

Armstrong Watson

COLLEAGUE BENEFITS

ArmstrongWatson®

Accountants, Business & Financial Advisers

www.armstrongwatson.co.uk



INTRODUCTION

At Armstrong Watson, we believe our people are our greatest asset. You help us deliver on our quest to achieve prosperity, a secure future, and peace of mind for our clients. That's why we offer an exciting range of benefits, with a personal focus on you, your career, and your wellbeing.

We provide the tools you need to stay healthy, enjoy a great work-life balance, and take care of your finances now and in the future. As everyone has different goals, your benefits can be tailored to suit your needs.

Our Key Focus...

Your Health & Wellness - Prioritise your well-being with top-notch healthcare options, wellness programs, and resources to keep you feeling your best.

> **Financial Peace of Mind** - Secure your future with robust financial benefits, including retirement plans, savings options, and financial advice.

> **Time to Recharge** - Enjoy paid time off and holidays, giving you the time you need to relax and rejuvenate.

> **Work-Life Balance** - Achieve harmony between work and personal life with flexibility and support for your unique needs.

> **Grow with Us** - Take advantage of professional development opportunities, training programmes, and career growth initiatives.































> **Extra Perks** - Benefit from exclusive discounts, rewards, and special offers that add extra value to your everyday life.

> **Our Community & Impact** - Join a community that cares, with initiatives that make a positive impact on society and the environment.

We're committed to supporting you every step of the way. When you're with Armstrong Watson...We're with you!



BENEFITS

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|  | Healthcare Cash Back Plan |  | Investment in your Learning & Development |
|  | 24/7 virtual GP and Prescription Service |  | Career Advancement Opportunities |
|  | Mental Health Support |  | Paid Professional Membership Fees |
|  | Eye Tests and Flu Jabs |  | Secondment Opportunities |
|  | Competitive Salary |  | Leadership Programmes |
|  | Pension Scheme |  | Employee Discounts |
|  | Life Assurance |  | Living Our Values Award |
|  | Income Protection |  | Long Service Award |
|  | Company Paid Sickness |  | Social Events |
|  | Financial Advice |  | Come Join Us Scheme |
|  | Electric Vehicle Scheme |  | Client Commission |
|  | Enhanced Annual Leave |  | Community Support |
|  | Firm Wide Office Closure |  | Champion Groups |
|  | Enhanced Family Leave |  | Environmental Impact Efforts |
|  | Smart Working | | |
|  | Dress for Your Diary | | |



YOUR HEALTH & WELLNESS

Your wellbeing is at the heart of everything we do. We offer a comprehensive healthcare cashback plan that helps cover everyday health expenses - from dental and optical care to physiotherapy, chiropody, and specialist consultations. To support your mental health, you'll have access to a 24/7 virtual GP, a confidential advice line for personal or work-related concerns, counselling services, and a prescription service.

We also have a dedicated network of Wellbeing Champions - trained Mental Health First Aiders - who are here to listen and guide you to the right support when needed. Plus, to help you stay on top of your health, eye tests and flu jabs are available to all employees upon request.



FINANCIAL PEACE OF MIND

We're committed to helping you feel financially secure today and confident about your future. Your salary is regularly reviewed to ensure it remains competitive, and our pension scheme - featuring a salary sacrifice model - includes a minimum 5% employee contribution and 3.1% from us.

Life assurance provides coverage up to four times your annual salary, and if illness prevents you from working, our income protection plan offers up to 60% of your salary. We also support you during short-term illness with company-paid sickness days.

To help you make informed financial decisions, we offer discounted in-house financial advice and fee-free mortgage guidance. And If you're thinking about going electric, our salary sacrifice electric vehicle scheme helps you save on Tax and National Insurance while contributing to a greener future.





TIME TO RECHARGE

We know how important it is to take time for yourself and your loved ones. That's why we offer a annual leave package starting at 21 days plus bank holidays, with the opportunity to accrue up to five additional days based on your length of service. You can also carry forward two unused days and purchase extra leave to suit your needs.

We close firm-wide on all bank holidays and from Christmas Day to New Year's Day, giving you guaranteed time to relax and recharge. And when life brings big changes, our enhanced family leave policies are here to support you through maternity, paternity, and adoption leave.



WORK-LIFE BALANCE

Our Smart Working approach offers a degree of flexibility to help you manage your time effectively. You can adjust your start and finish times to attend occasional appointments, work remotely when appropriate, and have the option to purchase additional annual leave - providing a practical balance between work and personal commitments.

We embrace a relaxed dress code, encouraging you to 'Dress for Your Diary', as long as you're not meeting clients.



GROW WITH US

Your personal and professional development is a priority. We invest in your growth through paid training, study time, and access to a wide range of online courses and webinars. Our Continuous Review Process helps you set career goals and track your progress.

We support your professional journey by covering membership fees for relevant bodies and encouraging secondment opportunities across service lines. For those looking to lead, our structured leadership programmes are designed to help you build the skills and confidence to take the next step.



EXTRA PERKS

We love to celebrate and reward our people. Enjoy exclusive discounts and cashback on high street and online shopping through our Health Shield partnership.

Your contributions are always recognised through our Living Our Values and Long Service Awards. Join us at our annual Summer Event, festive Christmas parties, and local office socials where we celebrate our people.

If you help us recruit new talent, you could earn between £750 and £2,500 through our referral scheme. And if you bring in new clients, you'll be rewarded through our client commission programme too.



OUR COMMUNITY & IMPACT

We're proud to be a business that gives back. Get involved in our Charity of the Month initiatives, support client fundraising efforts, and participate in office events that really do make a difference.

You can also join one of our Champion Groups - focused on Wellbeing, Culture, or Technology - to help shape the future of our workplace. And through our environmental initiatives, we're working to reduce our impact and promote sustainability across everything we do.



HEAR FROM OUR PEOPLE

If you want to know what it's really like to work here, watch the video below or visit the Careers page on our website to read testimonials from our team - their stories say it best.



CONTACT US

For further information or questions about our benefits, please contact our People Team.

✉ PeopleTeam@armstrongwatson.co.uk

Please note: Terms and Conditions apply. Some benefits included within this document may vary depending on role or length of service.

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BenefitsPackage_SEPT25