



High Speed Training Company Benefits Package



1 Compensation



At High Speed Training, we value our colleagues and place them at the heart of our business. Our total reward package reflects our inclusive culture and provides colleagues with flexibility and choice. Find out more about our pay, full benefit offering and enhanced policies in this digital booklet [↔](#)



Pay

At High Speed Training we believe that a hard day's work deserves a fair day's pay. That's why we're an accredited Living Wage Employer.



Profit Share Plan (PSP)

The bonus scheme runs on an annual basis and is based on the profit of High Speed Training's previous financial year. The bonus will be paid in quarterly instalments throughout the following financial year. This will likely be January, April, July and September.

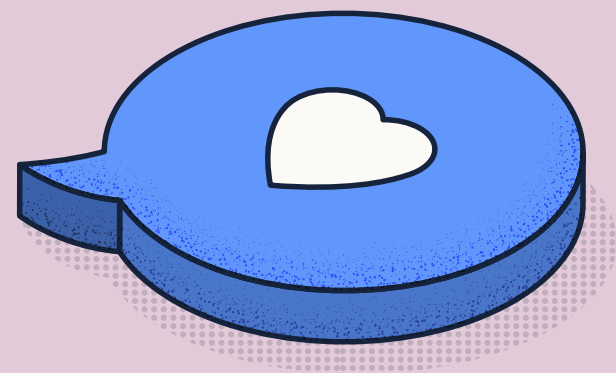


Company pension

Our pension provider is Royal London and the contributions are 4% (employer) and a minimum of 4% (employee). This is a salary sacrifice scheme so you'll also receive tax relief from the Government on your pension contributions.

You will auto enrol into the company pension scheme at 3 months service.

2 Company benefits



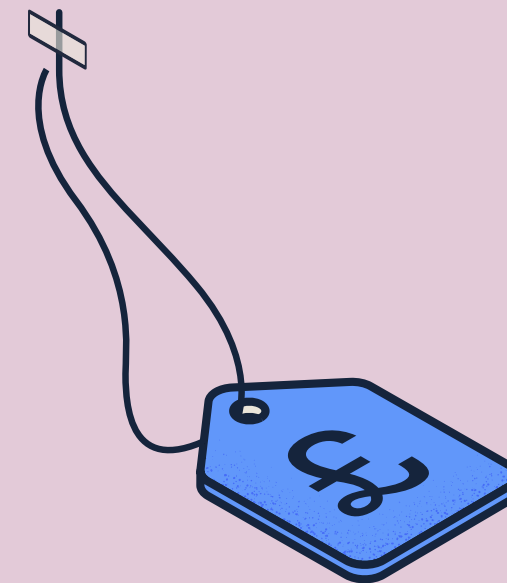
Employee assistance programme (EAP)

At High Speed Training, mental health and colleague wellbeing is a priority. We provide access to free, independent and confidential support through our Employee Assistance Program (EAP).



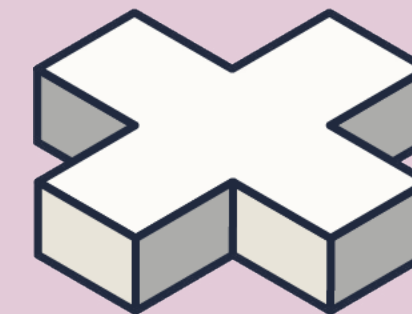
Curio

All colleagues have access to their own Curio subscription. This is a news and insights audio app where you can listen to content from a range of credible publications.



Employee discounts

From day one, colleagues can access exclusive discounts on everything from holidays, technology, restaurants, trips to the cinema and more.



Private medical insurance

The scheme enables you to obtain treatment for medical conditions and cover the cost of private medical expenses, within certain limits, for specialist treatment recommended by your GP as an in-patient, out-patient or for consultancy.



Life assurance

High Speed Training pays for your life assurance meaning this is an automatic and free benefit for colleagues. Our policy gives 4x your current annual salary to a nominated beneficiary.

