



LITTLE RED

AWESOME BENEFITS

TO GET OUT OF BED FOR...

INTRODUCTION



This guide outlines the **incredible benefits** and **opportunities** we provide at Little Red Rooster. Everything we offer is designed to support our people both in and outside of work. Because at LRR, we believe that when our team thrives, so does our business.

We are proud to be a community built on **shared values, collaboration,** and a **commitment to creating an environment where everyone can thrive** - and we are delighted to be recognised as one of The Sunday Times Best Places to Work, a testament to the passion, drive, and care that defines our company.



SPA OR GYM MEMBERSHIP



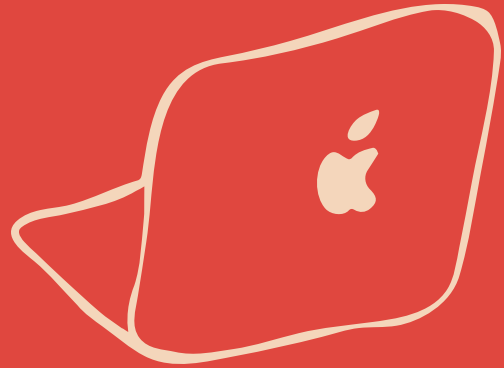
At the Coop we understand the health benefits of working up a sweat.

Therefore, we will pay **£35 a month towards your gym membership.**

However - should you prefer to sit back, relax and pamper yourself, you can instead choose a **Nirvana Spa membership ('Spa club 6' - six evening visits per year).**



FLEXIBLE AND HYBRID WORKING



Life can be complicated at the best of times, so here at LRR we like to make things simple and **as flexible as possible**.

Flexible working has become part of the norm here at the Coop, which makes those times we are altogether even more productive, special and fun!

We encourage all the team to **work from home every Friday**, which provides the flexibility to work where you are most productive, reduce travel costs and commuter stress, whilst boosting work-life balance.

So, should you need to collect that all important missed package from the post office; have that new fridge delivered; go to an important appointment; or see the kids play; we've got you covered.

HALF PRICE TRAVEL

Reverse commuting is a real thing!

Should you live for the buzz of the city but want to escape the rat-run the morning commute brings, then head out to Reading, only 25 mins from Paddington!

We will pay half of your public transport costs to the office. We are committed to encouraging eco-friendly train travel.

Good for the planet - good for your wallet.

LRR will also cover the cost of a Railcard - giving you up to **30% off train tickets!**



PRIVATE HEALTHCARE

We want to take care of you; therefore, we offer **AXA private healthcare**.

This includes all the important stuff, such as:

- Comprehensive cancer cover
- Dentist and optician cashback
- Physiotherapy
- Acupuncture
- 24-hour helpline.

Your spouse and children are also covered, if this applies to you.



WELLBEING



Your general wellbeing is vitally important to us, and we know life can be hard and stressful at times.

To ensure we look after your mental health here at LRR, we have a **Mental Health First Responder** on standby with an open-door policy that encourages open dialogue.



NEW JOINER BUDDY



Starting a new job can feel a bit like stepping into a new world... but fear not—**you've got a buddy!**

Your buddy is here to:

- Answer all your questions (even the ones you're scared to ask!)
- Help you navigate the office culture, local area, introduce you to the team, projects, and maybe even the best snacks in the office kitchen!

They'll be your go-to for settling in, helping you feel at home, and making sure you've got **someone in your corner from day one**. Your buddy remains in place for the duration of your probation.



SALARY AND BONUSES



We offer **competitive salaries** and have full transparency on level banding. Therefore, you know exactly where you stand, and what you need to do to achieve progress.

We offer an **annual bonus of up to 10%**, paid in March. **5%** is dependent on us achieving our overall revenue and profitability targets, and up to another **5%** is discretionary and based on individual performance.

Additionally, we **regularly reward team and individual performance** with the following bonuses:

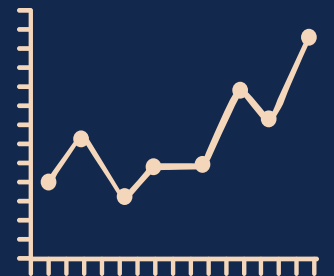
- Rooster of the year - **£1,000**
- Coverage of the year - **£1,000**
- Rooster of the month - **£50**
- Team of the month - **£100** (split)
- New Business Incentive - **£100** for each member of the pitch team

PENSION

It is important for us all to think about the future, and what better way to do this than with a pension.

