

# Employee Rewards and Benefits\*



## Financial Benefits

- Enhanced Maternity / Paternity / Adoption leave pay
- £100 gift card for team members expecting/adopting a baby
- Boots Retirement Savings Plan
- Discretionary annual bonus (eligible roles only)
- Boots Benevolent Fund



## Employee Discounts

- Generous employee discounts plus enhanced discounts for Boots brands, Boots Opticians and Boots Hearingcare
- Access to corporate discounts and offers, including retail, cinema, holidays etc.



## Lifestyle and Wellbeing Benefits

- Holiday entitlement increases with length of service
- Flexible benefits scheme (via salary sacrifice) including discounted gym membership, dental cover, life assurance, restaurant discount cards, activity passes, holiday buying and much more (exclusions may apply, eligible roles only)
- Prescription costs covered for team members taking Hormone Replacement Treatment (HRT)
- Inclusive environment with opportunities to join our Business Resource Groups, including: Pride Alliance, Women of WBA, Race Ethnicity & Cultural Heritage and more.
- Cycle to Work scheme
- Employee Assistance Programme



## Professional Benefits

- Reimbursement of GPhC/PSNI fees (for Pharmacists)
- Reimbursement of GOC fees (for Optometrists)
- Insurance cover for professional roles