

Benefits and wellbeing

Wherever you join us, you'll be supported, empowered and recognised for the work you do.

Our benefits package is designed to support you – while you make a difference to our region, it's people and the environment.

We are committed to providing a rewarding work environment where you can thrive and be a part of the future of water.



Financial

Pension scheme

You are automatically enrolled into the Defined Contribution Pension Scheme with a **3% contribution** from your salary each month.

You can increase this in increments of 1% up to 7% and Anglian Water will **double-match this contribution** i.e. if you contribute 7%, Anglian Water contributes 14%.

Additionally, you can take advantage of the Additional Voluntary Contribution (AVC) and make extra contributions to your pension fund, this isn't matched by Anglian Water, but we recognise that the more you contribute, the better chance you'll have of achieving the lifestyle you want in later life.

Workplace ISA

Save from **£20** per month, designed for medium to long term savings.

Bonus scheme

We offer a number of discretionary bonus plans to reward your contribution to the performance of the business.

Financial wellbeing

We offer a number of financial support products provided through our provider. These include loans, salary advances, savings and financial education and support.

Protection

Personal accident benefit

Up to 100% of **5x** gross salary dependant on the accident.

Life cover

Provides your dependents with a lump sum of up to **8x** your gross annual salary in the unfortunate event of your death whilst employed with Anglian Water.

Income replacement scheme

Should you be unwell and unable to work for a period of time, the Income Replacement Scheme is available to you if you are a member of the Pension Scheme, subject to scheme conditions.



"When I was in a situation where I had to work part time for a personal reason, Anglian Water were very flexible in helping me to make it work without any difficulty."

To find out more about life at Anglian Water visit our profile on **Flexa**.

Work-life balance

We provide flexible working hours and remote work options, along with enhanced family-friendly policies, giving you more time with your loved ones.

Maternity and adoption leave

We offer **26 weeks full pay**, followed by statutory pay for a further 13 weeks.

We're a foster friendly employer

Additional **5 days** paid leave per year to attend Fostering training and support sessions.

Paternity leave

We offer 4 weeks full pay.

Annual leave

We offer a competitive annual leave allocation, increasing with length of service.

Buy/sell annual leave

Through this benefit you can choose to buy or sell up to **100%** of your weekly working hours each year.

Flexible public holidays

Swap days off according to your values and beliefs.





Wellbeing

Private healthcare – individual

We offer individual funded comprehensive cover for all employees.

Private healthcare – family

Subject to eligibility, through this benefit you can purchase healthcare cover for your partner and dependents.

Remote GP service

Access to a remote GP service for the entire household **24/7**.

Check4Cancer

An early detection cancer screening benefit available anytime through salary sacrifice.

Dental plan

Purchase dental insurance for you and your family via salary sacrifice.

Health assessments

Discounted in depth health assessments for you and your partner available through salary sacrifice.

Health cash plan

Opt into our Health Cash Plan and get reimbursed for everyday medical, optical and therapy costs. Family cover is also available via salary sacrifice.

Care concierge

Access confidential expert advice, including calculators and guidance on care options, finding care and paying for care.

Cycle2Work

You can hire a bike up to the value of **£5,000**. Anglian Water pays for the bike up front and you pay back the cost over 12 month period via salary sacrifice.

Gym and health club

Anglian Water have teamed up with **GymFlex** to give you the option to pay for your membership via salary sacrifice.

Employee assistance programme

A **24/7 helpline** for you and your immediate family providing advice, information, counselling and support.

Other

Recognising our employees

We believe in celebrating success and recognising the impact people make every day. Alongside regular peer and manager recognition, our Value Awards shine a spotlight on colleagues who go above and beyond.

Charity donations

Support Anglian Water's chosen charities by donating the pennies from your take home pay.

Payroll giving

You can choose to make donations up to £250, which Anglian Water will match, to charities of your choice through this give as you earn scheme.

Discounts

Access a wide range of discounts including savings on holidays, leisure activities and everyday essentials, including purchase of Tastecard and Coffee Club memberships.

Love to help

Love to Help is Anglian Water's volunteering programme, giving every colleague the opportunity to make a positive difference in the communities we serve. It's more than giving our time – it's how we turn our purpose and values into action, helping people, communities and the environment thrive.

WaterAid lottery

Deducted directly from your monthly salary to the WaterAid charity, with the chance to win a cash prize in the monthly draw.

Electric vehicle scheme

Lease either an electric or hybrid car through a salary sacrifice arrangement.

Discounts at our water parks

Access discounts on activities and cafés at our Water Parks, as well as free parking.

Our employee led communities

Our communities connect colleagues through shared interests, roles and experiences, creating opportunities to learn, collaborate and make a positive impact.



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Your professional development

Professional association memberships

We'll support the costs of membership to one professional association per year.

Development opportunities

We value your ambition, and our dedicated training and development team is here to guide you through your professional career.

"Supported in the right way, at the right time"