



Core Benefits

Pension

In your second month, you'll be auto-enrolled. You'll contribute 5% and the firm will contribute 3% of your basic salary. After 6 months' service the firm will match your contributions up to 5% of your basic salary.

Private Medical Insurance (PMI)

You can apply to join the PMI from day 1. Cost of cover is taxable in your monthly pay. Your partner / dependant children can be added at your own cost.

Life Assurance

You are covered at no cost under the Group Life Assurance Scheme from day one at 4x your basic salary. You can increase cover up to a total of 8x at your own cost.



Around The Group

Recruitment Referral Fee

Receive a taxable cash payment for successful employee referrals

Discounted Residential Property Conveyancing

Client Referral Scheme

Receive a taxable cash payment for successful client referrals into LIME.

Interest Free Travel Loan

For rail, bus, metro travel or car parking.

Inclusion Groups

Join one of our many inclusion groups, which bring people with a shared interest or experience together. E.g. Menopause, Parents, LGBTQ+



My Perks

Multiple Discount Hubs

Discounts covering many categories including supermarket shopping, retail, leisure, lifestyle and wellbeing products, airport parking, hotels, lounges, and car hire.

Benefits Overview



Flexible Choices

Zest

Access our dedicated benefits portal where you can manage your benefit selections.

Critical Illness Cover (CIC)

Apply for CIC up to £100,000 max. Children are covered free under your policy to 25% of your benefit up to £20,000 max.

Dental Insurance

For you and your family in the UK and abroad.

Give As You Earn

Contribute tax efficiently to your chosen charities.

Worldwide / European Travel Insurance

For you and your family.

Healthcare Cash Plan

Reimbursement for medical, dental, therapy and optical costs for you and your family.

Health Assessments

Various levels of assessment for you, your partner or a family member.

Electric Vehicles

All inclusive salary sacrifice EV lease scheme.

Tax Free Bicycle

Lease a bicycle for travel to work – with options to purchase at the end.



Personal Development

Empowered working

Our culture lives in our behaviours – we focus on amazing outputs not where they're delivered.

Learning & Development (L&D)

An expansive, flexible L&D proposition for all on our dedicated Ac@demy platform.



Wellbeing and Lifestyle

Wellbeing Hub

Range of resources signposting Mental, Physical, Social and Financial information.

Seasonal Flu vaccinations offered in the Autumn

Mental Health First Aiders

Speak to one of our MHFAs for confidential support and signposting to further help.

Employee Assistance Plan

Access the app / helpline for confidential practical help and advice on health, family, money matters and work.

Eye Test Vouchers

Company subsidised eye tests and if approved by the optician, a contribution towards glasses for screen use.

Discounted Gym membership

In person / online at 3000+ gyms.

Holiday

27 days per holiday year plus bank holidays, pro-rated to your working pattern.

Holiday Buy & Sell

Buy or sell up to 5 days' holiday per year pro-rated to your working pattern.

Day off for your Birthday

Maternity, Adoption and Shared Parental Leave

Receive full basic salary for the first 18 weeks followed by 6 weeks at 50%.

Paternity Pay

4 weeks' paid leave (basic salary).

Sick Pay

Contractual sick pay for up to 30 working days over a rolling 12-month period.

Discretionary day off between Christmas and New Year