

**everybody**

# Working with Everybody





everybody

# Our people matter

Great work comes from making sure we are a diverse, inclusive, representative and equitable employer where people can bring their authentic selves to work, so we make employee wellness a top priority. Our benefits are designed to help you thrive - at work and away.





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# Finding a healthy balance

Work is just one part of your life.  
Our working policies give the flexibility  
to find a work/life balance that suits you.



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# Finding a healthy balance



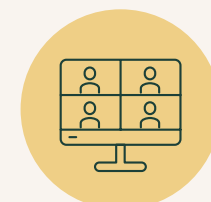
## Flexible start and finish times

We offer working days that fit real lives with flexible start times between 8-10am and finish times between 4:30-6:30pm.



## Hybrid working model

Choose when to be in the office and when to work from home. And if you need help getting your home office set up, we're on hand to help with everything from money towards equipment to IT support.



## Work from anywhere

For four weeks out of the year, you can work from anywhere in the world without needing to attend in-person meetings or events. Different time zone? We'll work with you to manage meetings and deadlines wherever you are.



## Holiday

With 25 days annual leave (plus bank holidays), you'll have time to recharge.



## Parental leave

We offer an enhanced leave package for all parents and provide guidance and coaching support to help ease the return to work after having a baby.



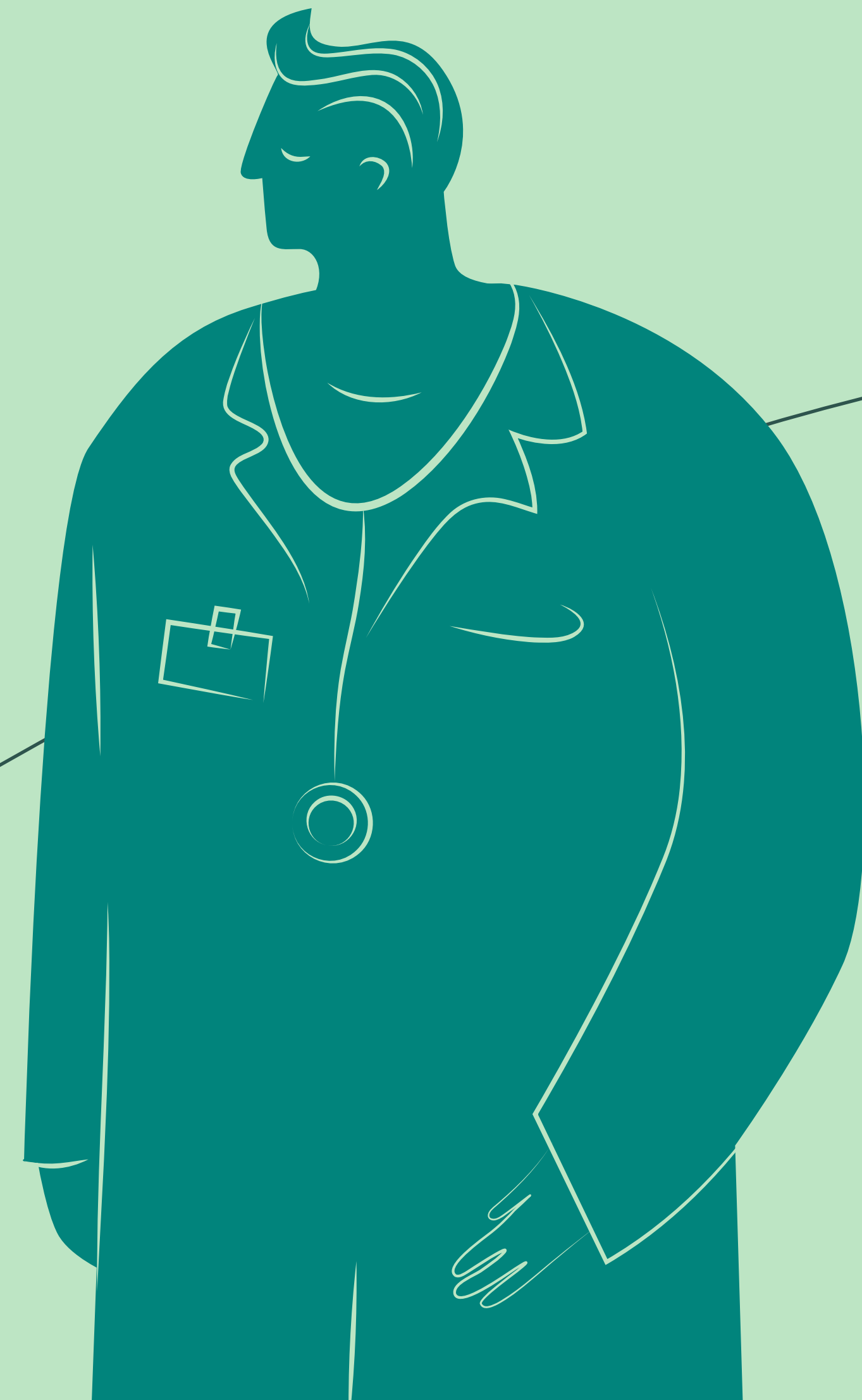
## Flexibility and support for caregivers

