



Employee Benefit Scheme

Explore the full range
of benefits available
to you with Flotek.

Associated with **Perk Box**

Who is Flotek

As a growing technology company based in Cardiff, Flotek strives to ensure customers are embracing the opportunities and efficiencies brought by the latest and greatest technology.

With regional sales and support locations across the UK, our ambitious growth is focused around our crucial values and fundamental rules, with every product and service delivered with expertise, passion and heart.

Discover why Flotek is the smarter Cloud partner for your business.



Our reason why...

Ensuring our customers stay continuously connected through secure and cutting-edge technology solutions.



Dedicated Team

With regional offices in the South West UK – our team are on hand to help you stay connected & secure across all our technologies.



Employee Led

Every employee shares ownership across our entire group, fostering a culture of collective investment and shared success.



Tech Partners

Working and collaborating with the world's market leading manufacturers to keep ahead of our competition.



Internet

An Internet Service Provider offering reliable connectivity with the option of an on-net 5G backup for uninterrupted service.

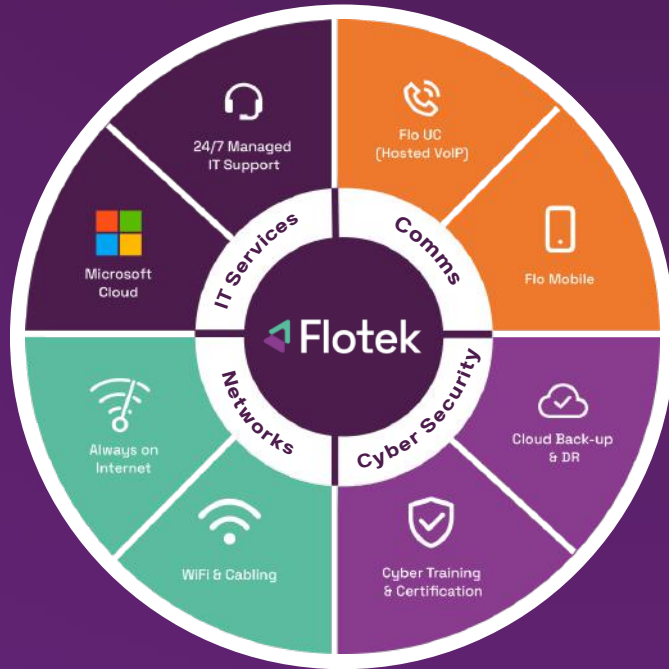


Microsoft Cloud Partner

Driving customers towards cloud solutions using Azure, focusing on modern work practices and robust security measures.



What We Do



Bringing Technology Together.

At last, an IT & Comms service provider taking SMEs to the Cloud with confidence, clarity and clout.

Thanks to our range of innovative, cost-effective, tried & tested solutions that ensure your tech, team and data are always on, always secure and always together, wherever they are.

Our Promise



Always On.

Wherever your team is at, wherever you do business; staying connected with unfaltering internet back-up to boot is mission-critical for businesses whatever their size.



Always By Your Side.

Innovative, cost-effective, tried & tested solutions, not to mention our friendly and experienced team always on-hand to ensure you're right where you need to be.



Always Secure.

Flotek's got cyber sussed, with the highest security baked-in to all our products and best practice strategies putting the right defences in place for when it happens.



Always Giving Back.

From rewarding our loyal customers, to promoting well-being and supporting charitable causes, every product and service we offer is delivered with expertise, passion and heart.

Employee Benefit Scheme **In Detail**

Why We Are Doing This?

With everyday prices rising, we know the pressure on employees has never been greater. A survey recently conducted of **5,550** employees saw **95%** say they were concerned by the cost of living crisis, and **70%** say it was having a negative effect on their mental wellbeing.

At Flotek, we aim to inspire excellence and foster loyalty by empowering our team to do their best while feeling valued and appreciated.

