



Welcome to the Kingdom Group

At the Kingdom Group, people are at the heart of everything we do. We exist to make a positive difference to homes, communities and lives - and that starts with creating a workplace where people feel valued, supported and able to do their best work.

We are proud to be building a culture where colleagues can thrive, feel a sense of belonging, and build a career they are proud of. Our ambition is clear: **to be an Employer of Choice**, attracting great people and supporting them to stay, grow and succeed with us.

Why Work at Kingdom?

Working at Kingdom means more than just a job. It means being part of an organisation that genuinely cares about its people and invests in their wellbeing, development and future.

You can expect:

- A supportive and inclusive working environment where your voice matters
- Flexible ways of working to help balance work and home life
- A strong focus on wellbeing – physical, mental and financial
- Opportunities to learn, develop and progress your career
- A comprehensive benefits package designed to support you and your family

Our Commitment to Our People

We want colleagues to feel proud to work for Kingdom and confident that this is a place where they can stay and build a long-term career.

That means:

- Listening to employee feedback and acting on it through our Employee Voice groups
- Promoting equality, diversity and inclusion through dedicated employee networks
- Supporting flexible working from day one
- Recognising that wellbeing and performance go hand in hand

Your Rewards & Benefits - Supporting You at Every Stage of Life

We offer a broad range of benefits designed to support colleagues at every stage of life. Below are some of the additional benefits that really set us apart.

Lifestyle & Everyday Savings

Perkbox

Enjoy access to exclusive savings and rewards through our employee benefits platform.

With Perkbox you can:

- ✓ Save money on everyday shopping
- ✓ Access discounts on popular retailers and leisure activities
- ✓ Get offers on holidays and travel
- ✓ Enjoy discounts on days out and family activities
- ✓ Purchase household essentials and split the cost over the year
- ✓ Access cycle to work, gym membership and car benefit schemes
- ✓ Access health and wellbeing resources
- ✓ Recognise colleagues with celebrations and rewards

Making your money go further every day.

Salary Sacrifice Benefits

Take advantage of tax-efficient schemes that can help reduce costs whilst supporting a healthier lifestyle.

Car Benefit Scheme

Access a range of vehicles through salary sacrifice, helping make driving more affordable and convenient.

Cycle to Work

Spread the cost of a bike and cycling equipment while promoting a healthier and greener commute.

Gym Memberships

Save on fitness memberships through salary sacrifice and support your health and wellbeing goals.

Financial Wellbeing

Pay On Demand (Stream App)

Stream is a workplace financial wellbeing platform that helps employees manage earnings, save, budget, and access financial coaching, all through a single app.

Stream is designed to improve the financial health of employees by providing practical tools and education to earn, learn, save, spend, and borrow on their terms, all delivered via a smartphone app

Key Features:

- **Earned Wage Access (EWA):** Employees can access up to 30% of their earned wages before payday, providing a safety net for unexpected expenses and improving financial resilience.
- **Savings and Investments:** Members can auto-save from their wages with competitive interest rates (e.g., 5.13% APY) and consolidate lost pensions into a Stream personal pension for better retirement planning.
- **Budgeting and Spending Tools:** Real-time tracking of earnings, shifts, and spending helps employees plan and spend confidently, while exclusive discounts extend their purchasing power.
- **Financial Coaching:** Personalized guidance and bite-sized lessons help employees build healthy financial habits, optimize tax contributions, and improve credit scores

Capital Credit Savings Accounts

Build healthy saving habits with access to Capital Credit savings accounts.

Benefits include:

- Easy payroll deductions
 - Flexible saving options
 - Support with budgeting and financial planning
 - A secure way to save for the future
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Health & Wellbeing

Health Cash Plan

Health cash plans mean employees can manage the cost of everyday healthcare. This insurance provides cover to help towards covering everyday healthcare costs such as dental check-ups and treatment, eye tests and glasses or therapy fees.

Depending on your plan, this may include:

- Dentist
- Optician
- Physiotherapist
- Osteopath/Chiropractor and many more therapies
- And for hospital in-patient treatment (including cover for pre-existing medical conditions) and diagnostic health consultations
- Plus further benefits for:
- Maternity or paternity
- Accidental injury
- Access to a 24/7 GP consultation service 365 days a year
- Private prescription delivery service

Wellbeing Support

We are committed to providing employees with a safe, healthy, supportive and positive workplace and provide a range of wellbeing tools and resources to support your physical, mental and financial wellbeing.

You'll have access to:

- Mental wellbeing resources
 - Fitness and healthy lifestyle support
 - Financial wellbeing guidance
 - Everyday wellbeing tools through our employee platforms
 - In Touch Therapies
 - Mindfulness and Pilates Sessions
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Time Away From Work

Buy & Sell Annual Leave

Need more flexibility?

You may have the option to:

- ✓ Purchase additional annual leave
- ✓ Sell part of your annual leave entitlement

Giving you greater choice over your work-life balance.

Celebrating Your Commitment

Long Service Awards

We recognise and celebrate the dedication and loyalty of our colleagues.

Long Service Awards acknowledge significant career milestones and thank employees for their continued contribution to the success of our organisation.

Plus Much More...

We continually review and enhance our benefits package to ensure it meets the needs of our people.

Additional benefits may include:

- Learning and development opportunities
 - Flexible ways of working to help balance work and home life
 - Family-friendly policies
 - Generous Sick Pay
 - Generous Leave Entitlement
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