

# Looking for a Job

# You'll Love?

Find It

@ Frazer-Nash 2023 Frazer-Nash UK Benefits

# Look No Further!

**There's nothing quite like a career at Frazer-Nash.**

**The work we do makes the world a better place. Literally.**

We are constantly looking for ways to innovate and challenge the status quo. We have a high-performance culture and our employees demonstrate every day that we do things that matter. Our commitment to excellence is unwavering — not just to the industries we serve, but to you as well. We know our people are at the heart of our success. We need your best every day. In return, you can expect our best. Together, let's build a better future for all of us.

**“A GREAT PLACE  
TO WORK!”**

**87%**

of **Frazer-Nash employees**

According to the 2022 People Perspectives Survey.

# At Frazer-Nash You Will Find

**04 Purpose —  
Saving the Planet**

**05 Opportunity —  
A Meaningful Career**  
Career and Learning

**08 Balance —  
There's More to Life  
Than Work**  
Time Off

**09 Support —  
Life Moments Matter**

Health  
Money  
Life  
Wellness

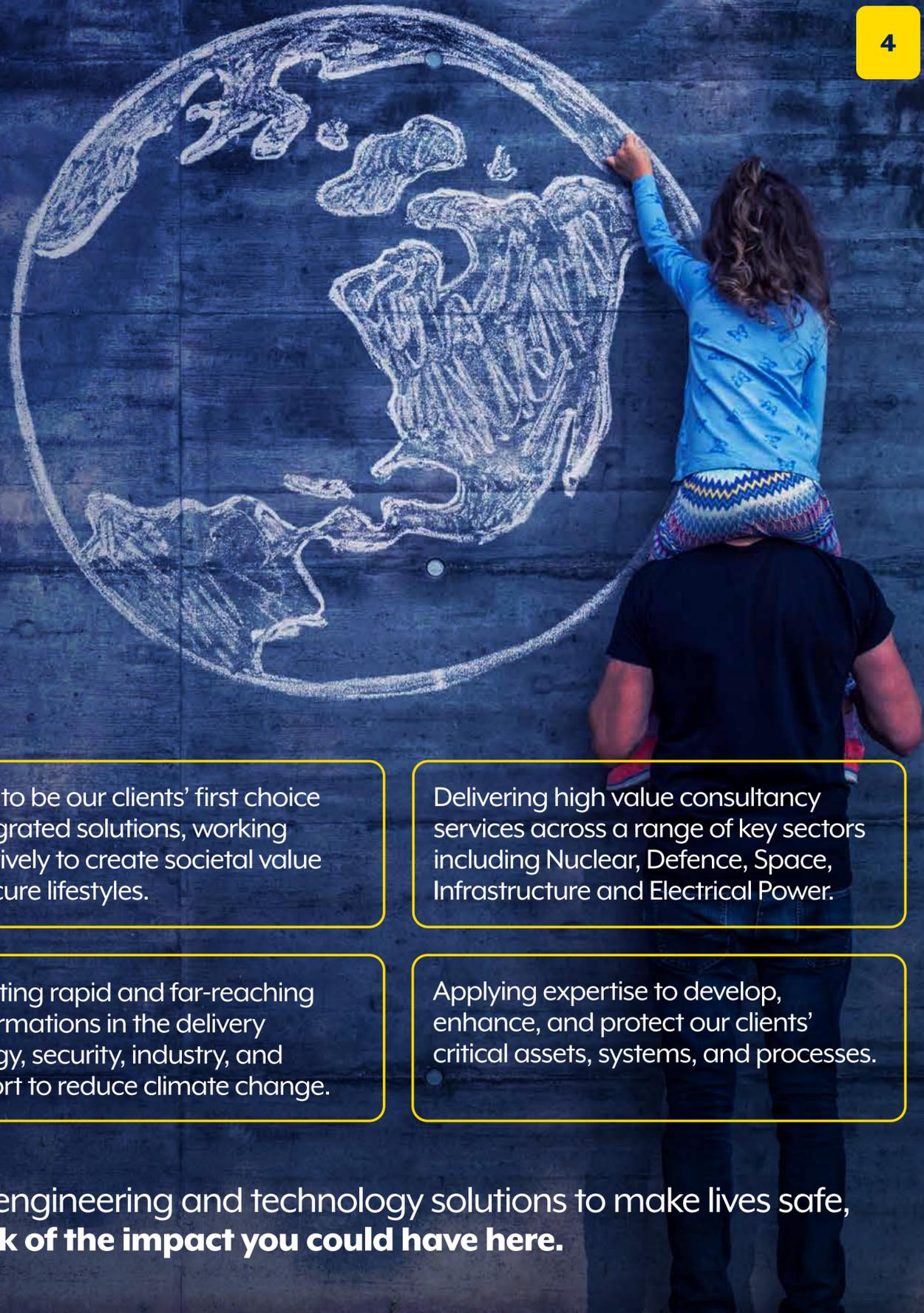
**18 Community —  
Find a Community  
that Cares**

