

EMPLOYEE BENEFITS AND WELLBEING GUIDE



BUUK Infrastructure is the leading independent provider of energy distribution and utility networks across mainland UK with over 30,000 networks, serving one million homes. It encompasses the brands of GTC, Power On, Metropolitan, Passiv, Open Fibre Networks, Independent Water Networks, Levelise, See The Light from Sky, and Express Utilities.

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At BUUK, we recognise that the success of our organisation depends on our people. We aim to provide a warm welcome to all new employees and to ensure they are provided with every opportunity to be the best. At BUUK we aim to make employment with us as enjoyable and rewarding as possible.

So what makes BUUK a great place to work?

About Us

People are key to all we do within BUUK. Our people purpose is to provide a supportive environment that is committed to enabling our people to be the best - making them proud to be themselves and part of BUUK.



Our Values



BE BALANCED, BE FAIR

- ✓ We maintain a balance between work and personal life
- ✓ We care for and respect each other
- ✓ We advocate for equity, diversity, and inclusion in all we do
- ✓ We support each other to be consistent in how decisions are made



BE BETTER EVERY DAY

- ✓ We understand how our role contributes to the company's success
- ✓ We see the value in our career at BUUK
- ✓ We innovate to take opportunities and solve problems
- ✓ We learn and grow from our mistakes



BE A CUSTOMER CHAMPION

- ✓ We care for all our customers (internal and external)
- ✓ We focus on the customer journey making each and every interaction as easy and enjoyable as possible



BE ENVIRONMENTALLY ACCOUNTABLE

- ✓ We respect the environment when making decisions
- ✓ We choose to be responsible
- ✓ We understand that caring for others requires us to care for the environment



BE SAFE, BE WELL

- ✓ We get home safe and well every day
- ✓ We own our decisions to always be safe
- ✓ We demonstrate care by looking after ourselves and those around us
- ✓ We voice any concerns



BE TRUSTED

- ✓ We do the right thing, not just the easy thing
- ✓ We take responsibility
- ✓ We uphold honesty, integrity and fairness

BE YOU



The Mission

Making lasting connections with our customers to improve their lives.



The Vision

Be the leading utility partner to accelerate the UK towards net zero for all our customers.



Our Benefits

At BUUK we aim to make your employment with us as enjoyable and rewarding as possible. Here are some of the benefits that we offer as a thank you for working for us:

Pension Scheme

Automatic enrollment after a period of service.

Death in Service Benefit

Subject to terms and conditions.

Loyalty Growth Units

At BUUK we recognise that our employees are the key to our success and believe in offering them a share in our profits.

Recruitment Referral Bonus

To current employees who successfully introduce future talent to the Group.



We offer a range of flexible benefits through our Salary Extras scheme:

- Bike2Work Scheme
- Home Technology Scheme
- Holiday Purchase Scheme
- Car Scheme
- Variety of discounts through our employee benefits portal



Wellbeing Services

At BUUK we care about the health and wellbeing of everyone. We know that if our colleagues are well, they have more chance of being their best. As well as providing a safe workplace where they are valued and supported, we offer a number of services and initiatives to promote wellbeing.

- Employee Assistance Programme - A free confidential helpline service to help employees and their families with mental, physical and financial assistance
- Trained mental health first aiders
- Free Flu Vaccination
- Health MOT that helps colleagues get more out of life
- Smart watch purchase discount scheme



Enhanced Family Friendly Policies

At BUUK we understand the importance of family and understand the day to day challenges that can come when balancing work with personal life:

- Maternity, Paternity and Adoption Policy
- Shared Parental Leave Policy
- Flexible Working Policy
- Group Hybrid Home Working Policy



Volunteer Programme

As a company, we take an active role in giving back to our community and being a socially aware, responsible business. We have partnered with onHand to provide volunteering opportunities and sustainability action for our colleagues.



