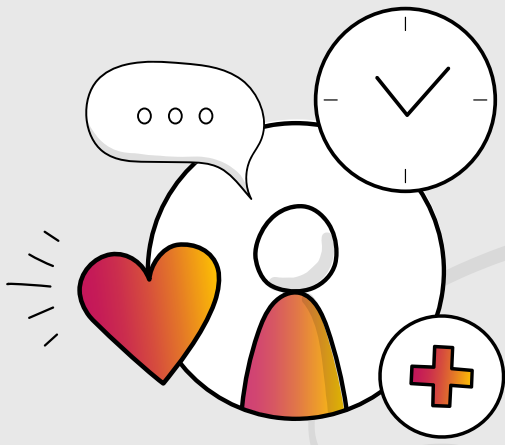


Trust Systems

Company Benefits

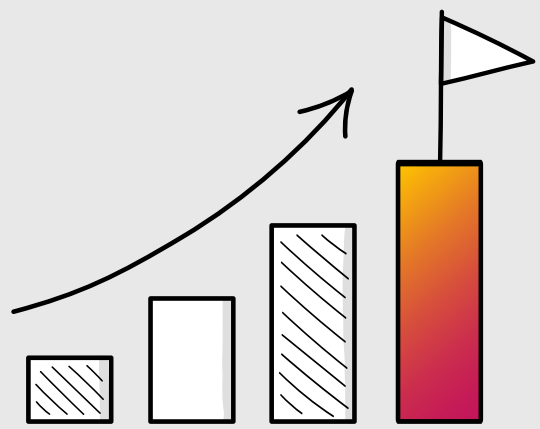


Well-being & Healthcare

- Trust employees have the option to sign up for the company healthcare scheme, Vitality*. Track your activity and earn points to redeem vouchers and discounts. You will also gain many benefits such as the ability to book virtual GP appointments, remote physiotherapy, and talking therapies treatment. As well as being able to request diagnostic tests or treatment with a consultant online.
- Employees have access to 24/7 online GP, mental health support service, get-fit programs, and more with WeCare service.
- Mental health awareness training is offered for all Line Managers so that they are able to offer support to colleagues.
- Free eyesight testing is available to all employees.

Training & Development

- At Trust, we believe investing in our team is crucial, so we ensure we support you to develop your role and career with regular one to ones.
- On the job training provided as well as the opportunity to obtain professional qualifications.
- We also have internal training resources such as take 30 sessions which are internal-led sessions to enable everyone the opportunity to learn more about a topic whether that is a briefing on a new solution or training on an internal process whilst enjoying a snack or treats. These sessions are hosted by different members of the team depending on the topic. As well as this we also have 'How to Guides' available on our Employee Intranet.



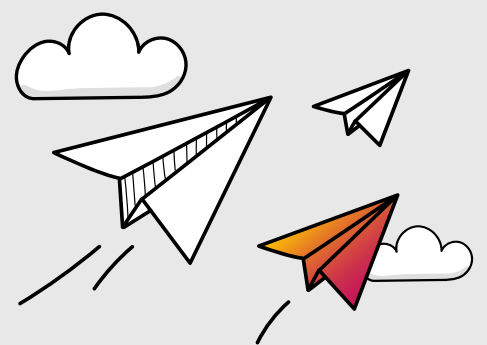
Financial

- You are automatically enrolled in the company pension scheme unless you state otherwise. The company will match the 4.5% making a total of 9% of your basic salary.
- Ensuring you have financial security for your loved ones is important, that's why we offer life assurance.
- Employees will receive support to develop in their role, with an annual appraisal/bonus based on personal and company achievement
- If you are to fall sick, employees are entitled to 10 days Company Sick Pay**
- In the aim to help our planet employees can choose to opt into our electric vehicle scheme.
- Coming soon - Bike to work scheme



Trust Life

- We love to celebrate and get together as a team, which is why we host annual company events, including Company New Year Kick Offs, Summer and Christmas parties, as well as regular social events, which can include casual drinks and games in the breakout area, or at the pub in town, Go-Karting and Mini-Golf.
- During lunch hours or after work head down to the breakout area at the head office and challenge your colleague to a game of pool on the company pool table, or take part in the very competitive pool tournaments.
- Every month employees have the chance to vote for whom they think deserves employee of the month. The winning employee has the option to choose from an extra day's holiday or vouchers.
- At the head office, we have a smart casual dress code
- Free lunch, fruit, tea, and coffee are provided at the head office in Cirencester
- The Trust head offices have free on-site parking available for all employees, as well as electric charging stations for those with electric cars.
- Employees have the option of flexi-time, which means they have the choice to have the working hours of 8:30am - 5:00pm or 9:00am - 5:30pm.***
- All new employees will receive a new starter pack on their first day
- Our head office is based in the beautiful Cotswolds



Annual Leave

- Employees are entitled to 25 days holiday ** plus bank holidays. ***

* Taxable and only available after 3 months

**For full-time employees

*** Contract dependent