



OPENCREDO EMPLOYEE BENEFITS



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WHO WE ARE

At the heart of OpenCredo (OC), are a bunch of people who love tech and collaborating with one another to solve complex problems! Firm believers of challenges offering the best opportunity for growth - for both individuals and as a company - we're driven by a desire to learn and to be at the forefront of industry developments.

OUR VALUES

- **Openness** - We believe lasting relationships are based on a foundation of mutual trust and respect. This means always striving to do the right thing, and operating with integrity. If you're not comfortable with saying or doing something in the open, then you probably shouldn't.
- **Pioneering** - We love to explore and be original and creative in our thinking. Constantly on the lookout for how to improve things, we encourage taking calculated risks, and bringing in fresh ideas and perspectives.
- **Individual Responsibility, Collaborative Mindset** - We're the roll up your sleeves and get stuck in types of people. We believe in working hard together, leading by example and doing what is necessary to get the job done. Taking personal responsibility for your actions and commitments, and thinking of others before yourself is key to this.
- **Make a difference** - We understand effecting real change requires courage, boldness and a healthy dose of pragmatism. Our people are expected to speak their minds and make their opinions known - but always with respect and humility. Not content to just sit back and let things slide, OCers do not shy away from tough decisions or difficult conversations in order to make genuine progress.

BENEFITS CHEAT SHEET



As an OC'er you get all the following benefits:

(In addition to working alongside some awesome colleagues, engaging work and to help build with us, a great company!)

 SHINEY NEW KIT A high-spec laptop, with the ability to customise it just the way you like	 WEEKLY BRUNCH A healthy brunch is provided in the office each week	 FLEXI WORKING Flexible hours and working from home opportunities
 IN-OFFICE WELLBEING Bit of tension in that neck? We have in-office massages by Vitality Health once a month to help with that!	 HOLIDAYS 33 days (inc. bank holidays) plus an extra day for every year you're with us!	 GIVING BACK You get 1 (paid) day a year to do some volunteering at a charity or cause of your choice
 CONFERENCES Plenty of opportunities to attend and speak at a variety of events	 O'REILLY SUBSCRIPTION All the free books and online courses you can consume	 TRAINING & CERTIFICATION We contribute to getting you trained up, and recognised for it too!
 KNOWLEDGE-SHARING Weekly lunch and learn sessions on a wide range of topics - theres always an opportunity for you to share too!	 MONTHLY SOCIALS Wide ranging socials from drinks at a pub to full on robot wars! Great fun, but no pressure to attend	 FREE SNACKS & DRINKS An evergrowing collection of drinks and snacks - our biscuit tin is no longer a tin and now a cupboard!
 PRIVATE HEALTH For both your physical and mental health needs	 PERKBOX A rewards program, with access to loads of perks!	 CYCLE TO WORK Buy a bike and accessories tax-free through the cycle to work scheme
 LIFE INSURANCE Free cover providing peace of mind for you and your loved ones	 PENSION A pension where we match what you put in - up to 5%	 REFERRAL BONUS Refer a friend and you can bank an extra £1k for each successful hire

THE CORE STUFF



Building on your competitive base salary & discretionary bonus comes:

Holidays

33 days (inc. bank holidays) plus an extra day for every year you're with us!

Pension

A company pension where we match what you put in - up to 5%

Private Health Care

You'll get access to Vitality Health Insurance to help cater for both your physical as well as mental needs. More than simply gaining fast access to high quality care, there are many rewards on offer for getting active too

Life Insurance

Free cover with Canada Life and Ellipse insurance providing peace of mind for you and your loved ones





We ensure you're kept up to date and continue to learn and grow in your role here.

■ Equipment

We believe you need the right tools to get the job done right. So, we give you the choice of a high-spec laptop, with the ability to customise it just the way you like

■ Training & Certification

Getting up to speed on new technologies and approaches is key to our business, as well as your growth. We make time and contribute to getting you trained up, as well as recognised for it too!