We want to recognise and reward the outstanding efforts of our Purple Army and celebrate their achievements



Perks At Work



- Discounted Gym memberships
- Retail Discounts
- Lifestyle savings
- Weekly shopping savings
- Funded socials with the culture club
- Refreshments and Treats on-site
- Reward bonuses

Taking Time Back



- Have a day off on your Birthday
- Have a day off when you move house
- Have a day off on your wedding day
- Swap Religious bank holidays

Wellbeing



- Employee Assistance Program with access to a 24/7 helpline
- Paid counselling sessions on financial, mental and physical wellbeing
- Time off for blood or plasma donations
- Wellbeing hub - online hub to support your overall health and wellbeing

Future Proofing



- Staff equity share scheme (EMI)
- Pension contributions
- Free mortgage or financial advice

Family



- Annual Fun Day at FloFest for you and your family
- Maternity and Paternity Pay
- Retail discounts for you and your family
- Time off on your child's first day at primary school

Charity

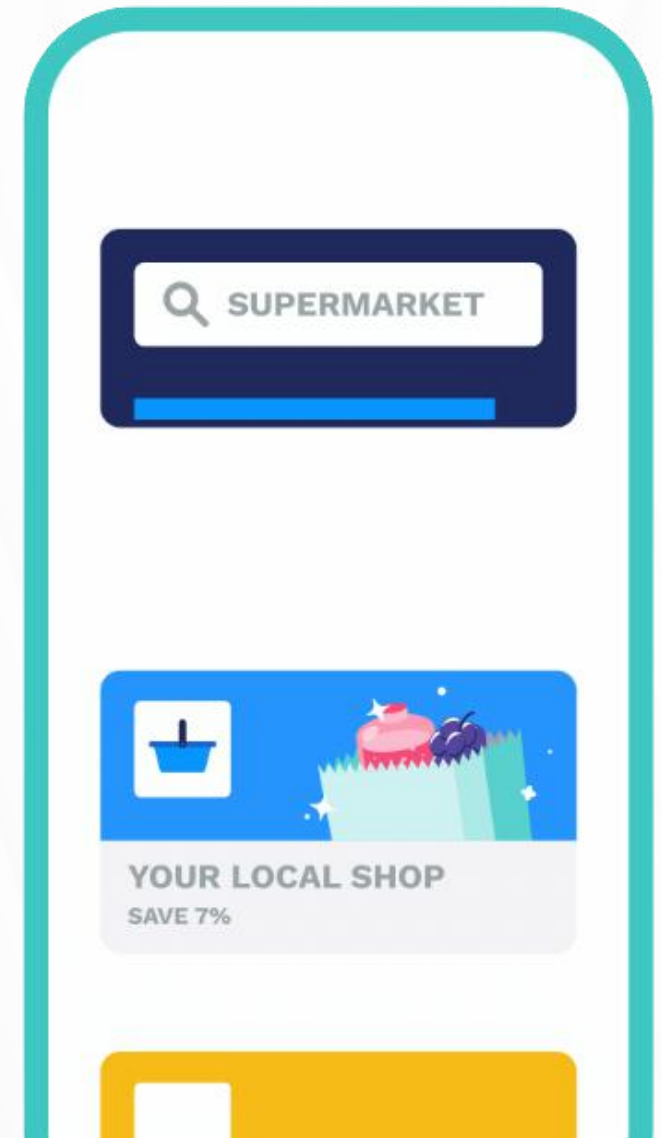


- 1 day off per year to help your chosen charity of choice
- Charity fundraising events

What Are The Perks?

Through Flotek's collaboration with Perk Box, you'll gain access to an app that provides a wide array of discounted shopping options and links to various supermarkets and popular stores.

This partnership ensures people within Flotek can enjoy significant savings and exclusive offers, adding value to your everyday purchases.



Examples Of Perk Box #1

Leon is a 26 year old warehouse worker. He often works late shifts so goes to the gym during the day.

He likes to unwind at the weekend by watching sports, films and going to the pub.

Save Up to
10% On
Your Weekly
Food Shop

Category	Average monthly spend	Favourite Perkbox Perks		Discounts of up to*:	Potential minimum monthly savings
Food shop	£208			6.5%	£14
Restaurants/ Takeaways	£61			11%	£7
Household	£79			13%	£28
Clothing & Personal Care	£68			25%	£17
Recreation	£85			43%	£37
Annual savings of					£1,236

Examples Of Perk Box #2

Sarah is a 51 year old working mom to a family of four.

She's an on-the-go Sales Director who's balancing her career with raising a family.