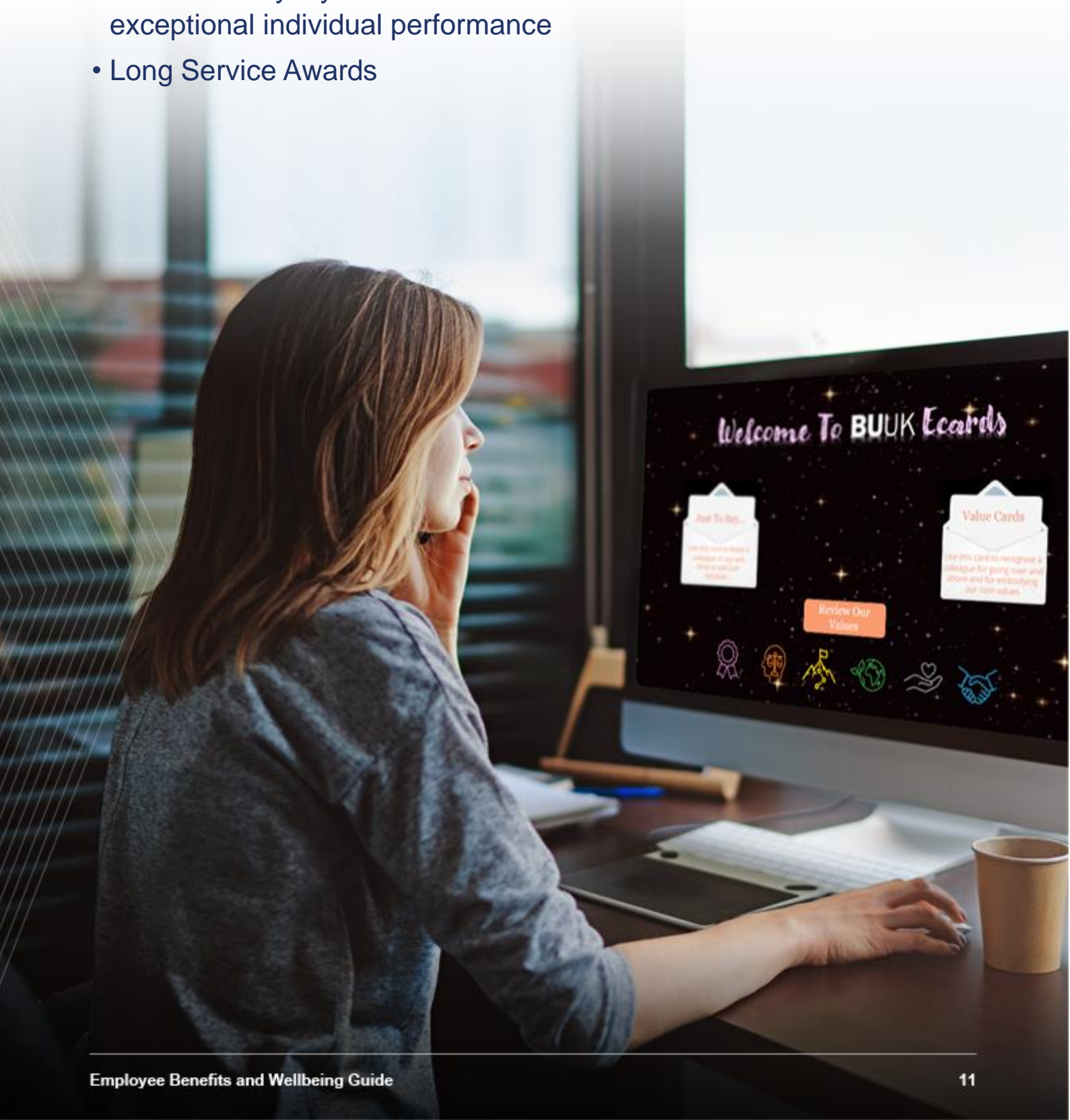
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Recognition

We are committed to recognising the invaluable contribution and loyalty of our people.

- **‘Value E-cards’** are an opportunity for employees to recognise colleagues who demonstrate our values
- Additional Loyalty Growth Unit Awards can be awarded for exceptional individual performance
- Long Service Awards



We listen!

At BUUK we encourage an open-door culture when it comes to communication and believe in listening to our people:

- Directors roadshows
- 'eVoice' platform for colleagues to have your say and submit new ideas for changes within the business
- Tool Box Talks sessions are carried out for operational employees
- 'Better Connected' magazine
- Annual employee engagement survey^[SEP] carried out by 'Great Place To Work'®



Helping colleagues to be at their best

At BUUK we believe in developing and investing in our people.

- Mandatory
- Role essential
- Management training
- Professional, academic or vocational qualifications
- Personal and professional development

