



Your Benefits Guide - Where Flexibility, Belonging and Growth Come Together

Welcome to ITI Group, our benefits reflect who we are. They support true flexibility, foster belonging and team spirit, and create a diverse and engaging workplace.

Our Core Benefits – Supporting You Every Day

These benefits form the foundation of our colleague offering and provide security, wellbeing and support for all of our colleagues.

- Private Medical Insurance (*Individual cover, subject to scheme rules*)
- Health Assured – Solution-focused counselling support
- Eye Care Vouchers
- Life Assurance
- Pension scheme, with workplace advise
- Annual Health Checks
- Payment of Professional Membership Fees
- Annual Flu Vaccinations
- Health and Wellbeing Support:
 - Employee Assistance Programme
 - Togetherall
 - DoctorLine
 - Westfield Rewards
 - 24-hour advice and information line



True Flexibility

True flexibility means supporting how, when, and where our people work so they can thrive both personally and professionally.

- 25 days annual leave, 8 bank holidays, plus the opportunity to purchase up to 5 additional days leave
- Flexible start and finish times
- Flexi Fridays
- Hybrid working options
- Buying additional annual leave



Belonging and Team Spirit

Creating an environment where everyone feels valued, supported, and part of a connected community.

- Employee Voice Forums – Empowering colleagues to share ideas and contribute to an inclusive and collaborative workplace
- Recognition Scheme – Celebrating colleagues for work delivered in line with our company values
- Employee Referral Scheme – Earn a reward when someone you refer joins us
- Employee Social Events – Including Christmas and/or summer parties



Diverse and Engaging

Encouraging innovation, development, and opportunities for everyone to grow and succeed.

- Innovation Incentives – Awards for practical and impactful solutions
- Performance and Career Development, including:
 - Personal Development Plans
 - Careers Map
 - Annual Talent and Performance Cycle
 - Internal Development Library for personal and professional learning