



# Employee Benefits

## FINANCIAL

### Pension

Synchronicity Earth contributes 6% of an employee's basic annual salary to their pension (this is 3% above the statutory minimum). We offer enhanced pension contributions in addition to the 6% based on the number of years served.

### Life Assurance Scheme

Whilst employed by Synchronicity Earth a lump sum based on three times the employee's basic annual salary will be payable in the event of their death.

### Travel Loan Assistance

Employees may utilise a loan from Synchronicity Earth to purchase a season ticket for public transport.

## WORK & LIFESTYLE

### Annual Leave

All employees are entitled to 25 days annual leave (Full Time Equivalent) in addition to UK Bank Holidays. An additional discretionary three days annual leave are given to all staff between Christmas and New Year.

### Compassionate Leave

Synchronicity Earth offers paid time off on compassionate grounds to assist employees in the event of sudden, unplanned domestic upheaval.

### Enhanced Parental Leave

Synchronicity Earth offers enhanced maternity, paternity, adoption/surrogacy, and shared parental leave in addition to the statutory requirements.

## HEALTH & WELLBEING

### Health Benefit

Synchronicity has a health benefit scheme that provides coverage for medical treatment and diagnosis. The scheme also includes an in-person health assessment. Employees are eligible following probation.

### Enhanced Sick Pay

Synchronicity Earth has a sickness benefit scheme to ensure that employees receive financial support when sick. For the first month the employee will receive full pay, for the next 2-6 months the employee will receive two-thirds of their salary.



### Employee Assistance Programme

Employees have access to a 24-hour confidential helpline which offers support across a vast variety of mental health and non-work related issues i.e. personal budgeting. Employees are also entitled to counselling sessions if required.

### Eyecare Vouchers

Synchronicity Earth works with Specsavers to provide employees with vouchers for eye tests and money off glasses.

## CAREER DEVELOPMENT

### Volunteer Days

Employees may take an additional 2 days off to volunteer for community organisations and other charities.

### Training

We are a collaborative and supportive team, and we want to help our employees develop skills following their interests. Each team has a training budget to allow staff to attend courses and workshops to further their skills.

### Internal opportunities

As well as developing skills specifically related to the role as described in the job description, we want to provide opportunities for people to:

- Build their professional networks;
- Learn about how they could be involved with other teams and tasks that could expand their skillset; and
- Become involved with and/or lead our organisational working groups which discuss cross-team challenges such as Reimagining Philanthropy; Equity, Diversity, and Inclusion; and Youth Engagement.

### Entitlement Note

*These are not contractual benefits and can be amended or withdrawn at any time (e.g., if the organisation faced financial difficulty). These benefits are subject to employees meeting terms and conditions described in Synchronicity Earth's policy documents and precise entitlement details for each benefit are held within the contract of employment.*