



VERSION 1

Employee Benefits

Rewarding your Commitment

Great people deliver great change

The range and capability of technology today is truly amazing, but without great people nothing happens.

At Version 1, we are a people business. We have been driving success for our customers for more than twenty years not simply through the market leading technology solutions we provide – but through our people.

We pride ourselves on our Strength in Balance. Together we deliver on three commitments; making a real difference for our customers, building an empowering culture and growing a strong organisation for the future. We are a dynamic, forward-thinking, curious, ambitious group of talented individuals who together strive to be difference makers in all that we do.

Our people have the ability to see what is really needed in every situation, the tenacity to question everything and to jump all hurdles in front of them, a total commitment to customer success and a never ending desire to deliver results. They make a difference.

And with 1200+ difference makers within our team, we're growing in number every day.

Ready to join us?





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These pages outline the Version 1 Permanent Employee Benefits. If you joined through acquisition or are a Contractor, your Benefits may be different.



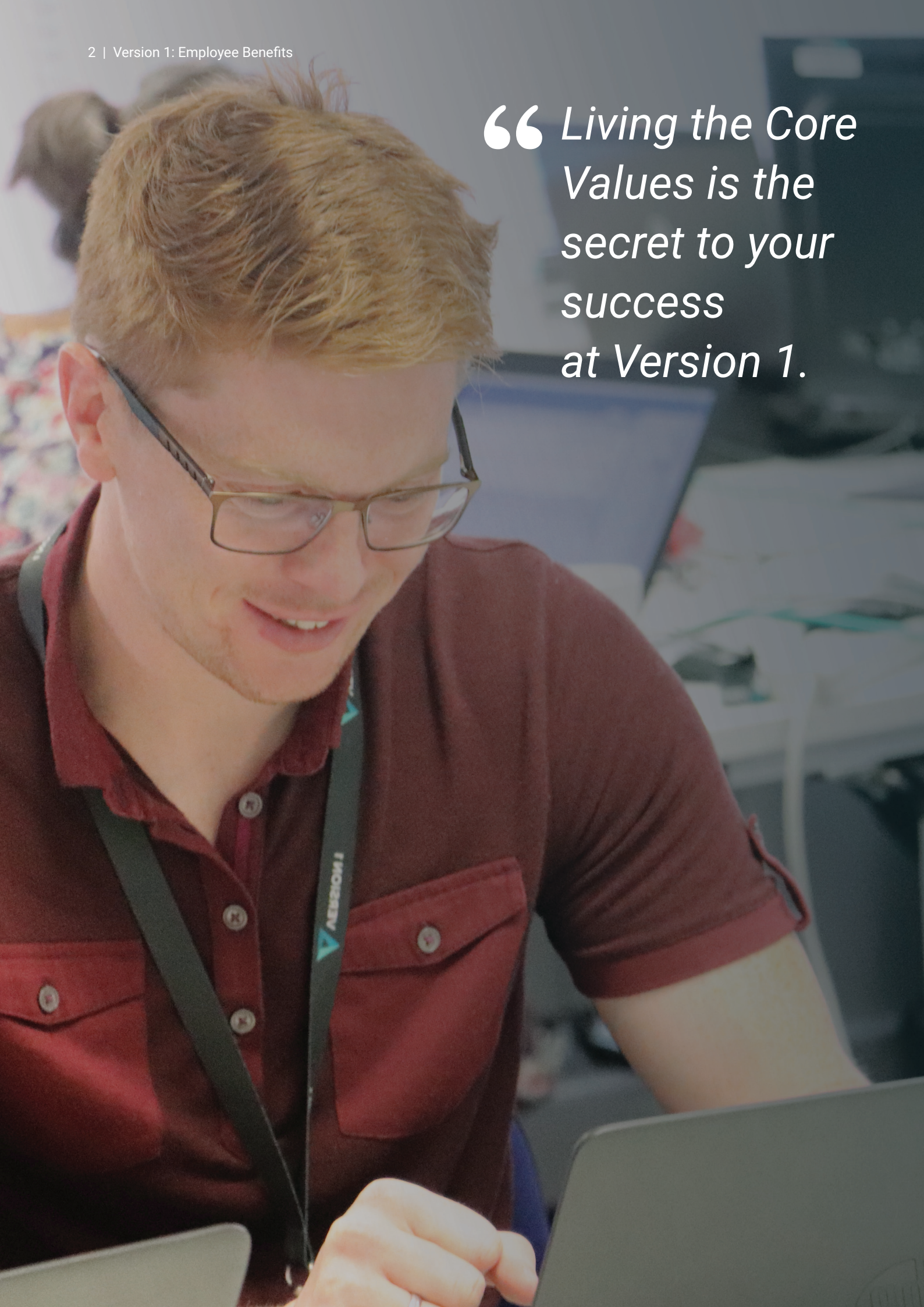
Our Core Values

A specific set of behaviours to deliver success

Achieving Strength in Balance for our customers, our people and our organisation is what makes Version 1 unique, but it's not easy. It needs a specific set of behaviours to deliver this success consistently: **our Core Values.**

These values govern every single decision we make, from the smallest to the largest. They are not aspirational – they are real and lived; it's how our people are wired. Living the Core Values is the secret to your success at Version 1. They will give you the freedom to be an entrepreneur within Version 1 and we deliberately select, empower and trust people who embody our Core Values and foster them every day.