Save more
than 30%
On Social
events

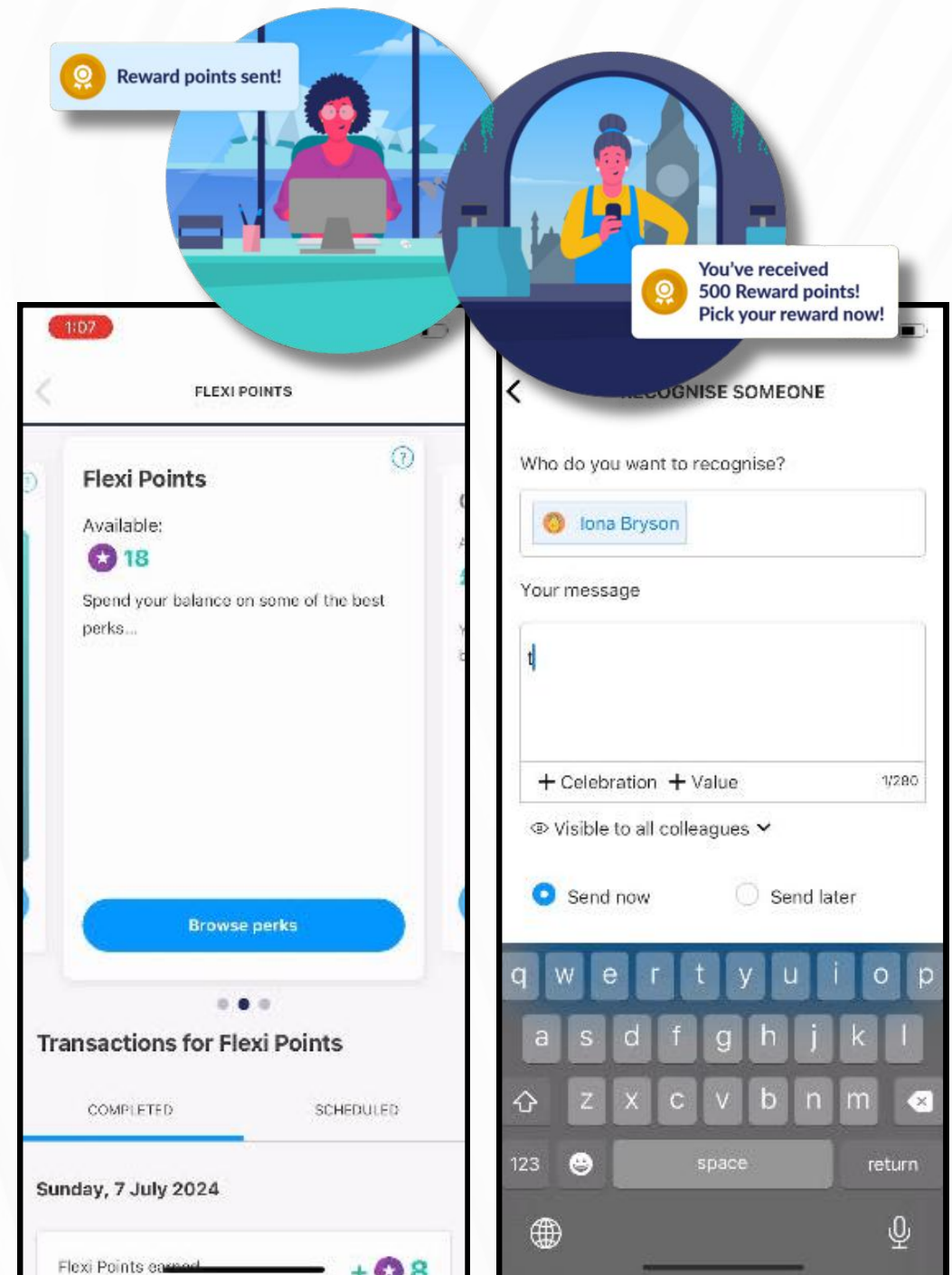
Category	Average monthly spend	Favourite Perkbox Perks		Discounts of up to*:	Potential minimum monthly savings
Food shop	£560			7.75%	£36
Restaurants/ Takeaways	£166			9%	£15
Household	£300			10%	£30
Clothing & Personal Care	£273			20%	£55
Recreation	£340			65%	£221
Annual savings of					£4,284

App Incentives

Additionally, you will be able to earn **Flexi Points** every quarter. These points can be redeemed for items free of charge, such as:

50 Flexi Points for coffee and breakfast at Greggs.

Flotek can also award **Flexi Points** based on employee performance, such as recognising the Employee of the Month or rewarding those who go above and beyond. This approach not only encourages excellence but also ensures that hard work does not go unnoticed.

