



# KineticCares



## We value our people and support them with a competitive benefits package.

KineticCares has been created with you in mind. Our package is designed to offer support with health and wellbeing, financial planning, parental leave and so much more. Join the Kinetic family and experience a company that actively encourages talent development, recognition and career progression.



Up to 30 days annual leave  
Buy and sell annual leave  
Charity and community days  
Wellbeing days



AXA PPP healthcare  
Pension & life cover  
Company sick pay  
Health cash plan



Corporate bonus scheme  
Team social budget  
Discounts & rewards



Training & development



Electric vehicle scheme  
Cycle to work scheme



Shared parental leave  
Maternity & paternity

*"Great people create great companies, which is why for Kinetic, our people come first."*

**Luke Warren**  
Chief Executive Officer



# The KineticCares package



## We're always by your side.

Including competitive annual leave that increases with length of service, optional healthcare, salary sacrifice for electric vehicle and cycle to work schemes, company bonus, discounts and rewards, a quarterly team social budget and wellbeing days.

	Length of service				
	Up to 3 years	3 years	5 years	7 years	10 years
Annual leave	25 days	26 days	27 days	28 days	30 days
Charity and community days	1 day	1 day	2 days	2 days	2 days
Wellbeing days <sup>1</sup>	2 days	2 days	2 days	2 days	2 days
Company bonus	✓	✓	✓	✓	✓
Salary sacrifice scheme <sup>2</sup>	✓	✓	✓	✓	✓
Life cover	Salary x2	Salary x2	Salary x4	Salary x4	Salary x4
Medicash / AXA PPP healthcare <sup>3</sup>	Flexpot	Flexpot	Flexpot+	Flexpot+	Flexpot+
Learning & development	✓	✓	✓	✓	✓
Discounts and rewards	✓	✓	✓	✓	✓
Team social budget	✓	✓	✓	✓	✓
Pension <sup>4</sup>	5%	5%	5%	5%	5%
Maternity/ shared <sup>4</sup>	6 weeks full pay	3 months full pay	3 months full pay + 3 months half pay	3 months full pay + 3 months half pay	3 months full pay + 3 months half pay
Paternity <sup>4</sup>	2 weeks full pay	2 weeks full pay + 2 weeks half pay	2 weeks full pay + 2 weeks half pay	2 weeks full pay + 2 weeks half pay	2 weeks full pay + 2 weeks half pay
Buy/sell 3x holiday days	✓	✓	✓	✓	✓

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Some benefits are only available after successfully passing probation. Further information is available in the employee handbook.  
<sup>1</sup>To be used for an activity and includes £20 x2 per day.  
<sup>2</sup>Including electric vehicle and cycle to work schemes.  
<sup>3</sup>Optional within a flexible benefits budget that you control.  
<sup>4</sup>See policies for details.

