

Some of our U.K. Employee Benefits



Health

Premiums paid by Polen Capital.
Coverage effective date of hire.

- **Medical Insurance**
Established on a Medical History Disregarded basis.
- **Private GP**
Includes unlimited private GP face to face and virtual visits in London, Birmingham, Manchester and Glasgow.
- **Dental Insurance**
Includes coverage for preventative and restorative dental treatment.
- **Vision Plan**
Includes reimbursement for eye examinations, lenses, frames and more.
- **Travel Insurance**
Provides personal accident and travel benefits.



Financial

- **Pension**
Polen Capital contributes at a rate of 10% + up to 3% match of an employee's contributions.
- **Financial Planning**
Financial planning subsidy & services.
- **Group Income Protection**
Premiums paid by Polen. Provides a benefit equal to 70% of an employee's basic annual salary in event of incapacity due to sickness or injury.
- **Group Life Insurance**
Premiums paid by Polen Capital. Provides a lump sum benefit equal to 4x an employee's basic annual salary in event of death in service.
- **Critical Illness**
Premiums paid by Polen Capital. Provides a benefit equal to 2x an employee's basic salary, subject to a maximum benefit of £500,000. Children's benefit is also available.
- **Personal Accident Insurance**
Premiums paid by Polen Capital. Provides Accidental death at 4x annual salary, permanent total disablement at 4x annual salary, temporary total disablement and temporary partial disablement.



Lifestyle

- **Results Only Work Environment (ROWE)**
Balance accountability & autonomy. Measuring team members by performance—not presence in office or hours worked.
- **Unlimited PTO and Volunteer Hours**
Team members manage workdays, time off and giving community service hours as they see fit.
- **Parental Leave**
Up to 52 weeks maternity leave.
- **Women's & Family Health**
Lifetime maximum reimbursement up to £8,000 for eligible fertility, surrogacy, adoption, maternity (travel, medical and Rx), and menopause expenses plus specialized support for planning, starting & raising a family.
- **Tuition Reimbursement**
Polen Capital reimburses 50% of an employee's qualified tuition up to £4,000/calendar year.
- **Fitness Reimbursement**
Receive up to a £75 fitness reimbursement per month for gym membership, fitness subscription or boutique/group fitness classes.
- **Cycle Scheme**
Allows employees to redeem £100 – £1,000 towards bike and/or bike accessories at any Halfords, Tredz or participating bike shops.



Mind

- **Annual Learning & Development Budget**
£4,000 annual learning & development budget (webinars, conferences, coursework, etc.).
- **Health and Wellbeing Services**
Provides virtual GP, mental health (8 sessions in addition to EAP), Physio (8 sessions), and a second Medical Option service.



Giving Back

- **Matching Gifts Program**
Dollar-for-dollar donations to qualifying non-profit organizations (for employee contributions between £40 and £4,000 annually).