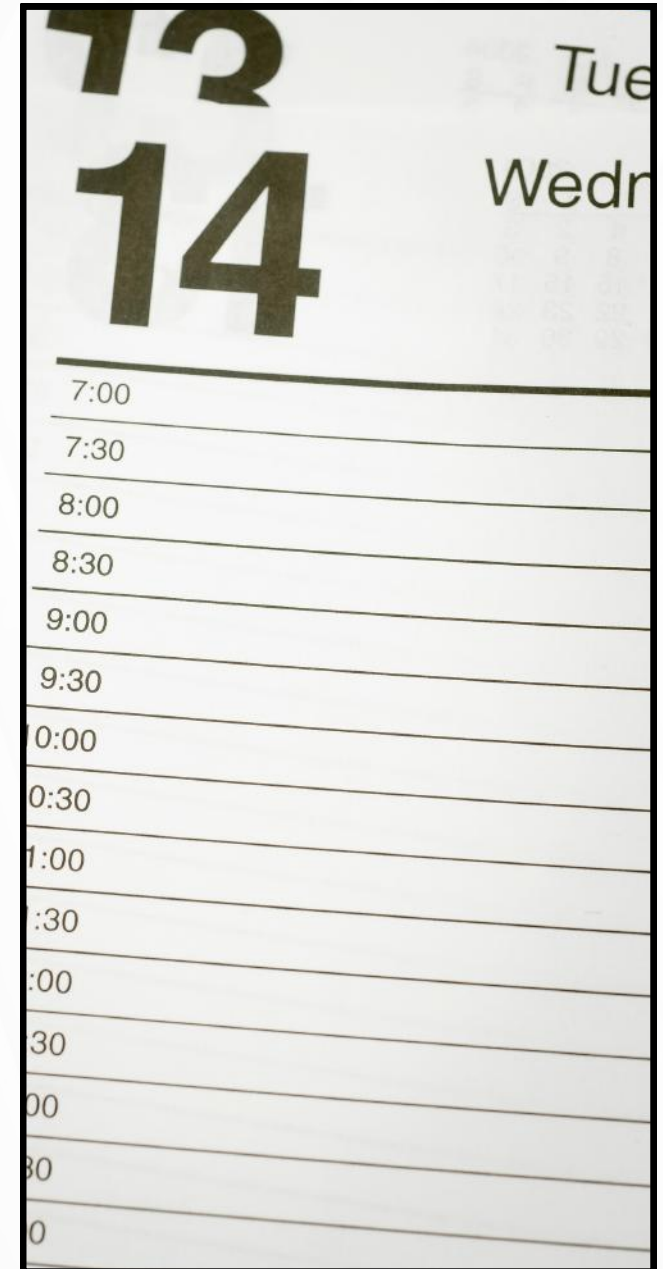


Taking Time Back

When working with Flotek, you can enjoy several added perks. You can take a day off on your **birthday**, when you **move house**, and on your **wedding day** without using your annual leave.