**Start Exploring  
@ Frazer-Nash**



# Saving the Planet

## Just another day on the job



Assisting organisations to explore potential benefits and challenges of space-based solar power.

Supporting the build of novel software solutions, embracing modern cloud-first technologies to solve problems using software and data.

Aiming to be our clients' first choice for integrated solutions, working innovatively to create societal value and secure lifestyles.

Delivering high value consultancy services across a range of key sectors including Nuclear, Defence, Space, Infrastructure and Electrical Power.

Reducing existing emissions and removal of greenhouse gases to enable the energy transition toward a Net Zero world.

Addressing defence research challenges through developing prototypes and conducting in-depth analysis for clients.

Supporting rapid and far-reaching transformations in the delivery of energy, security, industry, and transport to reduce climate change.

Applying expertise to develop, enhance, and protect our clients' critical assets, systems, and processes.

**Find Purpose  
@ Frazer-Nash**

We help organisations deliver innovative engineering and technology solutions to make lives safe, secure, sustainable, and affordable. **Think of the impact you could have here.**

**You Want  
More Than a Job**

**You Want  
a  
Meaningful  
Career**

**Find Opportunity  
@ Frazer-Nash**

Our aim to ensure that learning **opportunities** are available to all employees to enable them to carry out their work to the highest standards and fulfil their career potential.

## **MORE THAN LEARNING COURSES**

As we know we learn in multiple ways, therefore, Frazer-Nash offers a range of opportunities to develop your skills, knowledge, and experience. We use a blend of learning solutions which could include buddy conversations, mentoring, research, secondments, conferences, client site working and internal or external courses.

## **PROFESSIONAL MEMBERSHIP REIMBURSEMENT**

We encourage employees to become a member of the professional institution relevant to their role, and work towards chartership. As such, Frazer-Nash will reimburse one professional membership per employee to support

ongoing learning and happily engage in conversations about how to advance employees towards achieving their goals.

## **MANAGEMENT AND LEADERSHIP**

Whether you are new to managing others, need to achieve results through others or you are an experienced leader, we offer a range of development solutions to support leaders develop their practice.



Reimbursement of  
**1**  
professional membership

Take  
**Time.**

Take a  
**Breath.**

There's More  
to **Life** Than  
Work.

Find **Balance**  
@ Frazer-Nash

"I FEEL I CAN TAKE TIME OFF  
WHEN NECESSARY."

**95%**

of **Frazer-Nash employees**

According to the 2022 People Perspectives Survey.

# Balance

At Frazer-Nash, we value our employees and their lives outside of work. We have a variety of **time off and leave of absence options** that help you relax, recover, and take time for the things that matter most.

## ANNUAL LEAVE

We offer up to five working weeks of leave per year because taking time off is important for your overall wellbeing and productivity in both your professional and personal life. You may also find the need to take extended time away from work for health, family, or other reasons.

## HOLIDAY PURCHASE SCHEME

Want a little extra time off during the year? Purchase up to one week of annual leave and spread the cost over 12 months directly from your pay.

