

# Colleague Benefits

Be You

Grow &  
Progress

Make A  
Difference

Share In  
Our Future

There's no one destination for work at Admiral. We're all different, with different talents, skills, goals, and paths we might want to travel by. Our Where You Can promise captures and celebrates all the brilliant possibilities of life at Admiral.

Admiral colleagues work hard to keep us at the top of our industry, and are rewarded for it with a competitive salary, share scheme enrolment, career growth and great benefits!

Where You Can is built on four key commitments. They define our people promise, capture the unique experience you get at Admiral – and lay out the things you can do to get the most out of being here.

Where you can  
**you**



# At Admiral you're accepted, supported, and empowered to **Be You.** Because you're brilliant.

## Workplace Support

A team dedicated to offer you the equipment and support needed to allow you to perform your role to the best of your ability.

### Alternative Therapies

Discounted/free sessions for therapies like massages and yoga.

### Financial Advice

Free consultations with an Independent Financial Advisor for financial matters.

### 24-Hour Ecare

Confidential 24-hour Employee Assistance Programme for support.

### Parental Leave

Generous maternity, paternity, and adoption leave policies.

### Shared Parental Leave

Both parents can share 16 weeks of full pay.

### Free Eye Test

Complimentary eye examinations and support for glasses.

### Holiday Allowance

Starting with 33 days of holiday, increasing with service.

### Cycle to Work Scheme

Save on bike purchases through a salary sacrifice scheme.

### Flexible Working

Adaptable working arrangements for non-shift colleagues.

### Career Break

Up to six months of unpaid leave after three years of service.

### Flu Inoculation

Discounted annual flu vaccinations.

### Paid Leave for Screenings

Up to 4 hours of paid time off for attending medical screening appointments.

### Simply Health

Cash plan covering everyday healthcare expenses.

### Discounted Gym Membership

Membership discounts at various gyms.

### Private Health Cover

Option to enrol in BUPA private health care.

### Halfords Car Maintenance

Salary deduction scheme for vehicle servicing costs.

### Critical Illness Cover

Option to purchase coverage for critical illness.

### Pawsquad

Affordable online veterinary support for pets.



# This floor is yours to **Grow & Progress.**

Learn more, make new connections, or  
just feel the buzz of doing what you love.

## Learning and Development

A team dedicated providing a range of classroom courses, from management training to team building.

### Educational Sponsorship

Fully and/or partly funded sponsorships

### ILM

An accredited qualification from The Institute of Leadership and Management delivered by our in-house training team.

### iLearn

An eLearning platform for all your learning and development needs. The portal hosts a wide range of online courses and videos covering personal and work-based topics.

### Internal Mobility

Opportunity to apply for roles in different areas of the business after probation is passed.

### Buy a Book Scheme

One book per month per colleague paid for by Admiral to promote development.

### Developmental Coaching

Working with a qualified Developmental Coach to identify opportunities, create goals and reflect upon achievements.

### Opportunities Abroad

Opportunities to travel to our international sites for career development and sharing best practice.

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### Port of Calls

The opportunity to spend time in other areas of the company to learn more about the wider-business, build relationships and support career development.

### Podcasts

Regular podcasts from senior leaders and technical experts to provide an insight and learning opportunities into the inner workings of a successful FTSE100 company.

### Degree Apprenticeships

Colleagues are supported while they pursue a degree apprenticeship through a partner university, allowing them to work flexibly in their current position at Admiral.



We prioritise doing what's right for customers, each other, and beyond. Allowing you to live by your values, define your direction, and **Make A Difference.**

## Groups and Societies

Over 30 groups and societies to join including the Admiral Superchoir, the P.R.I.D.E Network and the lunch time Running Club.

### Socials and Team Days Out

Regular team social events; from small team days out to company-wide parties.

### Ministry of Fun

Events, small competitions, and various activities for everyone in the company to have fun at work.

### Multi Faith / Quiet Rooms

Private spaces to pray, meditate or simply take five minutes!

### Casual Dress Code

A relaxed dress code to ensure comfort at work.

### Admiral Community Fund

Financial support for local charities and organisations which our colleagues and their families are involved in.

### Give as You Earn

A cost-effective and secure way to donate to charity.

### Corporate Social Responsibility

Opportunities to be actively involved in exciting CSR projects using impact hours, to give back to charity.

### Awards and Star Lunches

Colleague achievements are celebrated with award ceremonies and recognition from senior managers. Group CEO Milena Mondini will take a number of nominees for lunch every quarter.

### Impact Hours

Colleagues can use up to two working days annually for volunteering or employability initiatives.

### People Who Like

Our People Who Like initiative organises companywide events, quizzes, games, and various other activities!



# Our journey is your journey.

# As co-owners of Admiral, you don't just have a stake in the business – you get to **Share In Our Future.**

## Share Schemes

After one year of service, all colleagues become shareholders and are awarded up to £3,600 worth of shares each year. There's also another scheme which awards additional shares to managers and star performers.

### Pensions

Aegon provides pensions, enrolling employees automatically after three months, with a maximum 6% contribution match.

### Refer a Friend Bonus

Up to £750 for successful referrals.

### Salary Review

Annual performance evaluations.

### Insurance Discounts

Up to 15% off insurance and reduced breakdown cover rates.

### Travel Season Ticket Loan

Interest-free loans for seasonal travel.

### Life Event Loan

Up to £3,000 interest-free for significant life events.

### Bonus Exchange

Option to invest bonuses in pensions.

### Group Life Assurance

Three times base salary paid to a beneficiary.

### Local Discounts

Savings at local shops and events.

### Event Tickets

Discounted/free tickets for various activities.

### Length of Service Awards

Rewards for milestones at 5, 10, 15, 20, and 25 years.

### Saving Schemes

Salary-based savings options through Credit Union or Salary Finance.

### Tusker

Access to eco-friendly vehicles via Salary Sacrifice.

