



## Almac Employee Benefits

From opportunities for career development to a selection of benefit options, we want all who join our team to realise their full potential.

\* Benefit packages will depend on your position, location, and other eligibility requirements.

<b>FAMILY FRIENDLY INITIATIVES</b>	Flexible working to include part time, job share and flexible weekly working patterns for some roles
	Maternity pay and leave
	Paternity leave
	Parental leave to include shared parental leave
	Dependants leave
<b>PAID LEAVE</b>	Industry competitive annual leave entitlements
	Marriage leave
	Moving house leave
	Bereavement
<b>ON SITE FACILITIES</b>	Modern office spaces and facilities
	On site restaurant (Craigavon and Charnwood only)
	Indoor and outdoor break out areas for staff use during break times
	Refreshment facilities to include water dispensers, tea and coffee
	WiFi available in various locations for personal use during break times
	Free car parking available (all locations with the exception of Belfast)
<b>FINANCIAL PROGRAMMES</b>	Competitive pension plan
	Death in service benefit of 4 times basic annual salary to be awarded to beneficiaries
	E-Payslips to allow employees easy access to their salary information
	Perks Discount Scheme



	Financial awareness programmes e.g. financial wellbeing week, will writing service (Craigavon and Belfast only)
HEALTH AND WELLBEING	Paid time off to attend up to 5 medical appointments per year (UK specific only)
	Healthcare assistance in place e.g. Westfield Health, HSF
	Enhanced Occupational Sick Pay
	Employee Assistance Programmes through healthcare assistance plans
	On-site physiotherapist (Craigavon only)
	Optical Care to include eyesight vouchers
	Critical Illness Policy
	Bike to Work Scheme
	Health Promotions to include smoking cessation, mental health awareness etc
	Maternity Hamper for new mothers
EMPLOYEE RECOGNITION	Employee Recognition Schemes e.g. ACE awards, Ambassador Programmes
	Long Service Awards
	Employee Referral Scheme
STAFF DEVELOPMENT	Learning and Development Opportunities
	Lunchtime Lecture Programme (Craigavon only)
	ALPS (Almac eLearning Portal) which provides employees with the opportunity to avail of web based and e-learning training modules
COMMUNITY	Social events to include SSE Arena Corporate Box
	Employee Engagement programmes to include employee forums
	Charity Committee offering charity support to local and national charities through sponsorship, payroll giving and the McClay Charitable Foundation
	Christmas Lunch in the Alcove (Craigavon and Belfast only)
	Family Fun Days (Craigavon, Belfast and Charnwood presently)

**\*The above benefit packages are for UK employees only. Please contact [careers@almacgroup.com](mailto:careers@almacgroup.com) for the benefit packages specific to your location.**