## INCLUSIVE PUBLIC HOLIDAYS

You will receive up to eight inclusive public holidays to use for celebrations that are meaningful to you and your family. And, you can use them how you want — work on the public holiday and take the leave at another time.

## MATERNITY, PATERNITY, ADOPTION, AND SHARED PARENTAL LEAVE

Becoming a parent is an exciting step for families, and Frazer-Nash recognises the importance of parent-child bonding. While nothing can quite prepare you for those first weeks of parenthood, you may be eligible for enhanced pay for the first 20 weeks of maternity, adoption, and shared parental leave followed by 19 weeks of statutory pay. For paternity leave, you may be eligible for up to 100% pay for two weeks. And when you return, you'll receive continued flexibility through our flexible working options so you can deliver your work and meet new family obligations.

8

Public  
Holidays

5

Weeks of  
Annual Leave

2

Weeks of Paternity Leave  
with Enhanced Pay

20

Weeks Maternity, Adoption,  
and Shared Parental Leave  
With Enhanced Pay

# Life Moments Matter

Find Support  
@ Frazer-Nash

Health

Money

Life

Wellness

Find the **healthcare benefits** and **additional health programmes** to make your healthcare journey easier.

## PRIVATE MEDICAL INSURANCE

Our employees' health is important to us. That's why we offer the option to enrol in our private medical insurance scheme when you join Frazer-Nash to help you live well. We'll meet the cost of your cover and provide coverage at a discounted rate for your spouse and/or dependents up to age 24. You can opt in and opt out of the scheme at any time if your circumstances change.

## FLU JAB VOUCHERS

Frazer-Nash prioritises the health and wellbeing of all of our employees. That's why we provide annual flu jab vouchers at no cost to you.



## WOMEN'S AND MEN'S HEALTH APP

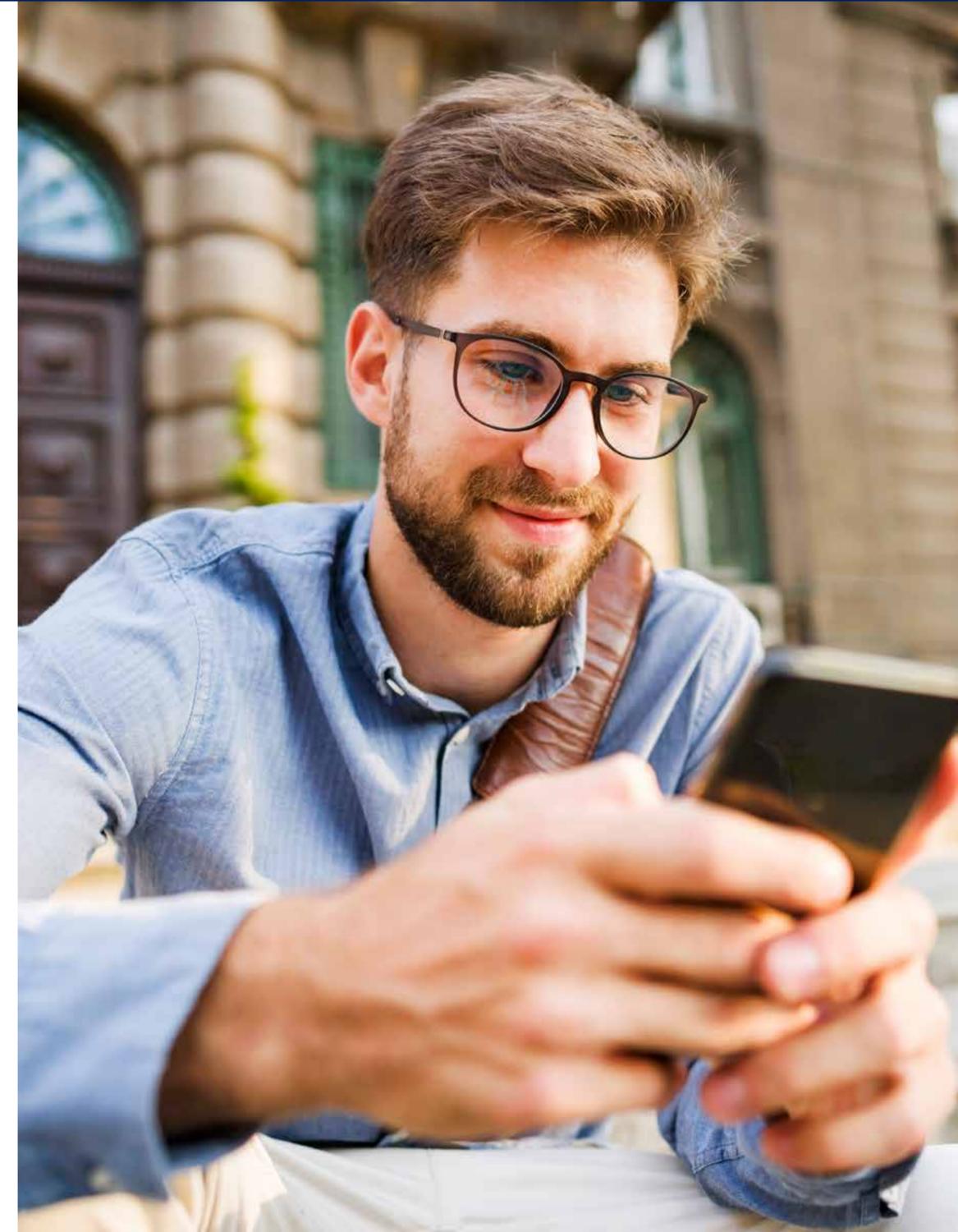
Get exclusive access to Peppy Health — the mobile app where you talk to an expert about the most challenging health topics such as men's health, women's health, menopause, fertility, and more. You can sign up for courses, join live events, and access on-demand resources to help you with your personal health journey.

