

## Your perks

Here you can find all the information on your perks and benefits at CreateFuture

## Benefits that work for you

### The basics

#### Annual leave

You'll get a total of 35 days holiday including bank holidays (which you can take whenever you like throughout the year). This also includes days for a company shut down period between 25th December and 1st January (this differs slightly each year depending on when these dates fall).

#### Enhanced salary sacrifice pension from Scottish Widows

No matter what stage you are at in life, we want to enable you to plan for what's to come by investing in your future. That's why - as your employer - we match your contribution to your pension.

Your pension contribution starts at 4% (meaning we would also give 4%). You can opt to increase your contribution too, with CreateFuture matching your contribution up to a maximum of 5%.

#### Enhanced sick pay

When you're not feeling well, you need to be able to take time to recover and get back to feeling like yourself. That's why we provide enhanced sick pay from day one.

#### Set-up for success

All of our roles are remote-first in the UK (unless outlined within your contract). We have some employees who join us every day at our office locations, and some who join us now and again. We are happy for you to follow a working pattern that suits you and your life best.

We provide you with the latest technology (a Macbook laptop and Jabra headset), access to the most up to date platforms and a tailored onboarding plan for your first few weeks with the business. We ensure you are set up for success and can thrive wherever you are from day one of employment.

## Environmental

At CreateFuture we care deeply about protecting the environment while delivering great products and experiences. We are committed to incorporating environmental best practices into our design process to support carbon reduction, sustainable waste management and energy efficiency for our clients and users.

The green committee is a passionate group of volunteers which aims to drive sustainable initiatives within the company, ensuring that we are doing what we can to make CreateFuture greener and aid long-term thinking over short-term. This includes reducing our company carbon footprint, improving processes and creating a better world. Step by tiny step.

As your employer, we also want to help you do your bit to help the environment. You can take advantage of our Love Electric partnership - where you can save up to 50% on any new EV.

You can also choose to opt in and join the 'Evans Cycles' cycle to work scheme.

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## Family leave

### Enhanced parental and adoption leave

To ensure you are able to take time away from work during some of life's biggest milestones, we offer 16 weeks full pay with paid phased return to work options. This is provided from day one of employment.

### Enhanced paternity leave

We offer two weeks full pay, with phased return to work options. This is provided from day one of employment.

### Enhanced shared parental leave

We offer 10 weeks full pay with phased return to work options. This benefit is provided subject to meeting the requirements of our internal policies.

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## Own Your Own Potential

### Your growth and development

Own your own potential (OYOP) is CreateFuture's approach to performance management. As we have evolved as a business, so have our performance needs. We have developed a performance framework to bring a consistent approach to career growth and development across CreateFuture, with common language and practice that we can all use every day. OYOP allows you to own your own development and tailor what growth looks like for you.

### Competency frameworks

We have clear competency frameworks for each department linking to OYOP, detailing how you can grow and continue to develop your career with us.

### Career Pathways

In line with owning your own potential, we have designed career pathways across the business to empower you to explore, discover, and navigate your career journey at CreateFuture. Whether you're looking to deepen your expertise in your current role, make a lateral move, or take the next big step, the pathways offer resources, insights, and information on skills and learning opportunities across our organisation.



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## Learning & Development

### Platforms and courses

All employees have access to turbo charging their personal and professional skills with the online educational solution, LinkedIn Learning. The platform houses a range of business, technology-related and creative e-learning, video and online classes.

Our internal learning and development team also heads up xAcademy which sees them deliver a host of personal and professional workshops and courses throughout the year. All employees are eligible to attend.

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## Culture

### Fun remote activities

All of our fun club activities - which run once a month - are remote first, meaning wherever you are in the UK, you can join in with the fun. In the past, this has included cooking classes, quizzes, bingo, games and movies.

### Monthly newsletter

Featuring your colleagues, positive news, health and wellbeing tips, and team celebrations, our monthly newsletter is hosted on our company intranet, the xHub.

### Internal employee-led communities

Covering a whole host of topics and subjects, our communities foster a sense of belonging and inclusion, strengthen connections, and promote personal and professional growth.

Examples of our communities include; accessibility, diversity, equity and inclusion, neurodiversity, design, charity, and coaching and mentoring.

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## Wellness

### Vitality

Your health and wellbeing is our priority, and as a CreateFuture employee you will get access to private medical insurance, optical, dental & hearing cover (as well as rewards, discounts and deals) with Vitality.

### Bippit

You'll gain access to Bippit's financial wellbeing platform where you can take their financial health check, utilise their financial resources and make use of their 1:1 financial coaching.

### YuLife

Your access will provide you with group life insurance (x3 basic salary), use of the employee assistance programme, free counselling sessions, use of their virtual GP and prescription delivery service, and perks and rewards.