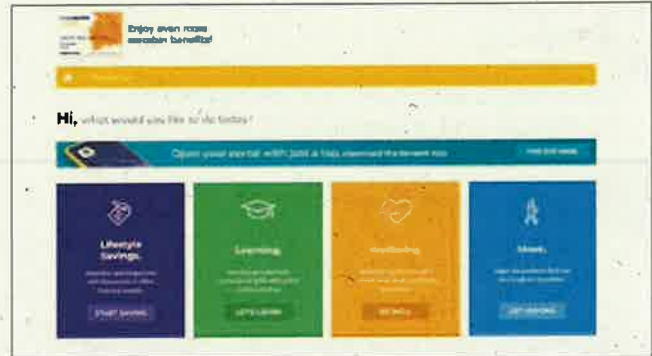


# Colleagues' benefits at Southern Co-op

## Financial Support



### **Colleagues in store discount**

- 10% on your shopping (20% at Payday weekends)
- Extra card for a family member
- Up to 25% discount on our funeral charges, masonry and the many services available at our Crematoria and Burial Grounds - plus 10% pre-paid funeral plans

### **Discounts for you**

- Discounts on travel (Hover travel, First Bus, Wightlink, Red Funnel, RAC Breakdown)

### **Member and Colleagues Benefit portal**

- Lifestyle savings

### **MyEva**

- MyEva is your personal digital financial adviser. She'll help you prioritise and reach your financial goals, whether that's clearing debt, building up your savings, buying a home, preparing for retirement and so much more.

### **Healthcare Cash Plan**

- Spread the cost of everyday healthcare and routine appointments for you and your partner – add up to four children under 18 for just £1.50 extra per month!

### **Share Incentive Plan (SIP)**

- Save up for something special and get a helping hand from both Southern Co-op and the taxman. Wait for 5 years and then start taking your money tax-free!

### **Co-op Credit Union savings & loans**

- Save a little on a regular basis and it soon adds up - with the comfort of knowing a loan may be available if you need a little extra help.

### **Group life assurance**

- Financial help for your dependants to give you peace of mind.

### **Enhanced annual leave**

- All work and no play makes life very dull, so enjoy your time away from work. We value your loyalty so enjoy your leave. This also increases the longer you work with us!

### **Have a drink and a bite to eat on us!**

- Fresh milk, tea, coffee, squash & bread, and butter.

## Learning and Development



### Training

- Full training given to all colleagues via a workbook and elearning.



### Apprenticeships

- A range of apprenticeships are available to all colleagues from Level 2 – Level 6. Majority of apprenticeships are virtual, so no time at college. Earn Learn, Qualify



### U Believe in U programme.

- A programme designed to build confidence in our female colleagues.

## Health & Wellbeing



### Employee Assistance programme

- Offering a wide range of support and counselling. This is available for all staff on a range of topics including work, family and personal issues including relationships and work life balance.



### Cycle to Work Scheme

- Get healthy and save money when you exchange salary for a bike & safety equipment worth up to £1,000!



### Member and Colleagues Benefit portal - POWR

- As well as the breathing exercises, meditations, sleep stories and personalised plans, POWR has a wealth of wellbeing content available!



### Discounts for you

- Discounts on Nuffield Health gym and Hussle gym membership.

## Recognition



### Recognising U scheme

- At Southern Co-op, we think it's really important to reward colleagues who showcase the behaviours that underpin our values. Our Recognising U scheme is the tool we have for managers to do just that.



### Inviting U 2 colleague referral scheme

- We're committed to being an employer of choice and we hope that our colleagues would recommend us as an employer. The Inviting U 2 scheme provides the framework and processes for those recommending candidates for vacancies within Southern Co-op. Reward is a £50 'Lifestyle' voucher which can be used at over 120 of the UK's best loved brands which include retailers, hospitality, Leisure activities and holidays:



### Charity volunteering

- Donate your time and expertise to give direct help to others