



Limitless  
potential  
starts  
with us.

At The Royal Mint, our people are at the heart of everything we do. That's why we're proud to offer a wide range of benefits designed to support your wellbeing, recognise your contribution, and help you thrive both in and out of work.

For more information on any of our benefits, please contact a  
[peopleservices@royalmint.com](mailto:peopleservices@royalmint.com)



## Financial Foundations



### Profit Share

When the business achieves its targets, a portion of the profits is distributed among colleagues.



### Competitive Pension Scheme

With employer contributions of up to 12%, our generous and flexible plan helps you build long-term savings and retire with confidence.



## Life Assurance

Gain peace of mind with life assurance cover worth four times your annual salary.



## Early Access to Jan Pay

We allow colleagues to draw down up to £1,000 in advance, providing extra flexibility and peace of mind during a typically expensive time of year.



## Onsite Canteen, Coffee Shop & Free Carpark

Colleagues benefit from a subsidised on-site canteen and coffee shop offering great-value food and drinks, as well as free parking for all.



## Time, Flexibility, & Family



### 211 hours annual leave

We understand the importance of rest, flexibility, and relaxation. That's why we offer employees 211 hours of annual leave to promote a healthy work-life balance.



### 9 day fortnight

This helps colleagues enjoy longer weekends, extra rest, or more time for personal commitments, while still meeting business needs and maintaining productivity.



## Total Reward Statements

A personalised snapshot showing the full value of your pay, benefits, and rewards in one clear view.



## Enhanced maternity & paternity leave

Our maternity package includes 6 months' full pay, alongside 4 weeks' paternity leave, helping you focus on your family with added financial security and support.



## Annual leave purchase scheme

We offer colleagues the option to purchase up to 5 days additional leave on top of your existing entitlement to help you achieve a better work-life balance.



## Wellbeing & Community



## 24/7 EAP Service

We understand the importance of rest, flexibility, and relaxation. That's why we offer employees 211 hours of annual leave to promote a healthy work-life balance.



## Give A Day - Volunteering

Support our chosen charity, or help one close to your heart. This scheme gives you the opportunity to give back while being supported at work.



## Sports & Social Club

From sports activities to social events and outings, it's a great way to stay active, build friendships, and enjoy a strong sense of community at The Royal Mint.



## Mental Health First Aiders

Our trained Mental Health First Aiders are available to listen, offer reassurance, and help guide colleagues towards further wellbeing support where appropriate.



## Wellness Room

Our multipurpose, lockable space designed to support the diverse needs of our colleagues including prayer, breastfeeding or a some quiet time for personal wellbeing.



## Everyday Savings & Perks



## Car Scheme

We offer salary sacrifice car schemes through Octopus and Pendragon, giving you access to a wide range of new and used vehicles..



## Cycle to Work Scheme

Purchase a bike and safety equipment via salary sacrifice, spreading the cost over time and saving on tax and National Insurance contributions.



## Home & Tech Scheme

Purchase a bike and safety equipment via salary sacrifice, spreading the cost over time and saving on tax and National Insurance contributions.



## Hapi App Discounts

Save on everyday shopping, travel, and experiences with discounts via the Hapi app



## DigiGold Discount

Invest easily and securely in gold through our DigiGold offering - a simple way to invest in Precious Metals online.



## 886 Discount

Enjoy exclusive discounts on wide range of 886 by The Royal Mint jewellery.



## Health & Physical Support



### Gym Discounts & Onsite Gym

We offer salary sacrifice car schemes through Octopus and Pendragon, giving you access to a wide range of new and used vehicles..



### Onsite Occupational Health/Physio

Offers a range of services to ensure both your physical and mental wellbeing are being taken care of, right here at work.



### Virtual GP

Book online consultations with a qualified doctor from the comfort of your home, ensuring you get the medical support and advice you need without long waiting times.



### Health Cash Plan

Cover the costs of essential healthcare services, allowing you to claim back expenses for treatments like dental care, optical services, and therapies such as physiotherapy.