

# EMPLOYEE BENEFITS

Our benefits make a significant addition to the overall package we offer our people. We pride ourselves on offering equal access to our most popular benefits to all our employees.

## Key Benefits



A structured **Career Development Framework** to support your development, including accredited qualifications to support your career.



**25 days** annual leave plus public holidays. You can also buy and sell up to five days of holiday.



Auto enrolment on to the company's pension scheme. Matched contribution starts at 4.5% and **increase annually** with length of service (to maximum 7%).



Ability to apply for a **sabbatical** of up to one year after only two years' service.

Family Friendly Policies\*



McLaren support all our employees with **Maternity** leave (up to 18 weeks basic pay), and **enhanced Paternity** leave, **Adoption** leave, **Parental** leave and **Sabbatical** leave. \*

Life Assurance



Life Assurance will ensure that a **tax-free lump sum** is paid out to your **nominated beneficiaries** should you die whilst employed by McLaren. McLaren provide you with cover of 4 x your basic salary.

Private Medical Insurance



McLaren provide you with Private Medical Insurance which gives you **fast access to treatment** in the event of **illness or injury**, giving you peace of mind. It is designed to pay for the treatment of **acute medical conditions**, where the treatment aims to **cure that condition**.

Virtual GP



This benefit ensures that you can access a **doctor whenever** you need one, **wherever** you may be.

Dental Insurance



Dental Insurance offers protection against the **increasing costs** of dental treatment.

Health Cash Plan



Our Health Cash Plan puts **money back** into your pocket that you have spent on **everyday healthcare**.

Financial and  
Mortgage Advice



As well as planning for your **future**, we know that it can sometimes be great to have some help with managing your **day-to-day finances**. **Mortgage advice** is also available for help with first time buying, re-mortgaging, capital raising, bridging, buy-to-let investors and releasing equity later in life.

Shopping Discounts



Perkbox - our **shopping discounts provider** - allows you to save money at the biggest brands, all year round.

Employee  
Assistance  
Programme



Our Employee Assistance Programme provides valuable support if you feel like you need a little help - whether you need help with your **finances, health, or your mental wellbeing**.

Discounted Car  
Lease Schemes



You have access to discounted personal car lease schemes with **BMW and Alphabet**. With **Octopus Electric Vehicles** you can lease a brand new electric vehicle, making great savings through salary sacrifice. **What Car? Affinity** will give you great savings whether you are looking to finance a car on a Personal Contract Purchase or buy.

Events



McLaren host **regular events** and **open days!**

Cycle to Work



With our Cycle to Work scheme, you can make savings between **20 - 40%** (or more with certain offers) on **bicycles and accessories** from over **1000 registered bike shops**.

Critical Illness  
Cover



You can buy Critical Illness Cover at discounted rates. This provides you with a **tax-free lump sum** if you are **unable to work** due to being diagnosed with a critical illness.

Nursery Salary  
Sacrifice Benefit



This benefit enables you to save on nursery fees until your child reaches the age of five. The cost of your nursery fees will be taken from your gross salary providing you with instant tax relief, giving you substantial childcare savings. For a parent with nursery fees of £1,300 a month, this benefit will save them almost £4000 a year.

Merchandising



You have access to discounted McLaren merchandise. You can get up to 30% off on certain items. You also have access to discounts with our various partners.

Season Ticket Loan



McLaren employees with a permanent contract working at the McLaren Technology Centre are entitled to apply for an **annual season ticket loan to cover travel** to work.

\*Qualifying criteria applies

Payroll Giving



Payroll Giving allows you to give to any UK registered charity straight from your pay. You will get tax relief on any donations you make.

Home and Car Insurance (access to preferential rates)



As one of the largest Independent Chartered Insurance Brokers in the UK, Sutton Winson offer high quality personal insurance solutions for **home and car insurance**.

Home Management App



McLaren have sourced an app which helps you to manage your home. You can store important documents and information, book tradespeople, receive reminders, keep track of expenses and much more.

\*Qualifying criteria applies