■ O'Reilly Subscription

You get access to our company O'Reilly subscription which provides you with a bunch of free books, online courses and early access to O'Reilly conference videos

■ Conferences

We encourage and actively look for opportunities to support our people in attending, as well as speaking at conferences and meet-ups

■ Knowledge-sharing

We run regular internal lunch and learn sessions on a wide range of interesting and diverse topics - plenty to learn, but also opportunities for you to share too!



RELAXED & ENGAGED CULTURE

We work hard, but also play nice together as well.

Flexi Working

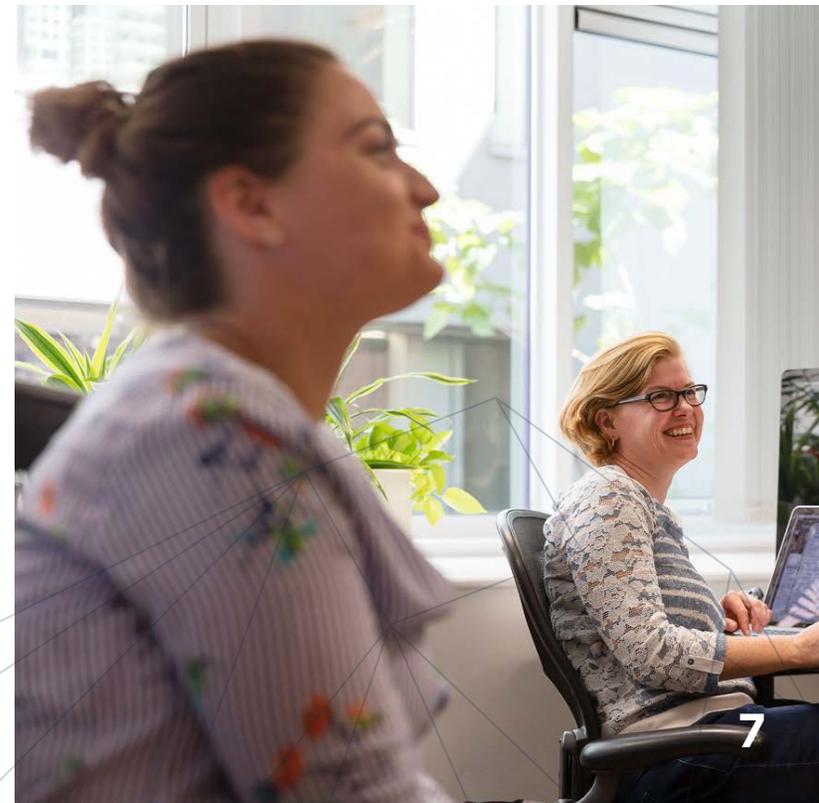
We do our best to be as flexible as possible with working arrangements - including flexi hours and working from home

Giving Back

Giving back to the community is something we believe in and value. So, we give you 1 (paid) day a year to volunteer at a charity or cause of your choice

Socials

Our monthly outings range from going to the pub, learning the ukele, to competing in the Crystal Maze. It's always great fun, but there is never pressure to attend!



WELLBEING & OTHERS BITS & BYTES



Its the little things that count.

Weekly Brunch

Every Thursday a healthy brunch of fresh bread, hummus, fresh vegetables, olives and more is served in the office for you to help yourself

Free Snacks & Drinks

Includes fresh fruit, soft drinks, treats and a biscuit tin (now cupboard) to die for

In-office Wellbeing

Bit of tension in that neck? We have Vitality Health come into the office to do massages once a month to help with that!

Cycle to Work

We are registered under the Cycle-to-Work scheme, so you can buy a bike and accessories tax-free (we have a shower too :)

Perkbox

A rewards program, with access to loads of perks ranging from cheap movies to discounts on travel and accommodation. You can find out more at perkbox.com



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