

Working at BGF: Rewards & Benefits

Certified



Corporation

We believe in the power of brilliant business to drive innovation and deliver good growth — and our people make this happen. To support them, we offer a wide range of rewards and benefits:

Compensation

- Annual performance/compensation review
- Discretionary bonus (awarded annually)

Learning & Development

- Personal and professional training
- Regular 'lunch and learn' sessions

Time off

- 25 days annual leave (plus bank holidays), increasing each year, up to a max of 30 days
- Additional leave for moving house, getting married, religious observance, caring responsibilities or unplanned events
- Sabbaticals (of up to 3 months), after 5 years

Family

- 26 weeks of paid maternity, adoption or shared parental leave, and 4 weeks of paid paternity leave at 100%
- Fertility and family forming support
- Carer and bereavement support
- Neurodivergent or special needs support

Financial Planning

- Employer pension contribution equal to 10% of basic salary
- Option to salary sacrifice pension (full NI savings passed on*)
- Permanent health insurance (income protection)
- Life insurance
- Mortgage advice*
- Will writing service
- Power of attorney service*

Health & Wellbeing

- Private medical insurance (up to family cover)
- Annual healthcare assessments
- Access to Calm (mindfulness app)
- Apps to support with menopause and male/female health
- Annual flu jabs and bi-annual eye tests
- Discounts on gyms and fitness centres
- Employee Assistance Programme
- Quarterly wellbeing events in local offices and annual offsite for all employees

ESG & Community

- Social impact days
- Charity matching (up to £300 a year)
- Give As You Earn*
- Home heating efficiency/improvement assessment*
- Work from home allowance
- Electric vehicles*
- Cycle to work scheme
- Annual season ticket loan

*UK only

BGF