Working and being a caregiver can be hard, whether it's as a parent or looking after a loved one. Our flexible working and employee assistance policies help you be there for the people who rely on you.

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# Happy mind and body

Your wellness is important to us, so we've implemented a set of wellbeing policies to help everybody keep happy and well.



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# Happy mind and body



## Private medical scheme

You'll be enrolled in our private medical scheme that offers incentives for keeping fit – like free cinema tickets and discounts on health-tracking devices.



## Wellbeing allowance

You can put our quarterly health and wellbeing allowance towards anything that makes your life better, from gym passes to house plants – it's up to you.



## Wellbeing initiatives

We have an in-house Wellbeing Champion and a wellbeing committee that advise on how to improve our work environment and provide wellbeing at work training. We also offer regular wellbeing initiatives that focus on practical ways to improve mental and physical health.



## Eye care

We help pay for eye tests and contribute towards new glasses should you need them.



## Employee assistance

Our employee assistance program gives you access to health and emotional support, from counselling to financial advice.



## Bike loans

We offer loans for cycling equipment using the cycle to work scheme's tax-free benefits.

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# Everybody benefits

When the company wins, everybody wins – so we offer plenty of incentives to keep you motivated.



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# Everybody benefits



## **Bonus**

We share success. Every year, we award bonuses based on individual and company performance.



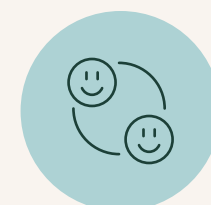
## **Stock options**

We want everyone to benefit when we thrive, so we offer share options to promote shared success.



## **Pension**

You'll be automatically enrolled in our company pension scheme, and if you choose to stay, you'll receive company contributions up to 4.5%.



## **Referral award**

Know someone who would be a good fit for Everybody? We offer a £1,000 award for any successful employee referral.



## **Connection days and socials**

Our quarterly connection days are a chance to come together and share in wellness initiatives, company updates, and have some fun. Twice a year, our fantastic social committee organises a company social to end our connection days in style.



## **Team socials**

We're all stronger as part of a team. Our quarterly team social allowance gives you a chance to spend time together having fun.



## **Professional development**

We offer regular internal and external training opportunities so you can shape your professional development. Our partnership with OpenBlend, which emphasises a strengths-first approach, also empowers you to shape your own career growth.



**everybody**

# Like what you see?

## Get in touch

We're always looking for smart,  
ambitious people to join our team.

[careers@everybodyagency.com](mailto:careers@everybodyagency.com)

[www.everybodyagency.com](http://www.everybodyagency.com)

