



Mary's Meals International Employee Benefits

mary's
meals

a simple solution
to world hunger

Benefit	Eligibility	Details
Flexible Working	From Day 1	We have adopted a remote first approach to working which means working remotely is the primary option for most our employees. We encourage flexibility in working practices and recognise the benefits of employees being able to balance work with other commitments.
Company Sick Pay	From Day 1	12 weeks of full pay and 12 weeks of half pay within a rolling 12-month period.
Annual Leave	From Day 1	34 days (pro rata) annual leave, including bank holidays. <i>(5 days to be used over Christmas shutdown)</i>
Annual Leave Purchase Scheme	From Day 1	Purchase up to 5 days (pro rata) additional annual leave. <i>(Purchased for the following year with the total cost divided over 12 months)</i>
Life Assurance	From Day 1	Nominated beneficiary receives a death in service payout of 3 x annual salary if a colleague sadly passes whilst employed with MMI.
Buddy Scheme	From Day 1	Buddy Scheme supports new employees who are joining our family as well as helping them build relationships with existing employees, connecting them with a friendly and helpful colleague outside of their own team. The Buddy Scheme helps with the settling in period especially in our current remote working setting and with the aim to providing all our new employees with fostering a supportive work environment, increases belonging and connection and contributes to overall employee wellbeing.
Employee Assistance Programme and Discounts	From Day 1	Access to our Employee Assistance Programme by TELUS. Confidential, free service, available 24/7, providing mental health support and work/life services for all our employees and their families. A variety of resources designed to support all of us with different aspects of our personal and working life, also “perks” which include access to various high street discounts.

Wellbeing Programmes and Champions	From Day 1	We have a dedicated area on our People & Culture Hub where you can access a wealth of information and tips on wellbeing and remote working, with colleague articles and an introduction to our dedicated MMI Wellbeing Champions, who offer support and guidance.
Access to Charity Worker Discounts	From Day 1	As an employee of Mary's Meals International you will be eligible to join Charity Worker Discounts: Exclusive Discounts, Offers & Codes
Learning Management System	From Day 1	Your personal development is important to us and to support this you will be able to access a range of learning opportunities through our new Learning Hub.
Pension Scheme	From 3 months	Non-contributory pension scheme where MMI employees are automatically enrolled following three months service and receive an 8% contribution from Mary's Meals. Employees are not required to contribute however they can do so if they wish.
Enhanced Maternity Leave	From 3 months up <i>(Standard Maternity Leave is available for all colleague prior to this)</i>	<p style="text-align: center;">First 15 weeks at full pay 9 weeks at 50% of full pay (or Statutory Maternity or Adoption Pay if greater) 15 weeks Statutory Maternity or Adoption Pay 13 weeks unpaid</p> <p style="text-align: center;"><i>(Above based on taking 1 year of Maternity Leave)</i></p>
Length of Service Annual Accrual	From 1 Year's Continuous Service	When you complete a full calendar year of continuous service, you will be entitled to 1 extra day's annual leave in the following annual leave year with up to a maximum of 5 extra days.
Long Service Awards	From 5 Year's Continuous Service	Colleagues who reach 5 Years receive 1 additional day of annual leave. 10 years receive 5 additional days of annual leave.