

At Savills Management Resources, your health, wellbeing, inclusion and personal growth, as well as wider environmental and social responsibility focus, underpins everything in our extensive employee offer.

Browse this booklet for a snapshot of the benefits available to you.










Health and Wellbeing

Aviva Virtual GP and Digital Wellbeing

We offer unlimited virtual GP access to all permanent employees and their families (children up to age 18, or 21 if in full-time education) via Aviva's Digicare+Workplace app.

- Annual health check for yourself
- Second Medical Opinion - up to two a year following primary diagnosis
- Mental Health Consultations - up to six a year, plus up to an additional 6 Bereavement consultations
- Nutritional Consultations - up to six a year

There is additional resource and support available through Online information, including:

- Access to Grief Encounter who deal with childhood bereavement
- Get Active - discounted products and services for health and fitness clubs.
- Access to Cancer Care Get Active offers - discounted products and services that can help with the daily living adjustments a cancer diagnosis and treatment can mean.

Mental Health Support

Employee Assistance Programme (EAP)

Life can be complicated. Whatever is getting on top of you, there might be times when it is good to access impartial and confidential advice and resources to support you or those that live with you. We have appointed Aviva to help provide support on matters such as work life balance, staying healthy, coping with bereavement.

Thrive Mental Health App

Thrive is an evidence-based smartphone application providing in-depth tools and support for anyone to improve or manager their mental wellbeing. Any usage of the app is completely confidential, and it is available anytime, anywhere.

MYNDUP

Savills partner with MYNDUP to offer Online 1-1 mental health sessions with professionals including therapists,counselors,lifecoaches, career/executive coaches and mindfulness practitioners.

All these services are completely anonymous and independent of Savills.

Discount Portal

Our Online benefits portal lets you choose from a great range of discounts. There is something foreveryone and many ways to save wether you like to shop in store or online

Online benefits portal provides discounts on :

- Travel Bookings
- High Street Vouchers
- Gift Cards
- Cinema Tickets
- Days Out
- Lesuire Activities



Eye Tests

If you use a Visual Display Unit (VDU) for work purposes, the Company will reimburse the cost of an eye test.
If the test indicates that you need glasses solely for VDU use and upon written notification from your optician, the Company may contribute towards the purchase of frames and lenses.

Flu Vouchers

We invite all employees to participate in an annual flu vaccination programme, which generally takes place towards the end of each year. For employees taking this up, they will receive a voucher to redeem at participating pharmacies.

Travel Loan

Following the completion of your probation period, you may apply for an interest free loan to purchase an annual travel ticket (from a minimum value of £500 to a maximum value of £10,000). This is repaid by monthly deductions from your monthly salary over a 12 month period.

Internet and Insurance offers

Through Savills Lettings Hub we are delighted to offer savings and free installation on internet and media tariffs. The Lettings Hub also offer 10% discount on Landlord and Tenant Insurance.

Cycle scheme

We operate a Cycle to Work scheme, which provides a tax efficient way of providing a bike or e-bike and equipment to employees who have completed their probation period. Payments are deducted from monthly gross salary payments over the term of the hire agreement.

Solar Panels

Switching to solar energy has numerous benifits. Not only can it potentially boost your oropertys value with a good energy Performance Certficate (EPC) rating but it can also lead to lower energy bills and a substanial reduction in carbon emissions

Financial Wellbeing

The SMR Pension Scheme is with Royal London who are one of the UK's largest mutual life, pensions and investment companies.
Royal London being a mutual means that they are owned by their members and have no shareholders to pay, instead their profits are used to boost member pension savings through profit share and provide better products/services.

Royal London also offer a comprehensive Financial Support and Advice Centre providing guidance on how to manage finaces,illness and financial difficulty

Savills Share Incentive Plan

After completing 3 months' service, you are eligible to participate in this scheme. You can purchase shares in Savills plc at the prevailing market price each month using your pre-income tax and pre-National Insurance contributions (NIC) salary.

Sharesave

From time to time we offer eligible employees the opportunity to save for a fixed period (usually 3 years) with the option at the end of that period to purchase Savills shares at a discounted price set at the start of the savings period.

Investing Responsibly

Our pension provider is committed to acting and investing responsibly. Being a force for good and including environmental, social and governance issues in their investment decisions, they aim to improve the impact of the money you invest with them on the wider world.



Diversity and Inclusion

Savills is committed to making positive change and improvement when it comes to diversity and inclusion within the property sector, to ensure we provide the best working environment for everyone. There are six diversity characteristic working groups supported by a number of employee networks, events and initiatives and we encourage your involvement in these groups.

Charity Leave and Charity Matching

Employees are granted half a day charity leave for each days charity work undertaken, subject to a maximum of 1 day per year

Where you raise money for a particular registered charity, on request, SMR may make a matching donation (on a £ for £ basis) up to a maximum of £250 direct to the same charity.

Refer a friend to work for Savills

To encourage employees to take a more proactive role and help Savills appoint appropriate people, the Company will pay a discretionary Introductory Referral Payment to existing employees for referring successful candidates (once they have successfully passed their probation period). Applicable referral fees and scheme conditions are advertised weekly.

Professional Memberships

Maintaining your professional development is important. For this reason, the Company will pay for relevant professional memberships / subscriptions for your role.