## EYE CARE VOUCHERS

Frazer-Nash offers an eye care voucher for an annual eye test at no cost to you. And, we'll even make a contribution to the cost of glasses should you be prescribed them purely for screen work.

## DIGITAL HEALTH SUPPORT

Want on-the-go support for a variety of health needs? At Frazer-Nash, you have exclusive access to the Aviva DigiCare+ app with four features designed to support your health: digital GP, a health check service through the post, mental health and nutritional consultation, and second medical opinions.



And, of course,  
our resources prioritise  
your mental health.



Find your peace of mind with **mental health resources** that support the whole you.

## **EMPLOYEE ASSISTANCE PROGRAMME**

With our Employee Assistance Programme (EAP), you'll get 24/7 access to free, confidential support for most personal, financial, mental health, work-related, and wellbeing questions and challenges you may be facing.

## **MENTAL HEALTH WELLBEING APP**

Gain access to an mental wellbeing app that offers advice and resources across a range of areas, including mindfulness and sleep, as well as 24-hour access to confidential counselling services.

## **MENTAL HEALTH CHAMPIONS/ FIRST AIDERS**

Want to talk to someone who understands? Receive confidential support by Frazer-Nash colleagues who are trained volunteers in mental health.



From monetary recognition awards to Frazer-Nash's pension plans and support, you'll see that we foster a culture of **recognition and rewards** that drives our success.\*

## PENSION SCHEME

Frazer-Nash offers a group-wide U.K. pension scheme with LifeSight, a market-leading pension master trust that enables you to invest your pension savings in an investment fund range, which incorporates environmental, social, and governance principles into its framework.

## RETIREMENT SUPPORT

As you approach retirement, you have access to free guidance and advice on the retirement options available to you.

## LONG SERVICE AWARDS

Your time at Frazer-Nash is valued, and as a way of thanking you for your commitment, you'll receive recognition on milestone anniversaries.

## REWARD AND RECOGNITION PROGRAMME

Our Reward and Recognition programme provides a consistent and open framework for recognition, celebrating the positive demonstration of the behaviours that underpin our values, to ensure that we celebrate success formally and offer a financial award that is commensurate to the achievement.

