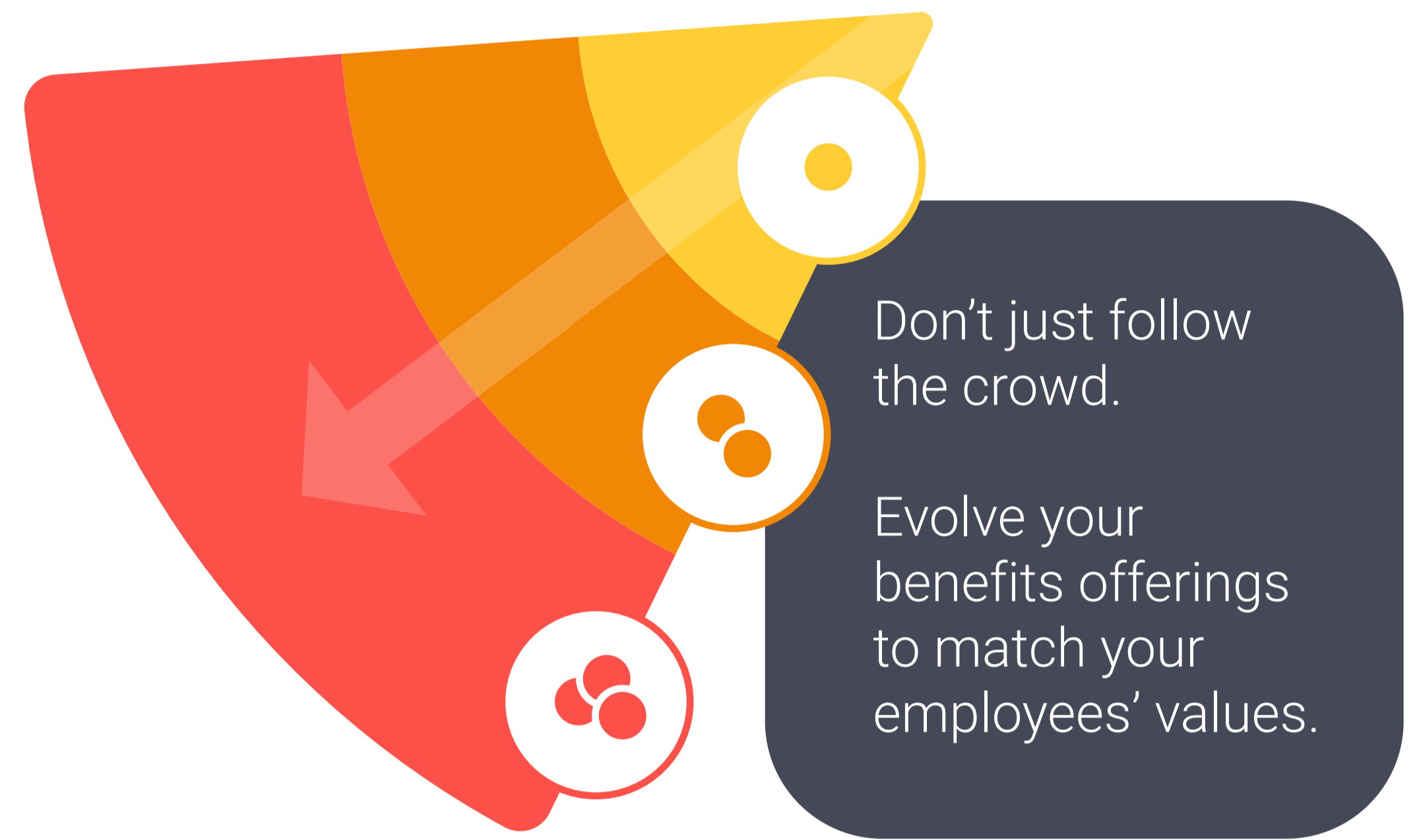
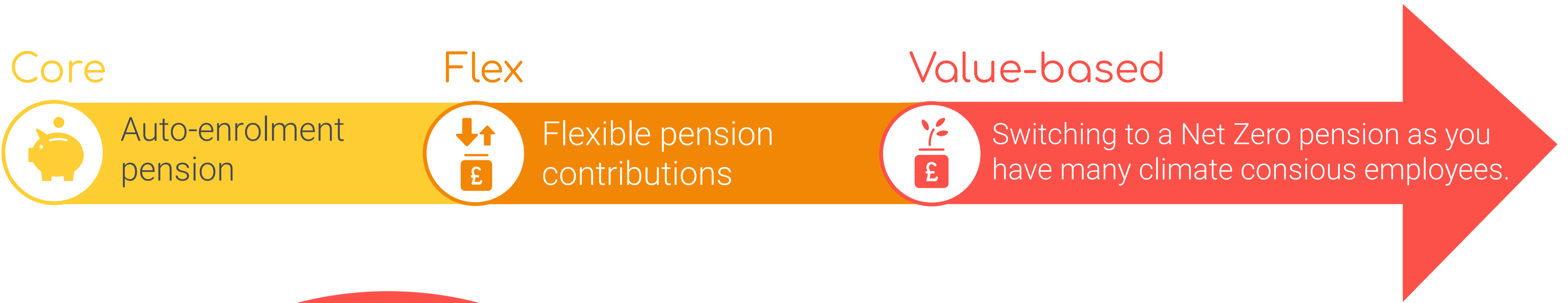


Building the perfect employee benefits package for your people

A great benefits package is built from the core outwards. With every benefit you choose saying something about your brand. By being selective about the benefits you offer, you can signal your company's values and establish a sense of solidarity with employees.