2 Company benefits



Company car scheme

The scheme enables you to lease a brand new electric car, fully serviced, maintained and insured for either 2 or 3 years.



Mobile phone benefit

A unique benefit designed to provide you with flexibility and choice.

High Speed Training will cover the cost of your personal mobile device and contract when you join our scheme for a new connection or renewal. You will be eligible to take a personal contract as sim-only or device only or both.



General health cash plan

The general health cash plan provides a full package covering a wide range of health and hygiene requirements.

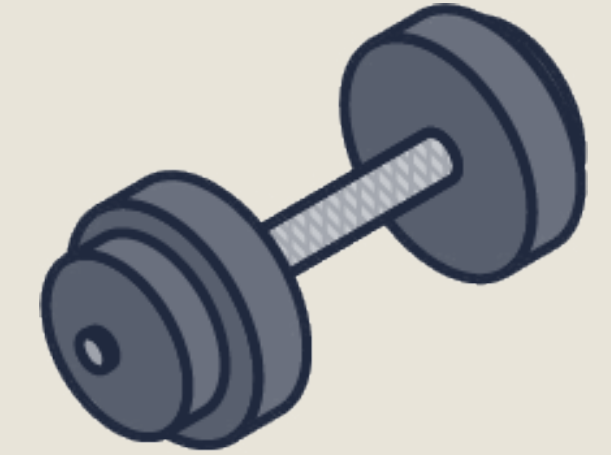
The cash plan will reimburse insured colleagues for eligible treatments up to the policy benefit limits.



Dental cash plan

The scheme enables you to obtain dental treatment and cover the cost of private dental expenses, within certain limits set by the insurer.

These include preventative treatment, restorative treatment, emergency and injury and mouth cancer cover.



Gym membership

Colleagues can take advantage of a discounted gym membership with no up-front fees and this will run through a salary sacrifice scheme.

You choose the gym and our provider will negotiate the corporate discount, this will typically range between 10% - 25%.

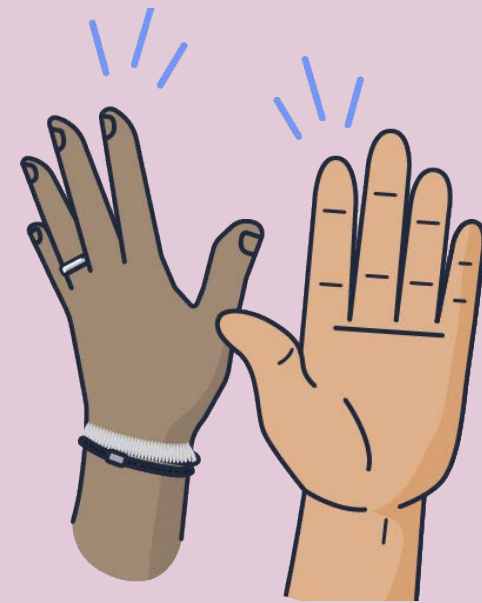
3 Company policies



Holiday entitlement

As a minimum, colleagues receive 26 days annual leave per year, plus bank holidays (FTE).

This entitlement increases up to 29 days through length of service, and staff have the option to 'purchase' up to 5 additional days of annual leave every year.



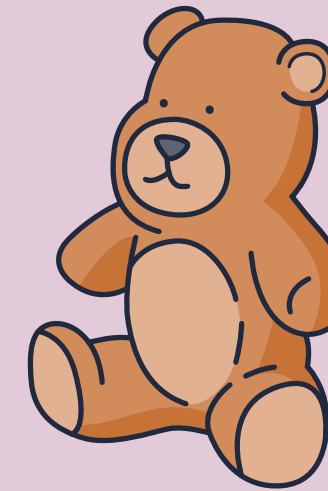
Volunteering policy

As a Force For Good our volunteering policy supports our Giving Something Back initiatives. We offer five paid volunteering days per calendar year.