## BONUS SCHEME

We operate an annual bonus scheme for all of our employees to participate in. The bonus scheme is discretionary and is a profit share scheme based on the performance of the Company.

\* Programme eligibility varies based on your employment terms and position.



## LIFE ASSURANCE

We want to make sure your loved ones are protected, even if you can't be there. That's why you'll automatically receive a level of life assurance, four times your annual salary through Frazer-Nash.

## SHARE PURCHASE PLAN

We make it easy to share in our success by offering you the opportunity to purchase stocks at a discount via payroll deductions.

## INCOME PROTECTION INSURANCE

Life happens, and Frazer-Nash will be here for you and your family. You can receive financial support if you are unable to work due to a long-term sickness, disability, or absence.

Life assurance

4

your  
annual salary



At Frazer-Nash, we want to help you and your family stay financially supported and protected. Here's some benefits we offer to protect **your money**.

## DISCOUNTS

We offer a range of discounts and cashback deals for the things you want and need, including cinema trips, shopping, household bills, birthday presents, and more.

## SEASON TICKET LOAN

Do you take public transport to work? Frazer-Nash offers a season ticket loan to help buy an annual ticket, then pay it back monthly through salary deductions.



Find **benefits to support your lifestyle** here.

## **VOLUNTARY ELECTRIC CAR LEASING**

Want to drive a new car while saving the planet? Through our electric car leasing scheme, you may lease a brand-new hybrid or electric car and enjoy tax breaks for ultra-low emission vehicles — all insurance and maintenance included.

## **CHILDCARE, ELDER CARE, PET CARE AND EDUCATION SUPPORT**

Need to find a babysitter last minute? Receive short-term emergency or long-term care for your dependents, with easily manageable options. You'll also have exclusive access to school holiday club discounts, a network of nannies and babysitters, and discounts on tutoring. Support is available to help with selecting and applying for schools and university.

Up to

**5**

**funded days of Emergency  
childcare or elder care**



You can take care of the whole you with our **wellness benefits**.

## ANNUAL FITNESS CHALLENGE

Join your colleagues in a team-based race around the globe through our annual fitness challenge.

## GYM MEMBERSHIP DISCOUNT

Take advantage of a discounted membership at over 3,000 of the U.K.'s leading and top-brand gyms, leisure centres, hotel health clubs, independent gyms, and boot camp studios.

## CYCLE TO WORK

Want a healthier way to commute? Employees are able to enjoy a brand new bike, accessories, and safety equipment as a tax-free benefit through this salary sacrifice scheme.

**3,000+**  
gyms, health clubs,  
and more



**Find Belonging**  
**in a Community**  
**That Cares**

**Find Community**  
**@ Frazer-Nash**

We offer options for you to collaborate with others, create social impact, and grow a **community** here at Frazer-Nash.

## EMPLOYEE RESOURCE GROUPS

You can help shape our company culture, all while developing a close network of other change agents with similar interests as you. Employee Resource Groups (ERGs) are one of the many ways we seek to increase diversity and foster an inclusive work environment that enhances our global workforce. Whether you want to join an already-established ERG or start your own — your voice is valued here.

## CARE AND SHARE SCHEME

We offer a tax-efficient mechanism for employees to make donations to charities that are enhanced by matched contributions from Frazer-Nash. And if you have a particular local charity that is close to your heart, you can nominate that charity to be considered for a Charity of the Month donation.

