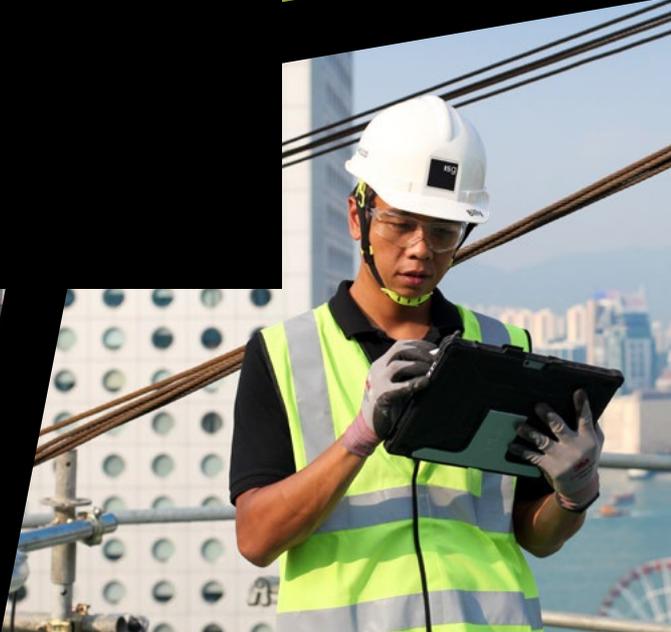




# Building something special ✨



A short guide to our benefits



ISG's industry-leading benefits programme is designed with your health and well-being in mind. When you join us, you'll be making a real contribution to our success. And we believe you deserve to share in that success, so we've developed an attractive, competitive and flexible rewards and benefits package that recognises your part in our growth.



# More for you benefits

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## more :-> health



Your health and well-being really matter to us. Depending on your role and where you're based, you'll be able to access all, or a selection of these benefits: **well-being allowance**, **well-being App**, **private medical insurance**, **free eye care tests**, **private GP service**, **digital GP service** and our **Cycle to Work scheme**.

## more :-> quality time



We want you to enjoy the work-life balance that suits you best. So, as well as your **competitive holiday allowance**, you can take an extra day off – a **You Day** – to celebrate a special event, spend time with your family or just do something that will make your life easier or more enjoyable. Through the **holiday purchase programme**, you can also buy two additional holiday days each year. What's more, we understand you sometimes need time away from work to travel, recharge or volunteer, so once you've worked for us for over two years, you can apply for an unpaid **sabbatical** for up to twelve months.

## more :-> weekend



We know everyone at ISG works hard. That's why we finish at **16:00 every Friday**, so you can start your weekend just that little bit earlier. It's our way of saying thank you for always going the extra mile for our customers and our business.

## more :-> development



At ISG, we believe you should never stop learning. As well as paying your fees for the most relevant **chartered professional body**, we also offer you a wealth of **learning and development opportunities** through Smartspace, our learning academy.

## more :-> peace of mind



As well as competitive **life assurance** and a contributory **pension scheme**, we have a number of **compassionate policies** in place to give you the support you need when it matters most.

## more :-> advice



Life never runs completely smoothly and if things start to get on top of you, having the right advice at the right time can make all the difference. Our **employee assistance programme** is a 24-hour helpline that makes it easy for you to get confidential support when you need it on a range of issues, from financial concerns or feelings of anxiety to legal advice.

## more :-> recognition



Our annual Values Awards recognise employees and teams that go the extra mile. Each year we celebrate our successes in each of our business units and then bring together winners to celebrate the 'Best of the Best' at ISG's **Global Values Awards Gala Dinner**.

## more :-> choice



At ISG we're not about uniforms and dress-down days. We trust you to make the right decision about what to wear and when. We know you'll remember to be safe and appropriate, so just **dress for your day!**

## more :-> giving back



Our **payroll giving programme** enables you to donate to your chosen charity, direct from your gross salary. It's an easy and tax efficient way to give something back. You also get to volunteer for two days every year and we help a lot of charities.

## more :-> support for you and your family



We want to support you and your family, so we offer some of the best **maternity**, **paternity**, **adoption** and **family friendly** packages in the industry.

## more :-> thank yous



We're incredibly proud of how many of our people choose to stay and build their career with us. That's why we offer **long-service awards** when you reach your 5, 10, 15, 20, 25, 30 and 40 year milestones at ISG. We also have a comprehensive **reward gateway programme** that offers you discounts on shopping, restaurants and leisure activities.

## more :-> employee referrals



We're always looking for talented, enthusiastic and driven people to join ISG – but finding them can be a challenge. So, in our **Scouting for Talent** employee referral scheme, you can earn up to £3,000 if you refer someone who successfully joins us. After all, there's nobody better placed to spot a potential ISG candidate than our own people.



Pedalling for a purpose #SpinforCharity  
... run for  
... man Sport Aid Foundation