Core Employee Benefits

As we all know, there are certain core benefits, such as maternity/paternity pay, that companies are legally obliged to provide.

But as every company should have them, they won't help you stand out to new talent.



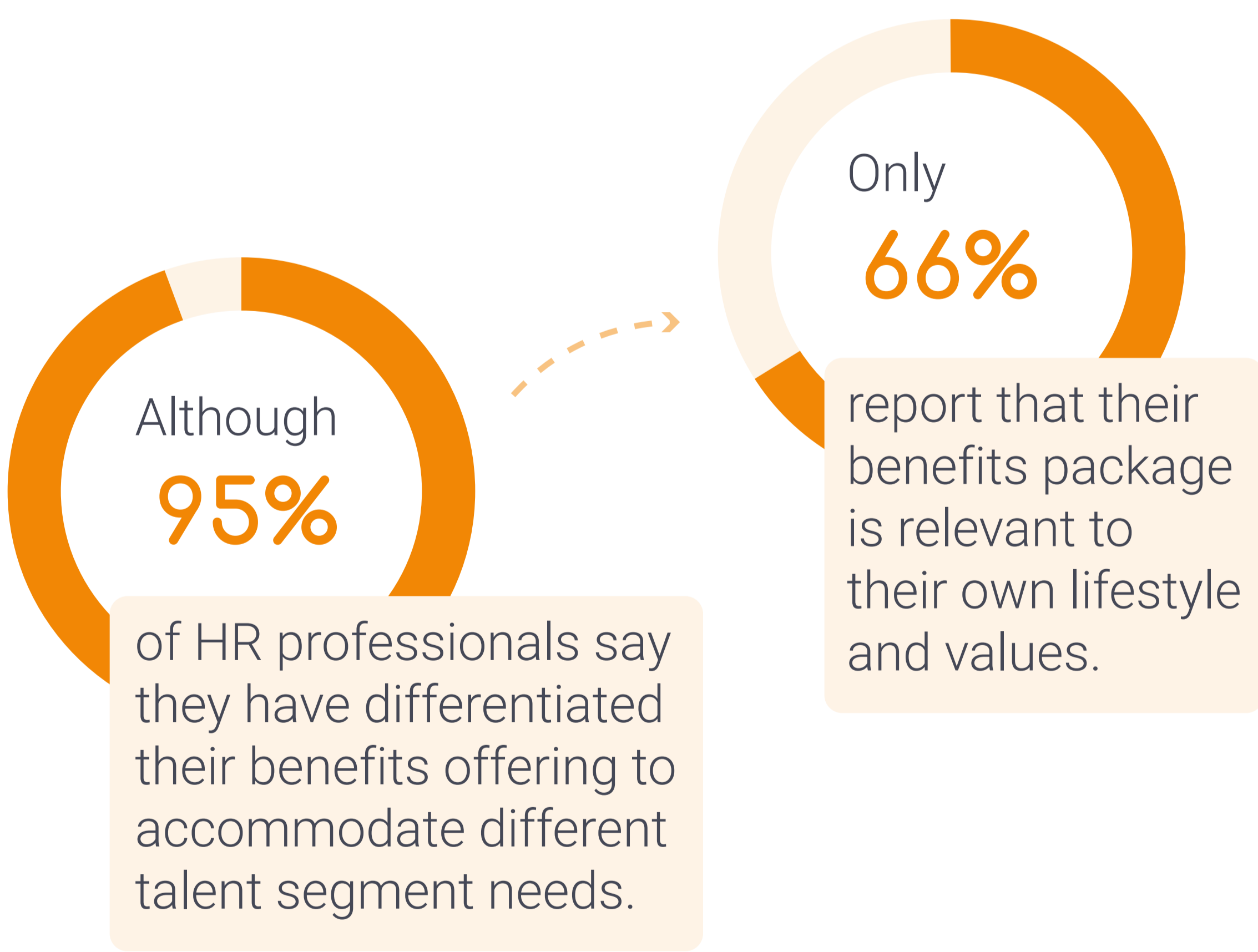
Paid holiday



Company pension



Statutory sick pay



Flexible benefits

Flexible benefits are everywhere now. Employers are getting better at differentiating their benefit offering based on talent needs, but just because something is flexible doesn't mean it will fit, resonate, or get uptake.

Supplementary flexible benefits do go beyond core statutory benefits but they often don't go far enough – because they don't necessarily speak to the values of employees...

Value-based benefits

Every benefit you choose says something about your brand. By being selective about the benefits you offer, you can signal your company's values and establish a sense of solidarity with employees. Values-based benefits address the needs of your workforce. Benefits that speak directly to your employees' concerns, needs and values.

Value-based benefits are crucial in creating a sense of belonging, which in turn makes all the difference when it comes to attracting and retaining talent.

Examples of values based benefits



Financial support benefits during the cost of living crisis.



Sustainable benefits for your employees experiencing climate anxiety.



Breakdown cover for salespeople constantly on the road.

In case you didn't know

We can review your benefits package free of charge. Our employee benefits platform, Lumina, empowers businesses to create their own customisable range of ethical value-based benefits. Take a look at www.Lumina-uk.com

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