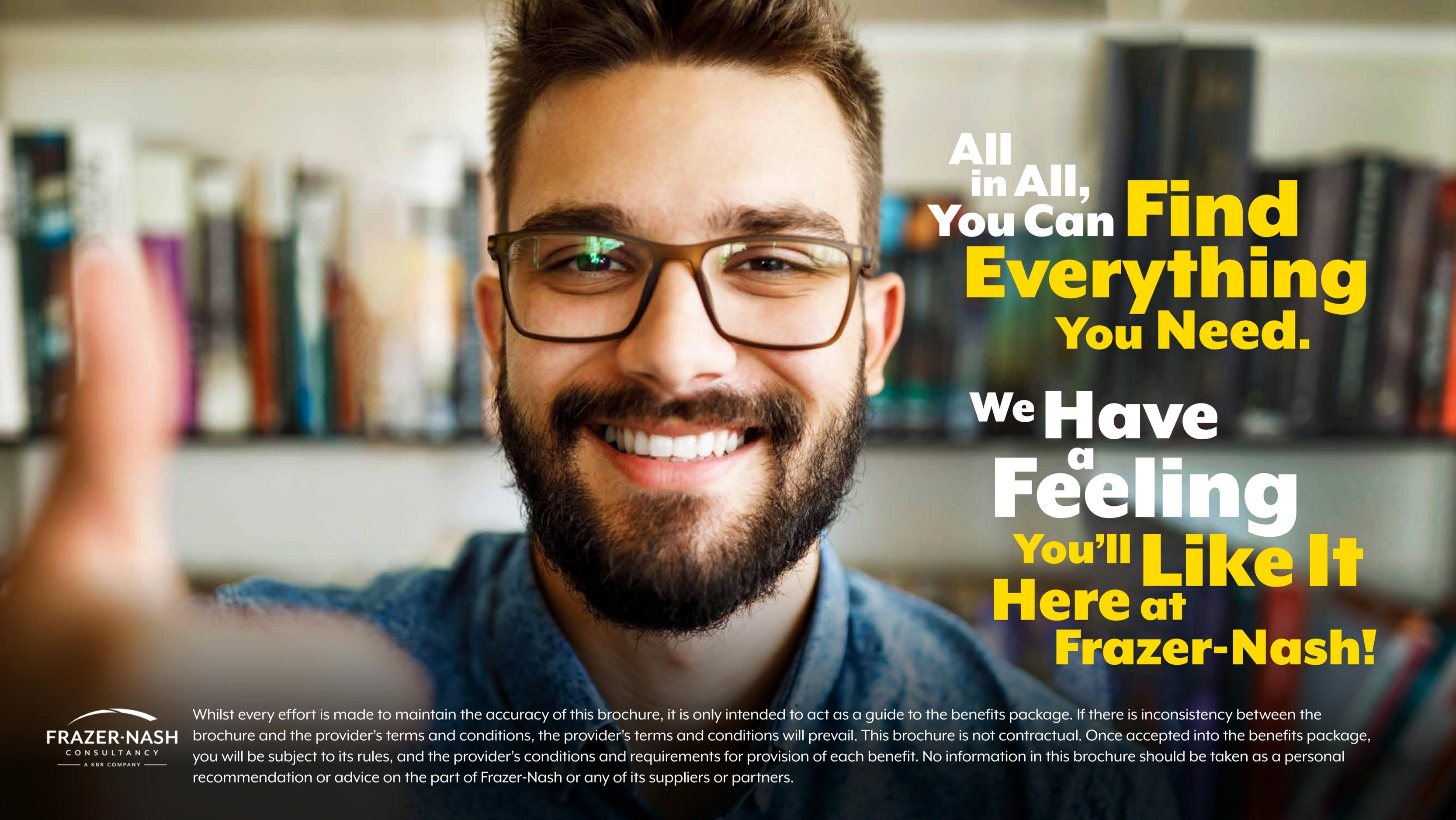
## EMPLOYEE SURVEYS

When it comes to being a successful company, we must learn before we grow. That's why we conduct an annual, confidential global employee survey to hear your thoughts so we can continue doing our best.



# A Great Place to Work

Great Place to Work Certification through **2023**  
(USA, Australia, United Kingdom, Singapore, India, Germany, UAE)

A close-up photograph of a man with short brown hair, a full beard, and glasses, smiling warmly at the camera. He is wearing a blue button-down shirt. The background is a blurred library with bookshelves filled with books.

All  
in All,  
You Can **Find**  
**Everything**  
You Need.

We Have  
**a**  
**Feeling**  
You'll **Like It**  
**Here at**  
**Frazer-Nash!**