“Living the Core Values is the secret to your success at Version 1.”



Our Core Values



Honesty & Integrity

Telling customers what they need to hear – not what they want to hear.



Personal Commitment

Being accountable and keeping commitments.



No Ego

Having an open, helpful and 'No Job Too Small' attitude.



Customer First

Actively seeking customer feedback to understand your business.



Excellence

Good enough is never our objective. We solve tough problems and make innovative suggestions.



Drive

Our customers are accustomed to working with driven, results focused Version 1 people.

A woman with blonde hair, wearing a light-colored top, is smiling and looking towards a reception desk. Another person's hands are visible at the desk, holding a red lanyard. In the background, there is a large blue wall with the 'VERSION 1' logo, which consists of a stylized green triangle and the text 'VERSION 1' in white. The scene is lit with warm, indoor lighting.

VERSION 1

“ We believe that we’re more than the sum of our parts - so when one of us succeeds, we all succeed.”

Shared Success

A commitment to our people

Group Profit Share Scheme

We believe that we're more than the sum of our parts - so when one of us succeeds, we all succeed. Our employee-designed Profit Share scheme divides a portion of the company profit each quarter amongst all of our Full Time employees. It underpins and supports our high-performance culture by rewarding everyone for their continued commitment.

Group Personal Pension Plan

Our Contributory Pension Plan matches your contributions up to 5% of your base salary, because it's never too soon to start thinking about the future.

Employee Referral scheme

OneReferral, Version 1's referral programme, is looking for great people like you! Some of our highest performing employees have been recommended to us by people who already work here. If you refer someone who is successfully hired, we'll pay you up to £2,000/€2,000 to show our appreciation.



Health & Wellbeing

Live life to the fullest

Your Health

From the day that you join Version 1 you'll be eligible to join the company Private Healthcare Plan. Our healthcare partners also offer preferential rates for family members should they wish to join too.

Step Challenge

One of our biggest events of the year is our annual Step Challenge, which hundreds of our employees participate in every Summer. A sense of community and competition drives us all to target 10,000 steps a day for a month, with prizes for the highest individual and team achievements – and a lot of miles are covered!

Employee Assistance Programme

Our Employee Assistance Programme is a confidential third-party counselling service providing emotional support and advice to all employees and their families.

Life Assurance

If the worst should happen, you will be covered by Life Assurance. A minimum of twice your base salary applies as a Permanent employee.

Bike to Work Scheme

The Bike to Work Scheme/Cycle Scheme is a green transport initiative which allows you the option of leasing bicycles and cycle equipment without having to pay tax on the payments

Leinster Loop

Version 1 are the main sponsor of the Leinster loop, one of Ireland's leading charity cycling events. You can enter the race free of charge and employees can challenge themselves on any of the routes available including 145kms, 100kms, or 55kms.

Free Eye Tests

As an IT consultancy our employees spend a lot of time looking at screens. Therefore we ensure that our people have the support needed from a vision perspective. You are eligible for a free annual eye test and up to £45/€45 towards the cost of glasses.

Sick Leave

Version 1 is dedicated to the health, safety and welfare of all its employees. In certain circumstances the company understands that employees may be absent from work due to sickness or ill health. All employees are eligible for paid sick leave once probation has been passed.

Health Checks

Health checks are available at our larger locations annually. We run clinics and on-site Health Checks such as Doctor and Dentist visits once a quarter over a two to three day period. Employees can book online through a Version 1 dedicated portal.

Financial Wellbeing

Our banking partners visit our larger locations once per quarter so that our employees can avail of financial services and advice.

Breakfast

It's the most important meal of the day! Our employees enjoy free fruit and cereals in every office to kick off their mornings.

Fruit Baskets

Fruit Baskets fit in well with our Wellness Framework and are very much appreciated by our employees when they are delivered weekly.

Healthy Vending Machines

We have partnered with The Healthy Fox to provide healthy vending machines for our employees, perfect for when you get peckish but don't want to be too bold.

Movember

Every year members from across our offices support the Movember campaign to raise awareness of men's health issues.

