control of your holidays with the PeopleHR App! You will be able to electronically access your holiday bookings as well as the absence calendar for the entire company from this page. It is also where you will find your employment contract, company policies, and performance reviews.



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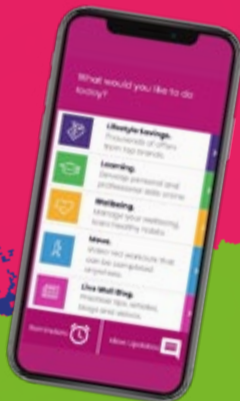


Your Lifestyle



Staff Benefits Package: Benekit App

Simply download the Benekit App to save, learn, manage and move!



Manage

Get the latest in lifestyle tips with articles, blogs and videos from a team of psychologists and lifestyle experts. With FREE personalised well-being plans, you're empowered to proactively manage your mental and physical health.

Move

Instant access to hours of on-demand exercise videos with Move Workout on the go with over 80 hours of exercise videos, available to stream.



Save

Never pay full price again! Save money on that pair of shoes you fancy or your next holiday and never pay full price again for your food shopping whether on the high street or online. Users typically save around £900 per annum, that's better in your pocket!

Learn



Thousands of online training courses. Access high-quality online education from some of the world's leading learning institutions. Courses are available in a wide array of categories and over 92% of courses are totally FREE.

Playdale
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Your Money



Company Bonus

Receive a 2.5% on-target bonus! Our success is the result of a collaborative #team effort from which we can all benefit. The Bonus Scheme will provide you with the opportunity to earn a 2.5% bonus (0.625% paid quarterly). If we exceed our stretch bonus, you will receive an additional 2%. Bonus Guidance on People HR additional information and scheme rules.



Commission (where eligible)

Sales wouldn't be sales without a target to hit! Win an order and Area Sales Managers will be paid a commission when the customer pays their invoice.

Helping Hand Loans

For when life gets tough financially or something unexpected happens, we offer interest-free loans as a helping hand (subject to approval) For example, if your washing machine breaks down or you need to repair your car. More information is available in company documents on People HR.

Company Car (for those on the road)

As part of your remuneration package, you will receive a car. If it is available for personal use (for example, taking it home in the evenings and on weekends), the taxman will apply a benefit-in-kind for private use.

Your Money



Pay Dashboard

You'll have instant access to your pay information! You will receive an email to your address with instructions on how to create an account. You will be able to access your payslips, P60, and useful payroll articles here.

Your Pension

- 1. Save for your future in a tax-efficient way for a comfortable retirement. Your Playdale pension is a valuable part of your reward package as it provides you with a range of benefits to support your lifestyle in the future. Subject to meeting the scheme criteria, your contribution to your Personal Pension Plan will automatically be deducted from your start date or auto-enrolment after 3 months via salary sacrifice. You can contribute from 5% to 10% and the company will add a further 3%.



Take the Guesswork Out of Retirement

You have instant access to the Aviva app to check out how your pension is performing. Our pension administrators will hold annual pension health checks which offer you the chance to meet face-to-face to discuss your pension and ask any questions.



Life Assurance

To support your loved ones in the event of your death they will receive a lump sum payment of 2 times your annual salary when you join the pension. Make sure you submit an Expression of Wish, so your wishes are considered by the Scheme Trustee in the event of your death.

Playdale
Playgrounds

Your Playdale



Recognising Our Heroes

We know we work with some incredible people, so we encourage our #team to nominate their co-workers for a chance to win a prize and be recognised for their contributions through our 'Employee of the Moment' and the 'Pride of Playdale' awards.



Refer a Friend

Refer, Reward, Repeat! Provide a CV from someone you would recommend to work at Playdale and if they are successful through the recruitment process, then you will be rewarded with £500. £250 when they join, then £250 when they successfully pass their probationary period via payroll (taxable).

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Your Playdale



Fix What Bugs You

Do you have a suggestion to help us do something more efficiently, save time, or save money? Every continuous improvement (CI) idea that's implemented will earn you £25 tax-free.



Communication Is the Key

Keep up to date. To keep you informed, we communicate using a variety of methods. Company news, social, or anything the Team think might be of interest, gets posted on Workplace. Feel free to share. Workplace is a business communication tool that helps us stay connected. It has many familiar features from Facebook, but Workplace and Facebook accounts are separate.



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Your Playdale



We Are Not Just 9 to 5

We enjoy going out for a pint or three, hiking up a hill, playing football or rounders, Summer BBQ and Christmas events: there is always something to do outside of work



Playdale at Home

Enjoy quality family time and create lasting smiles at home with 15% off our Playdale Garden range.

Home Comforts

Enjoy your surroundings with free brews, free car parking and indoor and outdoor social space.

Get Your Kit On

We appreciate branded workwear! Everyone is given a welcome heritage polo with their employee number emblazoned on it to make them feel like part of the family. All office workers will be given fleece jackets so that we can open the windows and let in some fresh air. If your job requires PPE, branded workwear will be provided at no cost.



If you can't decide what to wear, you can always save time in the morning by purchasing discounted branded clothing. Prices are available in company documents on People HR. To place an order, send an email to Nicola.johnson@playdale.co.uk with the product code, name, colour, and size specifications. The cost of your items will be via payroll upon receipt.



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Your Community

Here at Playdale, we're passionate about doing our bit to support local and national communities, and we hope you are too! Each year our Playdale heroes support two charities that are close to our hearts. You can join in with events and fundraising activities that will positively impact the local area, and those less fortunate, or help make our planet a greener and happier place for all.



Every person is valuable in our business, as every one of us has a part to play in creating an extraordinary place to work and support #ourfamily.

Making smiles for all generations through play

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