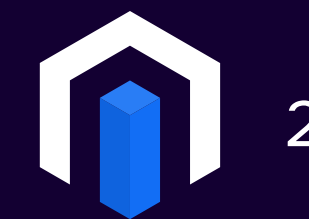


Your benefits



We strive to be Champions of IT



We can only achieve this
with our great people.

We've brought together a team of great people,
all pulling towards the same goal of creating
a workplace and culture that enables us all to
thrive. This benefits document reflects that.



What's inside?



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5 | Our purpose

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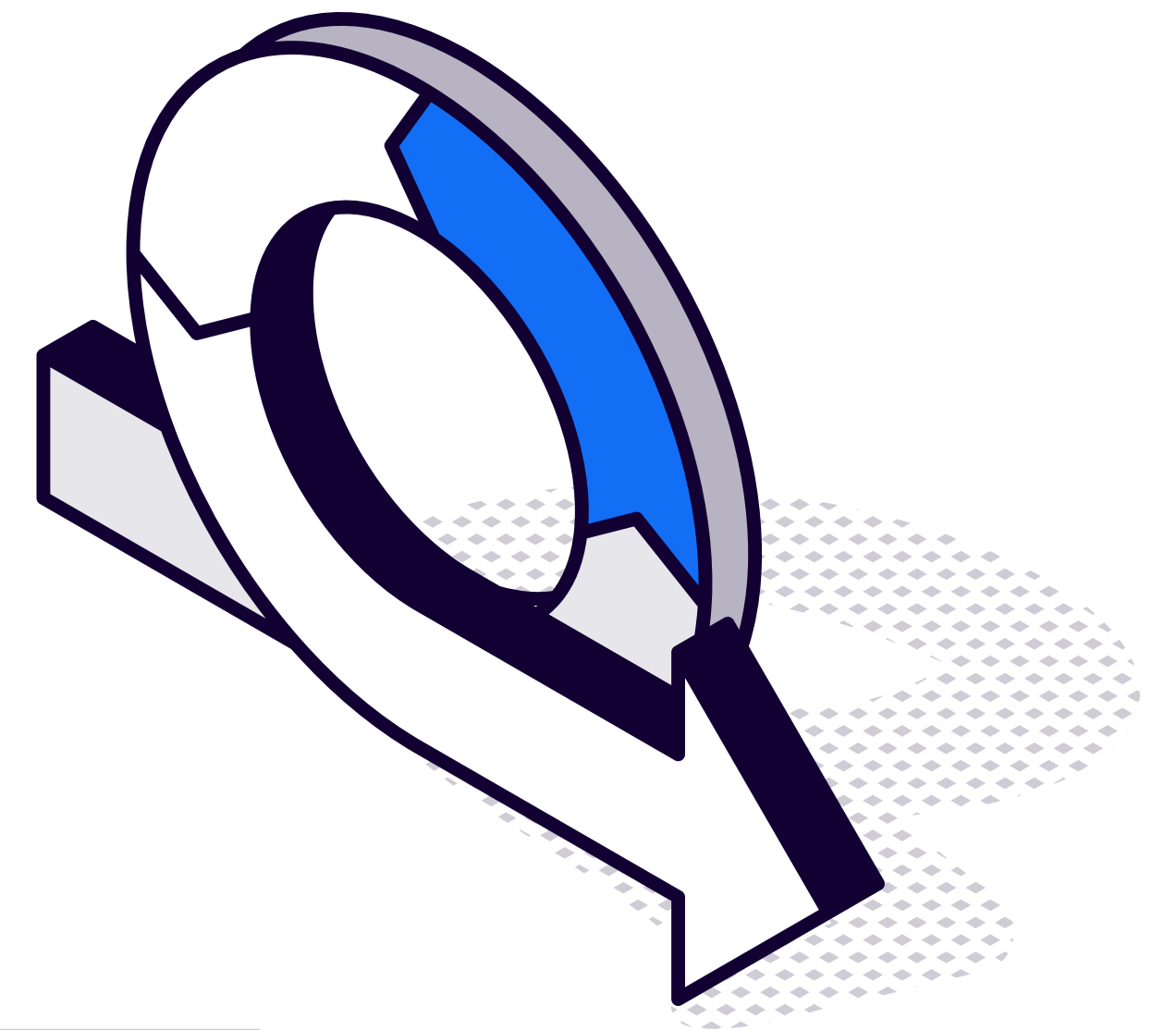
7 | Work life balance

8 | Financial focused

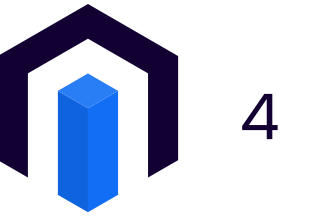
9 | Personal development

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What we stand for.



To be championed by our customers

We strive to be championed by our customers as the most dependable provider of IT services and solutions.



To establish, build & maintain trust

It is ingrained within our culture that we must establish, build, and maintain trust with colleagues, customers, and suppliers.



To create employee opportunity

We create employee opportunities by giving our team the skills and capabilities to grow in their role or for their next role.



To provide technical excellence & first-class service

We maintain a culture of technical excellence, clear communication and first-class customer service.



To build a workplace we are proud of

We endeavour to build a workplace culture we are proud of and love to shout about.

