

Global Witness UK employee benefits 2023

People who work at Global Witness are working together to support Global Witness to create a future where the world has addressed the climate emergency and a better, more just, equitable and sustainable future has been built. In return for this we offer a broad and diverse range of benefits.

1	Flexible working	You can request flexible working from day one of employment.
2	Hybrid working	Our hybrid working approach allows you the choice to decide to work from home in the country where your contract of employment is issued or in the office. You will be office-based for 2 days of the week with your remaining days working from home. We provide base IT kit to enable home working and an allowance each month to contribute towards domestic bills.
3	Annual Leave	25 days a year and 8 public holidays, this is pro-rated if you work part time or compressed hours. The office typically closes between Christmas and New Year and employees do not take these days from their annual leave allowance.
4	Pension	We make an employer contribution of 7% and you contribute 1%, but you can increase your contribution.
5	Private Health Insurance	If you are on an employment contract of 6 months or more, you will be offered private health care insurance
6	Union	We have a union recognition agreement with Unite, meaning that Unite is the officially recognised union for UK based staff. Union members and representatives work together to protect and improve their rights at work and to engage with senior management to agree on matters such as pay, benefits and other employment policies. The Union is committed to improving the experience of working at Global Witness for all regardless of where you are based.
7	Bike to work scheme	You can enter a salary sacrifice agreement to have Global Witness purchase a bike and related safety equipment for you to use. This allows you to effectively 'hire' the bike and kit, over a 12-month period.
8	Season ticket loans	After passing your probationary period, we provide an interest free loan to support you to buy an annual travel pass/season ticket, which is commonly cheaper than weekly or monthly passes. We then deduct this from your net (after-tax) pay on a monthly basis.

9	Eye tests	You can get your eye test costs reimbursed fully. Where the eye examination shows that you need glasses specifically for work with a computer monitor, we will contribute to the cost up to £55 for prescription glasses and/or frames
10	Volunteer Leave	We offer 2 paid days per year to volunteer for a cause that is important to you
11	Wellbeing Days	You can take a wellbeing day once a quarter (in total 4 days a year).
12	Family friendly policies	We offer many family friendly benefits including enhanced maternity leave depending on your length of service and 4 paid days per year for caring responsibilities. You can ask the recruiting manager for more information