



rightmovebenefits



Private medical insurance

All employees and immediate dependents are eligible for Simply Health medical insurance offering extensive cover for prompt private medical treatment in the UK. Premium paid for by Rightmove with individual employees liable for tax.

Annual health check

In addition, all employees covered under the private medical insurance scheme are eligible for an annual health check. The checks are paid for by Rightmove.

Cash Plan

This benefit enables you to claim money back towards the cost of regular healthcare costs such as dental, optical and physiotherapy.

If you select to join the cash plan Rightmove will pay for you to be a member, there will be nothing for you to pay, however it is classed as a taxable benefit. You can add a partner and children to the plan but this would be at a monthly charge to you.

Eye tests

All employees are eligible for a voucher to cover the cost of an annual eye examination. If the result of the eye exam shows a requirement for VDU corrective spectacles the company will contribute in the purchase of these to the cost of £55.

Healthy snacks

Twice/three times weekly provision of a selection of fresh fruit in London and Milton Keynes offices. Plus free tea, coffee and water.

Maternity leave

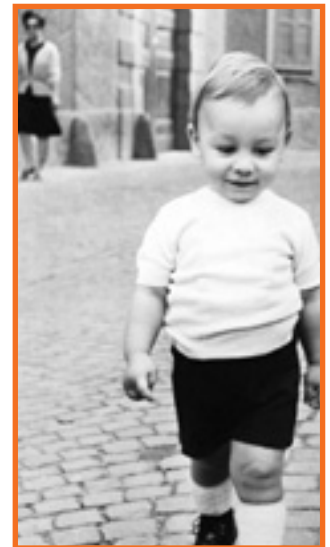
Enhanced maternity pay providing 12 weeks at full pay followed by 27 weeks at the standard rate of Statutory Maternity Pay (SMP).

Paternity leave

Enhanced paternity pay providing 1 week fully paid followed by 2 weeks of paternity leave at the standard rate of Statutory Paternity Pay (SPP).

Childcare vouchers

Employees who are parents or legal guardians of children aged 15 or under can elect to purchase childcare vouchers up to the value of £243 per month from their gross monthly pay to benefit from savings on tax and NI contributions.



TRAVEL



Season ticket loans

Rightmove season ticket loans are a means for you to purchase an annual travel pass. This is repaid by you via automatic monthly salary deductions over a 12 month period.

Bike to Work scheme

The Bike to Work scheme is a great way to make use of tax exemptions to get a brand new bike and cycling safety equipment through a number of UK cycle retailers at a reduced cost.

The equipment is purchased using a Salary Sacrifice system whereby you, as the employee agree to have the cost of the cycling equipment deducted from your gross annual salary and agree to a series of monthly repayments from your monthly pay, before any tax and NI deductions, to cover the cost.

This will allow you to potentially save a substantial amount of the total equipment costs depending on your current income tax rate.

This benefit is classed as a taxable benefit.

PENSION



Pension scheme

We provide a stakeholder pension plan with Scottish Widows to allow you the opportunity to boost your income later in life.

This is a contributory scheme, meaning there is a contribution equivalent to 6% (capped at £3,000 per year) of your basic

salary from the company provided you contribute a minimum of 3% of your gross basic salary each month.

You can pay more into the Plan if you wish to, but the starting employee contribution under our plan has to be 3%. If you do pay more than 3% of your basic salary into the Plan as an employee contribution, Rightmove's employer contribution will remain at 6%.

The Plan does offer a range of investment choices and all contributions paid by you and

Rightmove are held in your own individual pension plan.

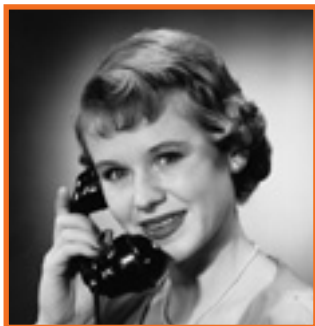
Salary sacrifice

As a member of the Rightmove Stakeholder Pension Plan, both you and the company contribute to your pension. Salary Sacrifice is simply a more efficient way of paying pension contributions to the Plan. The company will share its employer NI saving with you in the form of an additional pension contribution. If you would like to see how salary sacrifice affects your payslip, please contact the payroll team.

LIFE ASSURANCE

All employees are automatically provided with Life Assurance cover which provides a lump sum payment of 4 times your basic salary to a spouse, family member or other nominated beneficiary in the unfortunate event of your death whilst still a company employee.

PHONE A FRIEND



Employee Referral scheme

All employees who recommend a friend for a specific role who successfully complete their probationary period will receive a £1000 bonus.

RIGHTMOVE PARTIES



We're quite a social bunch and having fun and joining in is an important quality for all of us who work here.

We're committed to getting every Rightmover together in one place twice a year and throwing a bash that is pure and unashamed fun.

QUESTIONS? CONTACT:

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