We are a values-driven organisation. These values flow through every one of our team members. It's our values that unite us, differentiating us from the rest.

We are unequivocally,
Nvtron.

Our purpose starts with you.

Our purpose is to be championed by our customers as the **most dependable IT services and Solutions provider**. We achieve this through clear communication, technical excellence and **first-class customer service**.

We establish, build and maintain trust with colleagues, customers and suppliers. That's why this benefits brochure is about you...**our colleagues!**



Your benefits.



We're proud of our team at Nvicon and are always looking for great people to join us.

From 25 days' annual leave each year to private medical and a company wide bonus scheme, our benefits package reflects how we go above and beyond to reward our team for their hard work.

Work life balance

- Flexible working
- Holidays
- Life events
- Perkbox

[Learn more](#)

Financial focused

- Company bonus
- Pension
- Recruitment referral
- Life assurance

[Learn more](#)

Development

- Ongoing training
- Qualifications
- Career advancement
- Investment days

[Learn more](#)

Health & wellbeing

- Private medical
- Sick pay
- Income protection
- Eye care vouchers

[Learn more](#)

Your work life balance.



Our work life balance benefits are designed to fit around you.

Flexible working

We've got a great office filled with the tools you need to become the best version of yourself, but sometimes life demands more flexibility than this. From a dental checkup to a school pickup, we can make work fit your lifestyle.

Life events

From time to time, we all have significant moments in our lives when we'd appreciate a little bit of extra time to enjoy. That's why we'll grant an additional day's holiday for things such as:

- You or your child get married.
- Your child's first day at school or university.
- If there is anything else significant and important to you, please speak to your manager.

Holidays

Our generous holiday package provides quality time to take as you choose. Everyone gets 25 days holiday from day 1. In addition to UK public holidays, of course.

Holidays (with flex)

Everyone needs time away from work, and we encourage our team to take their whole allowance, but sometimes, the year doesn't pan out the way we want. Should you need it, you can:

- Carry forward up to 5 days to your next holiday year
- Sell up to 5 days back to Nvtron
- Any combination of the above!



Perkbox offers a portal filled with great perks for every lifestyle. There's something for everyone, from little treats to money off the latest tech and discounts on the weekly shop. Speak to our savvy Perkbox experts to help you maximise this perk.

Financial focused.



Financial Security goes beyond a monthly salary. Our financial benefits support you here and now while securing your future.



Company pension

Ensuring a comfortable future is as important as living in the moment. Our enhanced company pension scheme sees Nvicon match employees' pension contributions at 5.5%.



Recruitment referral

We're always on the lookout for great talent to join the team. If you recommend someone who joins, you'll receive a bonus of £2,000.



Bonus scheme

At Nvicon, we are one team collectively responsible for achieving our common goal. At the start of each financial year, we set out our targets. We hit them, and everyone gets a bonus. It's that simple.



Life assurance

Our Life Assurance benefit gives your family some security if the worst happens. Our assurance provision covers 3.5x basic annual salary.

Personal development.



We push forward, sometimes step back, but we never stand still. We value innovation and creativity, encouraging our team to develop personally with the proper training and qualifications.

Personal development will differ between team members, but we're all about supporting our people to reach their next level. Whether it's access to training or qualifications, we're here to help you every step of the way.

We value innovation and creativity. That's why we encourage our team to develop and become the best they can be.

Ongoing training

Our people are constantly developing, and at Nviron, the sky is the limit. We'll support you with the training you need to become the best version of yourself.

Access to qualifications

Whatever your role within the business, we'll help you accomplish the certifications and qualifications you need to remain at the top of your game.

Career advancement

Our people are our most valuable asset. We always want to develop our team members, enabling us to promote from within.

Investment days

When we learn something new or need a refresher on a topic we've not engaged with for a while, it can be helpful to have some quiet time set-a-side. We'll support your learning with investment days to boost your development.

Health & wellbeing.



Your physical and mental health is the most important thing. These benefits help you remain the best version of yourself.



Private medical

Our comprehensive private medical policy gives you more than access to private treatment in comfortable surroundings with a pass to skip the waiting lists. You'll also get quick access to convenient GP appointments, specialist support and regular wellbeing tips.



Sick pay

Being unwell at work isn't good for you, your family or your teammates. We offer up to three months' full basic salary followed by up to three months' half basic salary to help you get back on your feet.



Regular treats

Sometimes, it's the small things that count. From complimentary breakfast for those in the office on Fridays to two company nights out a year and lots of little treats in between, we love to find ways to reward our staff regularly.



Eye care vouchers

Look after your vision with free eye tests. We can also support you if you need specific glasses to aid your vision at work.



Income protection

If you suffer a severe long-term injury or illness that prevents you from working, income protection covers 50% of your basic salary for the remainder of your working life.



Perkbox & wellbeing

Your Perkbox account grants free access to a wealth of workouts, meditations and therapies to support your physical and mental health.

Supporting our communities

Our communities and our people are integral to who we are as a business.

We invite our team to choose the causes we support as a business each year.

From local sports teams to charities to food banks, we are proud to support the projects and initiatives which are significant to our people.

We also encourage our team to participate in their own initiatives, supporting the causes that are important to them, giving generously, and going the extra mile.



Simplifying IT, empowering business.



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