Calnex
Insight and Innovation

Linlithgow

Employee Benefits



Scotland (HQ)

Employee Benefits

The following pages give a brief description of the benefit plans offered to you as a Calnex employee. If you need more specific information on any of the plans, the Admin/HR team are available to answer any questions you may have.



Performance Bonus

On achieving and exceeding financial targets, all Calnex employees are rewarded with an annual performance bonus. It is critical for the financial health of the company that financial goals are met, and when they are, bonuses are awarded to share in our success in recognition of the commitment and efforts of the whole team over the last year.



Flexible Working Hours

Our Flexible Working Policy encompasses the opportunity to work under a hybrid model (2 office days/3 at home days with the option to be based 5 days/week in the office), flexible start and finish times around core hours (with the potential to finish at lunchtime on Fridays) and extended trips home for those which have relocated from overseas plus office based and home working guidance.



Holidays

32 days per year (includes 2 fixed) plus Calnex employees are awarded additional days of annual leave at their 3, 5, 10, 15 and 20 year anniversaries.

Purchase of Additional Annual Holidays*
Purchase and/or carry over a maximum of 10 days annual leave per calendar year for the following holiday year. This will be pro rata for part time employees.

Sell Annual Holidays*
Each year, you can sell up to 7 days annual leave back to the Calnex. In addition, you can also sell long service days back to Calnex. The number of days available to sell will be pro rata for part time employees. This amount is subject to tax and NI.

*Available on completion of 3 month probationary period



Pension Scheme

Calnex contributes the equivalent of 5% of your salary monthly. Calnex is subject to the government auto-enrolment scheme and contribution percentages will increase in line with government guidelines. Any amount over 5% will have to be met by the employee. Option available for you to contribute extra funds through the salary exchange scheme – save on tax and NI.

Provider: Royal London



Healthcare Scheme*

Calnex pays the cost of covering the employee and 50% of any optional element.

Provider: Vitality



Biennial Health Checks*

In partnership with BUPA, Calnex offers employees the opportunity to access a variety of health check once every two years. Health checks include menopause, menstrual, prostate and testicular health. Calnex covers 50% of the cost and employees cover their 50% of the cost via salary sacrifice, making further savings on income tax and NI contributions.



Share Incentive Plan (SIP)*

The Calnex SIP offers employees the opportunity to own shares in Calnex. The SIP is a tax-advantaged share plan where employees can buy shares in Calnex using deductions from their pre-tax salary, saving on income tax and NI contributions. Calnex also gifts employees an extra share, free of charge, for every share purchased.



Income Protection*

Paid for by Calnex. Policy will pay 50% of your salary if you are unable to work through illness. Benefit lasts until you return to work up to 5 years, after a 13 week deferral period.

Provider: Zurich

*Available on completion of 3 month probationary period



Life Assurance Policy

Cover provided at four times your basic annual salary to be paid to your dependants/estate in the event of your death while employed by Calnex.

Provider: Zurich



Electric Vehicle Salary Sacrifice Scheme**

In partnership with Arnold Clark Vehicle Management, Calnex offers employees a cost-effective way to lease a brand-new electric car. The scheme involves sacrificing part of your gross monthly salary to pay for the car, resulting in income tax and National Insurance savings every month.



Subscriptions and Fees*

Payment of subscription and fee to one relevant professional body.



Employee Referral Scheme

To support our recruitment programme, Calnex offer a £3000 referral bonus, payable to any employee who introduces a successful candidate for any open job opportunity at Calnex. Employees will receive the £3000 reward once the referred candidate, who successfully secures the role, completes their 3 month probation period.



Onsite Gym and Sports Facilities

Free, fully-equipped onsite gym, accessible 24 hours/day, 7 days/week. Free access to workout area used for fitness and wellbeing classes, tennis courts and astro surface football pitch. Changing facilities also available.

*Available on completion of 3 month probationary period

**Available on completion of 6 month probationary period



Udemy

Calnex encourages and supports personal development and continuous learning. Every employee has access to Udemy for technical, Power Skills and mental wellbeing training and awareness. Udemy gives us access to over 24,000 online courses; something for everyone.

We also offer employees DEAL time (Drop Everything and Learn) of a minimum of 5 days/year at work to educate and develop themselves (employees have 24 hours access and can use Udemy in their personal time too). Managers also support team development through learning paths.

Udemy content is 60% technical focussed /40% non-technical and certified courses are available providing recognised industry qualifications.

Concessionary Benefits



Bike to Work Scheme*

A government initiative that provides a tax and NI saving incentive that enables you to enjoy savings on the price of a new bicycle and safety equipment. Calnex pay for the bicycle and equipment and you hire this from the company through Salary Exchange over 12 monthly payments.



Wellbeing Classes and Services

Calnex encourages and supports employees in taking care of their physical and mental wellbeing through a variety of wellbeing classes and services:

- HIIT class
- Pilates session
- Masseuse – available monthly (subsidised every other month)

All instructor led classes and free to all employees.

*Available on completion of 3 month probationary period



Kingsfield Golf Centre

Free golf, putting and driving range.

Feel free to take along friends and family (children under 14 must be supervised). Calnex employee must be present.

- Each tee time allows up to 18 holes
- Clubs available, free of charge, for driving range and putting
- Own clubs required for golf course

USGA Specification 9 Hole Golf Course
Presents a challenge to the experienced golfer but is also designed to welcome people who want to learn to play.

Driving Range
300 yard floodlit outfield, various target greens and yardage markers to aim at for distance and accuracy control, baskets for chipping practice, 12 spacious covered bays, 8 outside bays, Huxley putting green (indoor).

The Ochils Putting Green
18 hole USGA specification putting green that is fun for all to play but also presents a tough challenge for the best of putters – bunkers, variable height rough areas and two large USGA specification greens with tiers and slopes to test every aspect of your putting.

- Call 01506 671607 to book your tee time
- Calnex ID required
- Linlithgow (5 minute drive from office)



Xcite Linlithgow

Badminton and swimming sessions available on Tuesday lunchtimes weekly for employees at local leisure centre.