



# #BWDlife

Exceptional Benefits,  
Exceptional Rewards



**BWD**



## #MYDAY

Recruitment will never be a 9-5 job, and although we are always available for our clients and candidates, BWD has made Fridays MYDAY. A day that employees can use to relax, refresh and recharge and are not expected to work a standard workweek day.

## #AgileWorking

Agile working is about bringing people, processes, connectivity, and technology together! Our policy provides consistency, fair practice and balance to our employees and the business. As we work to output KPIs, we are able to offer a 50/50 split of office and home-based working. We feel this provides flexibility whilst protecting the culture, the interaction with colleagues and of course, how we learn from and support each other.

## #Dress4YourDay

Whilst this can be open to interpretation, generally it means that our employees can choose clothing to suit their schedule. It is important that the image of BWD reflects the nature of our business but also respects the traditions of clients and candidates that we serve.

## #Birthdays

BWD gives all employees their birthday off! This is an EXTRA holiday day and therefore doesn't come out of their holiday entitlement. If their birthday is on a weekend, they can then use the additional day on a date of their choice in the previous or following week.

## #LetsGetSocial

Along with our many 'unofficial' socials, BWD believes that culture and team building is very important for a successful and happy business, so we also host quarterly team building days, the BWD summer sports day and a Winter surprise day.

## #Christmas

Along with our fabulous Christmas party, BWD also hosts an annual awards ceremony, to celebrate a year of hard work, going the extra mile and a few silly awards too. The BWD office is also closed between Christmas and New Year for 3 working days that doesn't come out of our employee's holiday entitlement.

## #The110Club

We treat those who have overachieved on their targets to quarterly and annual rewards. The quarterly reward being a special lunch at a top restaurant, usually taking place on a Thursday and includes an early finish. The annual reward being an all-expenses paid 3-night European trip.

## #ReferAFriend

Growth is one of the key values here at BWD & our team are our best asset. So, who better to ask for referrals than them? Upon a successful referral, the employee receives a luxury all expenses paid mini break to European destination of their choice.



## #Communication is Key

At BWD we feel it is key to maintain communication with our employees, to update them on the company's progress and plans, but also to hear their thoughts, ideas and feedback. We do this in a number of ways:

- Monday Bounce Meetings: a companywide 15-minute Teams call to provide any company updates and news, celebrate success and share ideas.
- Monthly Catch Ups: our individual catch ups allow our employees to review their performance, plan for their future and provide any feedback they have. Our company catch ups allow the management team to share results, plans and announce the employee of the month.
- Quarterly Updates: A more in-depth update on the company's progress and plans.
- BWD Annual Awards: A review of the full year and sharing plans for the new year, but this is mainly about celebrating our employees! With the winners of a range of awards receiving a special gift too.

## #PrivateMedicalHealthCare

Upon completion of a probationary period, our employees are enrolled into the Company's Private Medical Health Scheme with Vitality Health [www.vitality.co.uk](http://www.vitality.co.uk)

They are also enrolled onto the Employee Assistance Programmed (EAP). A confidential support service for employees and their family. [www.healthassuredeap.com](http://www.healthassuredeap.com)

#ChildcareVouchers #Pension #DeathInServiceScheme