

Forster is a company of change-makers, united by our values and general chutzpah, dedicated to accelerating social change. Our ambition is to have a culture and workplace that attracts and keeps great people. And we are committed to offering broad and innovative benefits to everyone who works here.

Employee ownership

- Option to become a company shareholder via direct purchase or interest free loan

Rewards and recognition

- £2k employee referral bonus (for introducing a permanent member of staff)
- Discretionary annual financial bonus based on company and personal performance
- Access to PRCA member discounts (from holidays to home insurance, energy bills to everyday grocery shopping).
- 5% pension contribution - and access to a financial advisor
- Interest free season-ticket loan
- Interest free home computer loan

Career development

- Regular personal development reviews
- Tailored learning and development programme
- Mentoring opportunities
- External 'experiential' learning opportunities to build insight into social and environmental change agenda

Health & wellness

- ForsterWell - our holistic employee wellbeing scheme which includes training, support challenges and more.
- Peddle points: 5 minutes additional holiday for every return journey walked or cycled to work
- Free annual eye test
- Permanent health insurance (Income Protection) - 75% of gross salary
- 24/7 confidential Employee Assistance Programme
- Weekly running club/bootcamp
- Critical illness - 1 x salary
- Death in service - 4 x salary

Flexible working

- Flexi-time hours, start anytime between 8.00-10.00 am
- Formal flexible working arrangements available for all staff (working from home, core hours etc.)

Leave

- 25 days holiday p.a. (up to 5 days of which can be company-nominated as we close between Christmas and New Year)
- Annual 'You' day - an extra day off to celebrate your birthday or something special
- Up to three month sabbatical for those with >5yr service

Family friendly benefits

- Generous maternity/paternity entitlements - above statutory limits
- Carer's policy
- Access to Gov childcare scheme

Sociable atmosphere

- August 'early getaway Friday' scheme
- Christmas and Summer parties
- Frequent post-work drinks and socials
- Swishing sessions

Great office environment

- Free breakfast, fruit, tea & coffee
- Option to hot desk
- Access to loan bank (sewing machine, drill, carpet cleaner, fish kettle, tent and other high value items that are only occasionally needed)
- Great location close to Borough Market, Tate Modern and Flat Iron Square

Sustainable transport

- Free company loan Brompton bikes
- Cycle to work scheme (Interest free salary sacrifice on bicycle purchase)
- Free cycles confidence training, bike maintenance classes and Dr Bike sessions
- 45p reimbursement per business cycle mile
- Zip car membership (ie easy hire when really needed rather than needing to own car)

Community engagement

- Opportunity to volunteer and be involved with your community. Up to 20 hours pro-rata in any twelve-month period.
- Give as you earn in partnership with Charities Aid Foundation
- Annual company-wide Community Day

For more information, look at our [Social Impact Report 2016](#), which gives context and comment on what it's really like to work here. www.forster.co.uk