

# We've got you **COVERED!**

*We believe everyone, in every business, should stand prepared for every cyber threat. Achieving this requires some pretty remarkable people. That's why we're committed to placing as much importance on the betterment of our employees' professional and personal lives as we do our customers' cybersecurity. Here's how we will empower and enable you to thrive, in and out of work:*

## **Your personal life, balanced.**

- Everyone needs a break; we offer 33 days of **annual leave**, including bank holidays.
- Immersive Labs' **winter shut-down** takes place in the week between Christmas and New Year, because the holidays are a time for family.
- Or put your Learn Anything benefit towards a **mental wellness** service of your choice.
- Hard work pays off at Immersive Labs. We celebrate our continued success in style with epic **staff dos** twice a year.
- **Monthly socials** are a big part of our culture at Immersive Labs. Highlights include a pub quiz, a crafts evening, a games night and attending Bristol Pride 2019!
- You'll receive an annual allowance of £250 to learn a skill of your choosing under our **Learn Anything** scheme.
- Get free and immediate access to our **Headspace** account from day one.
- Different strokes for different folks; that's why we offer a **half-day off** on your birthday & another to volunteer anywhere you'd like.
- Maintaining a healthy work-life balance is essential. That's why **we promote flexible working** and **support remote-working**.
- As a new parent, bonding with your little one should be your main priority. Our **parental leave** is designed to be inclusive, covering all types of families, while going beyond statutory minimums. Our maternity leave covers 90% of your salary in the first 13 weeks, 50% in the 13 weeks after that, and statutory pay for the 13 weeks thereafter; our paternity leave offers two weeks of leave at 100% employee salary.

## **Your professional life, better**

- Our **office perks** are designed to make every day your best day; our central Bristol office offers an endless supply of teas and coffee, lunchtime drinks, fresh fruit and a Friday afternoon tipples\* to end the week in style!  
\*Alcohol-free options are chilled and readily available too.
- You will be working on a computer for most of your working week, so we encourage you to maintain good eye health by providing **eye test vouchers**.
- Who doesn't love a freebie? Your first day on the job comes with a selection of **swag**, so you're *Immersed* from the word 'go'.

- Your **professional development** is important, so we'll support your career goals through regular feedback and coaching.
- Education is important too; we'll motivate you to seek out **self-development options** and have invested a significant amount of time and money in our talent by sponsoring several employees' further education.
- A job well done is worth a lot more when you're thanked for it. Our **reward and recognition** practices are our way of thanking you for going the extra mile. From exclusive swag, to amazing Amazon vouchers and tasty Friska gift cards – just ask one of our many Immersive Legends.
- We have a **Best Tech for Work** approach so you can be confident you'll get the right tools for the job.

### **Your money, saved.**

- Take control of your nest egg with our **workplace pension** provided by Smart Pension. You will be auto enrolled for the minimum contributions, with the option of raising your employee contributions to a maximum of 25%.
- Beat the traffic while saving money by taking advantage of our **Cycle to Work Scheme** and get that new bike you've always wanted.
- Our **critical illness cover** will support you and your loved ones with a tax-free lump sum if you are unable to work following a medical issue.
- Should the worst happen, our **death in service cover** will continue looking after your loved ones with a payout of four times your annual salary to a nominee of your choosing.
- Our **health cash plan** provides peace of mind that your everyday healthcare costs are covered; with up to 100% of your money back on services including optical, dental and chiropractic.
- We actively take steps to ensure we offer some of the most **competitive salaries** in our industry.

*This is a summary of benefits offered to UK-based employees of Immersive Labs, Ltd. Employee benefits are non-contractual, discretionary, subject to terms and conditions and may change without notice. In the event of any conflict between this summary and any official plan documentation, the official documentation will take precedence.*