

Some of our U.K. Employee Benefits



Health

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

- **Medical Insurance**

Established on a Medical History Disregarded basis. Enrolled employees will receive an informational membership pack within 5-10 working days of policy start date.

- **Dental Insurance**

80% of costs up to £400/year. Includes oral surgery at eligible facilities.

- **Vision Plan**

One annual eye test up to a maximum of £25. 80% of costs for optical prescriptions up to £200/year.



Lifestyle

- **Results Only Work Environment (ROWE)**

Balance accountability & autonomy. Measuring team members by performance—not presence in office or hours worked.

- **Unlimited PTO**

Team members manage workdays & time off as they see fit

- **Paid Parental Leave**

Up to 52 weeks paid maternity leave



Mind

- **Coaching**

Boon Health coaching sessions paid by Polen Capital (professional development, mental wellness & more)

- **Employee Assistance Program**

Premiums paid by Polen Capital. Access to 24/7 online GP, mental health support, get fit programme and more provided by WeCare.

- **Annual Learning & Development Budget**

Eligible for annual £3,600 learning & development budget (webinars, conferences, coursework, etc.)



Financial

- **Pension**

Polen Capital contributes at a rate of 4%

- **Self Invested Personal Pension (SIPP)**

Polen Capital contributes at a rate of 4%

- **Financial Planning**

Financial planning subsidy and services

- **Group Income Protection**

Premiums paid by Polen Capital. Provides benefits of 50% of an employee's basic annual salary in event of incapacity due to sickness or injury.

- **Group Life Insurance**

Premiums are paid by Polen Capital. Provides a lump sum benefit equal to 2x an employee's basic annual salary in event of death in service.

- **Company Paid Holidays**

New Year's Day, Good Friday, Easter Monday, Early May Bank Holiday, Spring Bank Holiday, Summer Bank Holiday, Christmas Day, Boxing Day

- **Tuition Reimbursement**

Polen Capital reimburses 50% of an employee's qualified tuition (up to £4,000/calendar year)



Giving Back

- **Matching Gifts Program**

Dollar-for-dollar donations to qualifying non-profit organizations (for employee contributions between £75-£1,800 annually)

- **Polen Cares**

Volunteer opportunities with local social awareness & community giving initiatives.