Workation policy

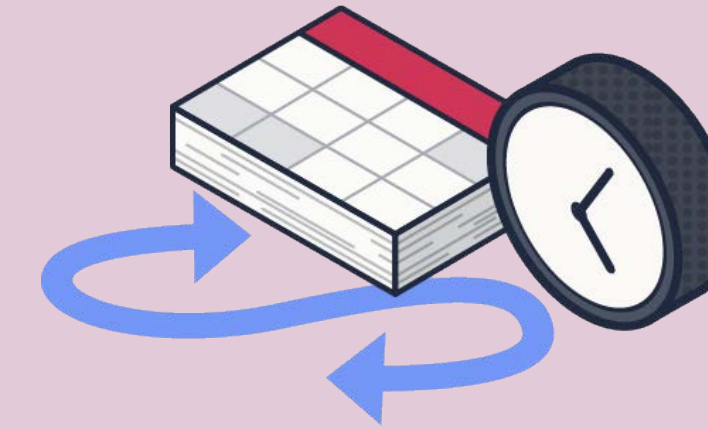
As a remote first business, this policy enables colleagues to have the freedom to work more flexibly whilst balancing the operational needs of the company. Our policy helps colleagues gain the ability to work for up to 4 weeks abroad.



Family friendly policies (maternity / paternity / adoption)

We're a team beyond our four walls and so we certainly see the value in providing support to colleagues at such a special time.

Company maternity and adoption pay is paid at the full rate of your normal basic salary for the first 26 weeks. Company paternity pay is paid at the full rate of your normal basic salary for 6 weeks.



Flexible working (inc remote working practices)

All colleagues have the right to request flexible working from the first day of employment.



Colleague loan

The colleague loan is an interest free loan to help colleagues in times of financial difficulty, for example unexpected emergency costs such as a boiler, a car repair or help to cover the deposit for a rental agreement.

4 Wellbeing and culture



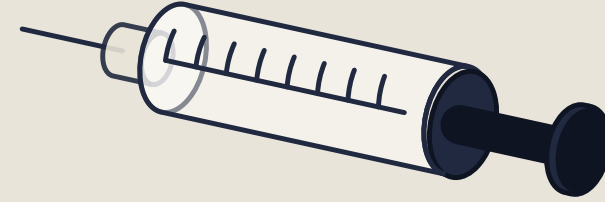
Remote first

We want everyone at HST to work where they are happiest and most productive. Our remote first approach makes us successful in a number of ways, including increased engagement, improved talent attraction and record revenue growth.



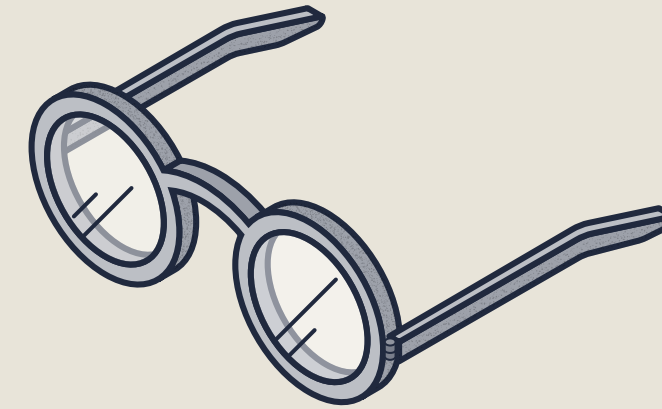
Home office kit allowance

We want to make sure your home office is comfortable, practical and safe. We provide all our new starters with a £600 home office allowance enabling you to set up your space to suit.



Flu jabs

To help protect our colleagues against the flu we will purchase one corporate flu jab voucher each calendar year.



Eye test & glasses

Your health is important to us so we will pay up to £25 per year for your annual eye test and contribute up to £50 for eye-wear every two years (DSE required).



Team allowance

Team building is a key part of encouraging collaboration across the business. Therefore a £30 allowance per person is given each quarter towards team activities.



Reward & recognition

We recognise the importance of thanking individual colleagues who have gone above and beyond and really demonstrate our company values.

Each team has a set quarterly budget to reward and recognise great work across the business.