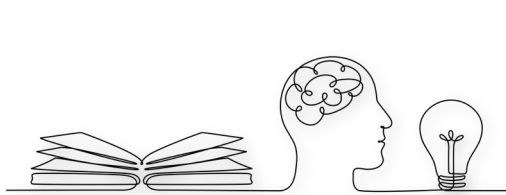


# Employee Benefits

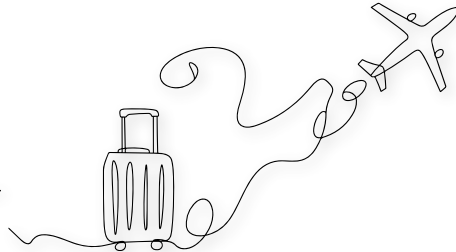
At Quantum, we prioritise our people by offering flexible working hours, performance-based bonuses, and a structured approach to study and training. We're committed to helping you grow your skills and advance your career.



## Professional Qualifications

We're committed to developing our employees by providing the training and support needed to excel in their roles and help Quantum reach its goals.

We recognise a range of professional qualifications and offer study packages that include paid study leave and salary increases or bonuses for each successfully completed exam.

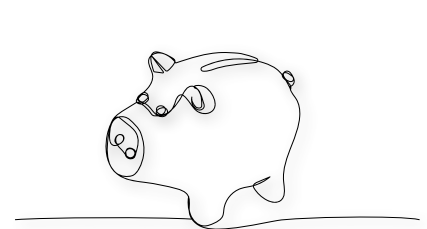


## Holiday purchase / Sale Scheme

Quantum provides employees with 24 days of annual leave, in addition to bank holidays.

We also offer a holiday purchase and sale scheme, allowing you to buy or sell extra days.

As a reward for loyalty, employees receive an additional day of annual leave for every five years of continuous service.



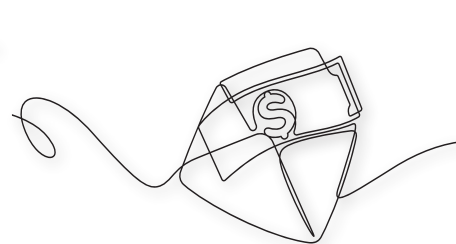
## Pension

Quantum offers a trust-based defined contribution pension scheme, with a minimum employee contribution of 4%, matched by Quantum up to a maximum of 5%. You can also take advantage of our Salary Sacrifice option, allowing you to reduce your salary by the contribution amount and benefit from savings on both Income Tax and National Insurance.



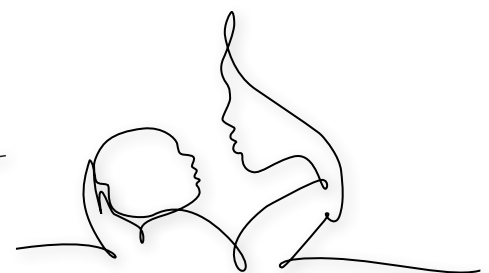
## Flexible Benefits

Employees can take advantage of a variety of flexible benefits, choosing options to suit their individual needs. This includes the option to join a Health Cash Plan, Will Writing Services and Dining Out deals.



## Bonus

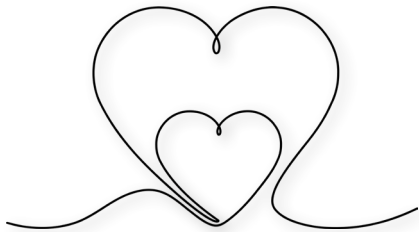
Quantum operates an annual bonus scheme, with payments linked to the company's overall financial performance. The bonus rewards individuals for their exceptional work, effort, and dedication beyond the standard expectations of their role.



## Enhanced Maternity and Paternity leave

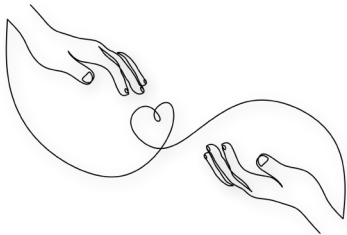
New parents at Quantum receive enhanced maternity and paternity pay beyond statutory requirements. Mothers are entitled to at least 90% of their regular salary for the first 18 weeks, while employees taking paternity leave receive two weeks of full pay.

# Employee Benefits



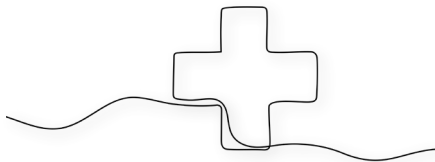
## Life Assurance

All employees are covered by Quantum's life assurance scheme, subject to acceptance by the insurer. In the event of your death while employed by Quantum, the policy will pay a lump sum equivalent to four times your basic salary at the time of death.



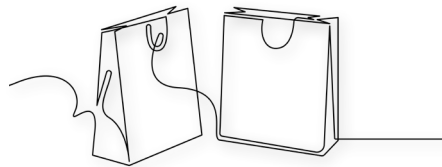
## Employee Assistance Programme (EAP)

Everyone faces challenges now and then, whether personal, family-related, or work-related, that can affect overall well-being. At Quantum, we understand this and provide access to an independent Employee Assistance Programme (EAP), available 24/7, to support you in managing both work and personal matters.



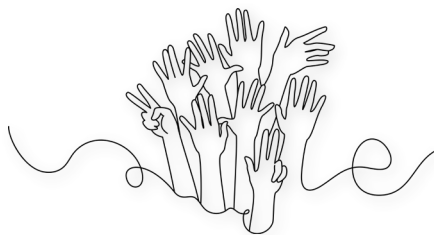
## Critical Illness Cover

This would provide you with a one-off tax-free lump sum payment of (currently) £10,000 if you are diagnosed with one of ten specific medical conditions.



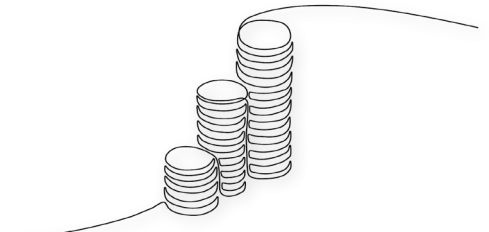
## Retail Discounts

Employees can take advantage of a wide range of discounted high street and online shopping options.



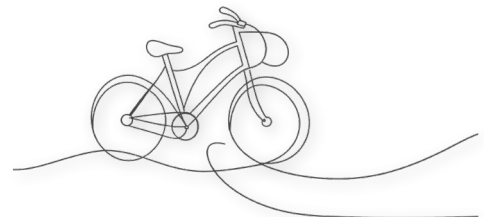
## Volunteering Leave

Quantum values the importance of volunteering and supports employees to volunteer within their local community by providing paid time off.



## Income Protection

If you're unable to work due to illness or injury for 26 consecutive weeks or more, you may be eligible for payments through Quantum's income protection scheme, subject to acceptance by the insurer.



## Cycle to Work

Employees can benefit from the Cycle to Work scheme, which allows them to purchase a new bike or bike accessories and spread the cost over 12 months. This scheme also offers savings on Income Tax and National Insurance.

## Contact us

Get in touch to find out more.

**Contact**



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