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**Company Benefits**

**Company Values**: Collaboration, Communication & Customer Focus.

**Office Working Hours** – Core Office Hours = 37 per week worked Mon – Thu 0900-1700 and Fri 0900-1630.

**Holiday Entitlement** starts at 22 days per year (plus Statutory Bank Holidays) and rises by 1 day for each completed year of service to a maximum of 28 days per year (plus Statutory Bank Holidays).

**Workplace Pension Scheme** – AMX pays in 3% provided the employee contributes a min of 5%.

**Group Life Insurance** at 4 x annual salary and **Group Income Protection.**

**Benefits –** Upon completion of probation these include:

* + **Hybrid Working** with a minimum of 3 days worked in the office.
  + Discretionary **Annual Pay Review & Bonus** – provided both employee and company have met performance targets.
  + BUPA subsidised **Private Health Cover** (medical history disregarded) and Dental plans.

**Wellbeing Support –** from start date:

* + **AMX Flex** – currently trialling a system where employees can accrue and take 4 hrs per week.
  + **Productivity Breaks** – to help you recharge.
  + All employees are eligible to our **Employee Assistance Program** with access to online self-help resources and the online GP appointment portal.
  + **Company Eyecare Scheme** – free sight tests every 2 years with spectacles voucher, for DSE work.
  + **Buddy** assigned to new starters.
  + Vast online self-help resources and **Mental Health** 1st Aiders available in person.

**Probation Reviews** – every month during the probation period to support new starters.

**Performance Reviews** every 6 months including a review of Training and Development needs. Access to apprenticeships and training courses (more expensive training may be subject to signed Training Agreements).

**AMX Social Club** promoting **friendly team** spirit through a wide range of activities to suit all interests.

**Free parking** in a private car park.

**Cycling** - Secure bicycle rack, shower facilities and drying cabinet for cycling gear.

AMX Sharepoint>Documents>0.1 Policies and Procedures>0.5 Human Resources>AMX Company Benefits (updated 01/10/24)