

KINTO EMPLOYEE BENEFITS PACKAGE

Pension Scheme



Matrix of options starting from 4% employee contribution, with 11% provided by the employer. If the employee increases this to 6% the company will put in 15% company contribution

AVC

Make additional voluntary contributions to your pension pot

Employee Assistance Programme

Additional support or guidance, work or non-work related, is offered through two different providers (BEN and Metlife).

BEN - 08081 311 333 | MetLife - 080 389 0285

Employee Car Scheme



Wellbeing Hour

1 x each month

Volunteer Days



Life Assurance

4x basic salary

Annual Leave



25 - 30 days dependant on length of service

Hybrid Working

3 x days in the office
2 x days the option to work remotely

Enhanced Maternity Pay



Enhanced Paternity Pay



Premature Baby Leave and Pay

Annual Salary Review



Employee Introduction Scheme



Receive £1000 following the successful completion of your referee's probationary period

Sabbatical Policy

Employees with over 3 years' service can request sabbatical leave and enjoy up to 12 months off work

Discounts on Different Retailers

LifeWorks

A platform to support staff wellbeing – mental, physical, financial, and social. Staff benefit from perks and savings, wellness advice and support, and can connect with other colleagues via the news feed and giving recognition

Long Service Awards



We really appreciate the long service of our employees, so as an appreciation, employees will receive an award from 10 years' service up to 40 years

Professional Membership Fees



Professional membership subscriptions, specific to your role, will be reimbursed by KINTO

Discretionary Bonus

Starting at 5% of salary and increasing with grade

Enhanced Company Sick Pay

Provided you meet the essential requirements, the Company will top up your SSP to full pay based on length of service

Further Education Funding



DCS (Car Scheme)

Provided as a requirement of the job role

Gym membership

Subsidised gym memberships for local gyms



Learning Hour



Onsite Facilities

Eateries, Starbucks, hairdressers, nursery and activities organised by the Lakeside campus

Private Medical Insurance



Electric Vehicle Charge Points Onsite



Secondment Policy

Opportunities to apply for secondments within KINTO and across the ONE Toyota Group

Experience For Life

Up to £250 per year for a learning, non-work related experience

Wellbeing Events



Dress Down Fridays

Glasses Contribution



Buy & Carry Over Holiday

Free Office Fruit

