

Benefit	Eligibility	What does the benefit provide?
22 Days Holiday	From day 1	Paid holiday entitlement plus eight bank holidays
25 Days Holiday	After 1 years' service	
Long Service Awards	From day 1	Awards for employees who give so much time to the company – now starting at three years' service
Refer a Friend Scheme	From day 1	Earn £100 for referring a suitable candidate to work at Bradfords
Cycle to Work Scheme	From day 1	Options to purchase a bicycle through a salary sacrifice, during the annual order period (normally during June)
Bradfords Discounts	From day 1	Employees and their friends and family can buy Bradfords products at highly discounted prices
Reward & Recognition	From day 1	Senior Managers can reward employees who have gone above and beyond the course of duty. Rewards are usually shopping, restaurant or holiday vouchers. Employees can also nominate colleagues for special awards & send e-cards to celebrate successes
Employee Perks, Savings & Discounts	After 1 month	We offer all employees and their families great savings and discounts at over 900 retailers like Waitrose, John Lewis, M&S, Tesco, Sky, Amazon, Expedia, Hotels.com & Virgin Holidays to name but a few
Fitness Discounts	From day 1	A great range of fitness benefits to our employees whether they want to join the gym, take a boot camp class, fitness memberships, or buy their own kit
Health & Wellbeing	From day 1	The Wellbeing centre is a portal with key ideas and video content for mental, physical and financial wellbeing that will help employees on the road to a happier, healthier lifestyle
Employee Assistance Programme (EAP) 24 Hour Helpline	From day 1	The EAP provides employees and their families with professional, confidential support and advice on a number of issues, including legal, financial, medical, counselling, work, family and stress
Charity Prize Draw	From day 1	An annual charity prize draw. Each December employees will be invited to enter a prize draw to win prizes donated by our suppliers. Prizes will normally be distributed before Christmas
Christmas Party Funding	From day 1	Bradfords contributes to Christmas parties so everyone can enjoy a festive team night out
Contributory Pension Scheme	From 3 months	Contributory pension where if the employee contributes 4% of salary the company will also contribute 4%
Life Insurance Cover	From day 1: x1 Salary Pension Scheme: x4 Salary	Life cover is payable at x1 gross salary for all employees and x4 gross salary for all employees contributing 4% into the company pension scheme
Maternity Leave	From day 1	52 weeks leave made up of 26 weeks Ordinary Maternity Leave and 26 weeks Additional Maternity Leave
Maternity Pay	After 26 weeks service at 15th week before due date	52 weeks leave including 12 weeks at full pay and 27 weeks of Statutory Maternity pay
Paternity Leave	From day 1	Two weeks Paternity Leave
Paternity Pay	After 26 wks service at 15th week before due date	Two weeks Paternity Leave including full salary for one week and Statutory Paternity Pay for one week
Adoption Leave	From day 1	52 weeks leave, made up of 26 weeks Ordinary Adoption Leave and 26 weeks Additional Adoption Leave
Adoption Pay	After 26 weeks service at week matching is notified	12 weeks full pay & 27 weeks of Statutory Adoption Pay

Parental Leave	After 12 months service	Up to 18 weeks unpaid leave to support a child up to their 18th birthday
Shared Parental Leave	After 26 weeks service at 15th week before due date	Option to share up to 50 weeks of leave and 37 weeks of Statutory Shared Parental pay
Time Off for Dependents	From day 1	Emergency/unplanned unpaid time off work to deal with any emergency concerning a dependant
Childcare Vouchers	From day 1	Purchase childcare vouchers via a salary sacrifice to contribute towards childcare costs, tax free
Compassionate leave	From day 1	Up to 10 days paid compassionate leave in a 12 month period to provide support to employees in difficult times
Bereavement Leave	From day 1	Discretionary paid leave for immediate family (i.e. spouse, child). Up to 3 days paid leave for close family, (i.e. parent, sibling). 1 day paid leave for extended family (i.e. grandparent)
Car Parking	From day 1	All employees are provided with free car parking at all our sites
Whistleblowing Line	From day 1	Doing the right thing is important, and our whistleblowing telephone line is free and independently managed
Eye Care Vouchers	From day 1	For employees spending substantial time using computer screens we can provide vouchers towards the cost of eye care