



UK

Employee Perks & Benefits



Fitness

Contribution up to a maximum of **£30/month** (before tax)



Yoga

Free 2 times a week



Learning

- Reimburse 65% of your class costs (after completion), up to **£1,000/year**
- **£150/year** of the learning budget can be used for reading materials



Life Assurance

- Via AIG: In the event of death, beneficiary will receive **4x base salary** fully paid by Freshworks



Income Protection

- Maintains compensation at 75% in event of qualifying disablement fully paid by Freshworks



Critical Illness Insurance

Lump sum equivalent to **1x your annual salary** in the event that you are diagnosed with one of a specified list of a critical illness: fully paid by Freshworks



Cycle to Work Scheme

- Tax efficient way to purchase bicycle & cycling safety equipment between the value of £200 and £1,500
- Repaid over 12 months via payroll



Employer Pension

Employees contribute a minimum of 4% of your gross salary each month to the pension plan with **Freshworks providing a contribution of up to a maximum of 6%**



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Enhanced Maternity Leave

100% OTE for 16 weeks statutory maternity leave period (must qualify for statutory UK maternity entitlements)



Internet Allowance

Temporary WFH Benefit: Contribution up to a maximum of **£70/month**



Home Office Setup

ONE TIME: **£250** reimbursable for home office setup



Employee Assistance Program

Free service to support you & family



FriYay

Fully paid additional days off



Private Medical Insurance

Via AXA; employee premium **paid by Freshworks** (benefit in kind tax for account of employee) + can add dependents at own cost



Medical Cash Plan

- Offers support for additional medical needs (Optical/Dental/Therapy etc.)
- Employee Premium **paid by Freshworks** (Benefit in kind tax for account of employee)



Discounted Tax Support Services

Freshworks employees benefit from discounted rates for personal tax services with our partner Global Tax Network