The company takes care of everything administration-wise with our chosen provider, Nesr Pensions.

You will pay 5% of your earnings and the company will give you **an additional 3%**.

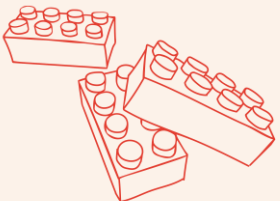


ENHANCED MATERNITY AND PATERNITY PAY

At LRR, we are here to help you balance work and family life.

We offer an **enhanced maternity package** of full pay for the first 12 weeks, and a **paternity package** offering 2 weeks full pay, with generous leave and flexible options.

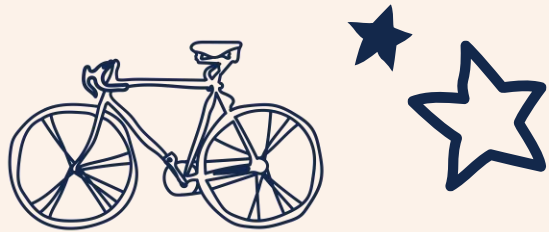
We maintain regular **KIT days** during the lead up to your return and complete a risk assessment on your return to the office.



CYCLE TO WORK SCHEME

Little Red Rooster would like to offer you an **interest free loan for a bike**, along with £100 cash if you choose to cycle to work.

It runs on a salary sacrifice scheme which means payments are deducted at source, which entitles you to tax relief on these monthly payments (otherwise known as an interest free loan).



FREE TEA OR COFFEE WHEN YOU WALK OR CYCLE



Do you walk or cycle to the office? If so, **have a tea or coffee on us!** Buy from an **independent coffee shop** of your choice.

We want to encourage you to walk or cycle to work, it is healthier for you and cleaner for the environment!

It can also help to lift your mood, helping to reduce the stresses of everyday life.



FABULOUS FOOD FREEBIES



Here at the Coop, nourishment is key! Therefore, we offer;



Breakfast cereals and **bars** available each day.



We have a **takeaway lunch** on the Thursday before pay day.



Finally, the kitchen is fully stocked with Smeg appliances and a **larder packed with goodies** for you to help yourself to!



PAID VOLUNTEER DAYS

At LRR, we're proud to support causes that matter to our team. That's why we offer two paid volunteer days per year, giving you the **time to contribute to charities or community projects** close to your heart.

It's our way of encouraging everyone to make a difference and give back to the world around us.

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PARTY ON!



It's no secret that here at the Coop we like to party hard! We have regular **work events, drinks, reward days** and **days away**.

As a team we get to travel to some fantastic countries, such as Spain, Italy, Denmark, Germany, and don't forget annual visits to Vegas and Paris, and more regularly and much closer to home in London, The Cotswolds and Oxford.

From Junkyard Golf to Truck festival, it's in the diary, and we've not even mentioned our fabulous Christmas shin digs yet! Baby showers, birthdays, weddings, anniversaries, if it's worth celebrating, then we've got you covered.

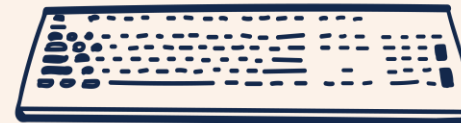


TRAINING AND DEVELOPMENT

At LRR, we are dedicated to your development. Through **bi-annual reviews**, and quarterly catch ups with your line manager, we create **personalised plans** to help you achieve your career goals, whether it's building new skills, gaining a professional qualification or stepping into leadership.

With a healthy training budget, you'll have access to workshops, courses, and industry events to stay ahead and sharpen your expertise.

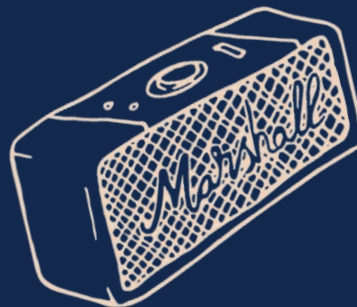
It's not just about learning, it's about building confidence, fostering innovation, and unlocking potential. At LRR, when you grow, we all succeed.



THE LITTLE EXTRAS

Everyone can take home client products to get hands on with the brands we represent.

And if you love them too much to bring them back to the office? Our clients offer generous discounts to ensure you can keep hold of your favourite speakers, shoes, headphones and more.



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