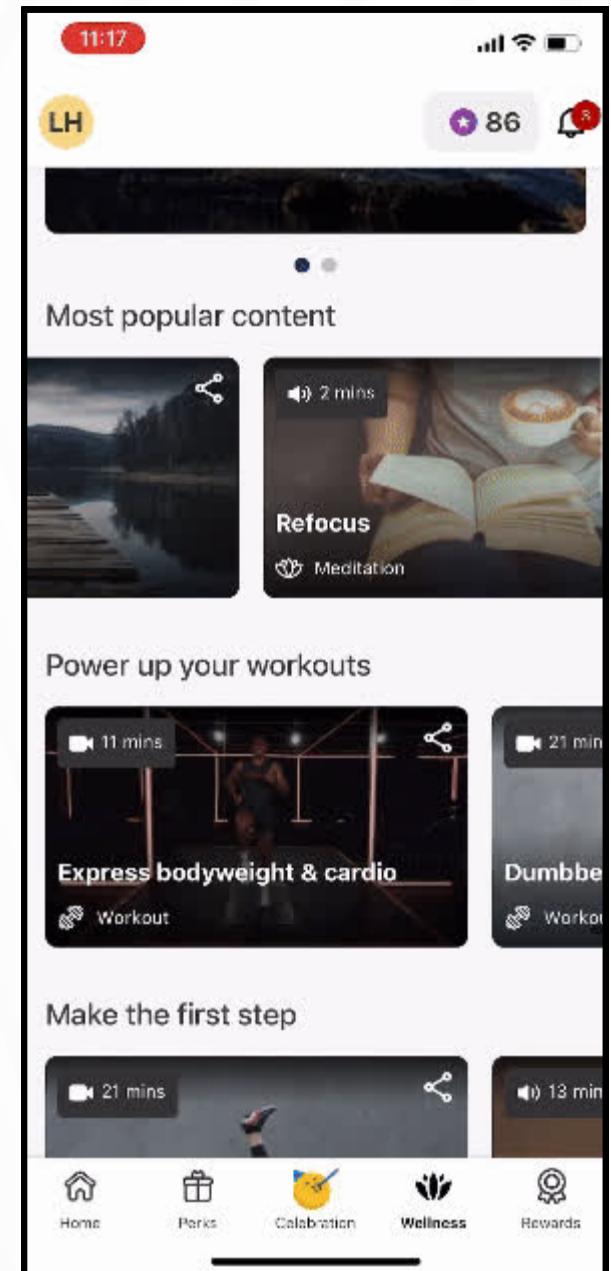
Additionally, you can swap religious bank holidays to better align with your personal beliefs and practices.

This gives you more control over your time and allowing you to prioritise personal milestones and important life events alongside your work commitments.



Wellbeing

Support your mental, physical, and financial wellbeing with our library of on-demand videos, offering something for everyone—whether it's a HIIT workout, yoga, or a meditation session all included in the perk box app.



Employee Assistance Programme

The Employee Assistance Program (EAP), in collaboration with Vivup, supports your staff during challenging times. It offers counseling services and online support for issues affecting performance or personal lives. This program adheres to NHS standards through a clinical governance framework.

Employees can access expert help for mental health, physical, financial, or personal issues. They can call the helpline to arrange counseling and **receive up to five free sessions per issue.**

What's Included



24/7 In The Moment
Support telephone
counseling support



Telephone
advice and
guidance



Up to 4 Virtual
Counseling
Sessions



Your Care
wellbeing
platform

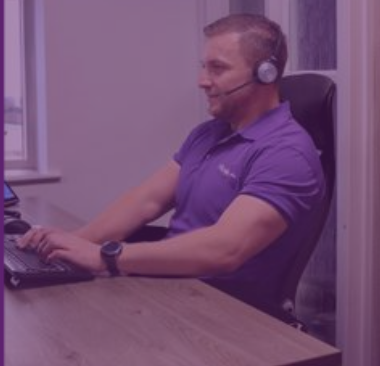


Onsite & Socials

The Employee Assistance Program (EAP), in collaboration with Vivup, supports your staff during challenging times. It offers counseling services and online support for issues affecting performance or personal lives. This program adheres to NHS standards through a clinical governance framework.

Employees can access expert help for mental health, physical, financial, or personal issues. They can call the helpline to arrange counseling and **receive up to five free sessions per issue.**



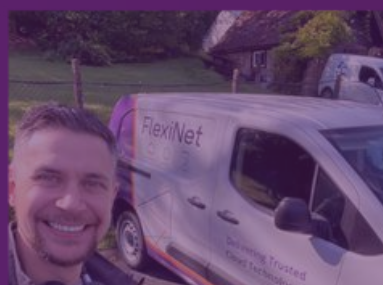


T: 02921 50 8000

E: Hello@Flotek.io

W: www.Flotek.io

Unit 4, Bocam
Park, Pencoed,
Bridgend
CF35 5LJ



Flotek Group Limited is Registered in England & Wales.
Company Number: 13882299
VAT Registration Number: GB 4060 18239