

UK

Employee Perks & Benefits





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

Yoga

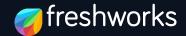
Free 2 times a week

- 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