Byte Night

Our team members in the UK take part in the annual sleep out to raise funds for Action for Children's Byte Night which works to support some of the 83,000 young people who are homeless in the UK every year through no fault of their own.

Employee Assistance Programme

At Version 1 all employees can access this free and confidential programme that provides you, your spouse or partner and any dependents over the age of 16 still living at home with immediate help and support in managing whatever work or personal issues you are facing - 24 hours a day, 7 days a week, 365 days a year.





My Wellbeing Model

The backbone of our happy workforce

While there are many rewards for hard work at Version 1, including being part of a strong culture with a positive atmosphere and lots of opportunities for growth and development, it also comes with its challenges.

Therefore, to promote sustainable and consistent high performance we recognise the importance of prioritising our employee's health, as our employees are our greatest asset.

All employees are invited to take part in our Health & Wellbeing programme. The programme is based around the Version 1 My Wellbeing Model, which has five pillars:

Sense of Purpose, Financial Management, Physical Health, Mental Wellbeing and Social Connections.



Sustainable Quarterly Efforts

The overall long-term goal of the ‘My Wellbeing’ model is to empower our employees to feel happy and healthy at work, and outside of it. As we build toward this larger goal, our short-term goal is to ensure all employees across the organisation have the opportunity to engage with at least one segment of the wheel per quarter.

As part of our launch of our latest programme we celebrated Wellbeing Day across the organisation; the wellbeing champions organised physical events and provided

healthy snacks and treats for employees. The aim of our Wellbeing Day was to build awareness around employee welfare and to shape social connections by encouraging employees to get away from their desks to mix with colleagues in a variety of ways.

These efforts have had a tangible, positive impact on staff and Version 1 is committed to ensuring that they continue for the betterment of the health and wellbeing of all employees.



Sense of Purpose

Having a sense of purpose and being motivated to engage in meaningful work is a key aspect of an individual's wellbeing. We want our employees to have a desire to grow and develop and reach their goals and targets in work and in life. Key areas of focus under the 'sense of purpose' pillar include motivation, self-awareness, goal-setting, productivity and core values.

✓ Motivation ✓ Self-awareness ✓ Goal-setting ✓ Productivity ✓ Core values



Financial Management

Refers to having a healthy financial state. We want our employee to be financially healthy, happy and free from stress or worry, based on their view of their financial situation. To ensure our employees stay financially healthy, we promote financial wellbeing through teaching/educating on a range of financial matters including future planning, life assurance, budgeting, savings, mortgages and pension.

✓ Future planning ✓ Life Assurance ✓ Budgeting ✓ Savings ✓ Pension



Physical Health

Refers to promoting proper care of one's bodies for optimum health & functioning through balancing the areas of physical activity, hydration nutrition, sleep and rest. We aim to promote positive physical health through a variety of initiatives/activities and we also aim to ensure our employees are working in a healthy and safe work environment.

✓ Work Environment ✓ Exercise ✓ Nutrition ✓ Hydration ✓ Sleep



Mental Wellbeing

Refers to a state of wellbeing in which you realise your potential, can cope with the normal stresses of life, can work productively and are able to contribute to the organisation. Our mental wellbeing pillar focuses on mental health, mindfulness, self-confidence, stress management/resilience and maintaining a growth mindset. We not only want our employees to be getting by, we want them to have a positive and growth mindset as they strive to deliver excellence at work.

✓ Mental Health ✓ Mindfulness ✓ Self-confidence ✓ Growth mindset ✓ Stress management



Social Connections

Refers to the quality of relationships at work including our employees' sense of belonging and connection with their manager and peers within the organisation. We value the importance of our employees' social connections and relationships at work to enhance their wellbeing.

✓ Relationships ✓ Manager support ✓ Peer support ✓ Emotional Intelligence

“ Our time off policies are designed to work for you, while also considering the needs of our customers.”



Time Off

Supporting your moments that matter

Annual Leave

Employees receive a generous annual leave allowance and up to five days can be carried forward each year if you want to save leave for a special occasion. Unpaid leave of up to thirteen weeks may also be taken.

Flexible Working

Many of our employees choose to take advantage of the opportunity to work from home, either on an ad hoc basis or with a regular pattern. Many also work flexible hours, depending on what works for themselves and their customers. Our time off policies are designed to work for you, while also considering the needs of our customers.

Maternity Leave

We offer statutory maternity pay in line with your local office and after two years' service, we offer enhanced six months' paid maternity leave.

Paternity Leave

We provide two weeks full pay for new dads once probation is completed.

Shared Parental Leave

Shared Parental Leave can enable parents to share the period of leave that could have been taken as Maternity Leave. Local employment legislation applies here - our HR department can provide more information where required.

Marriage / Civil Partnership Leave

We recognise this happy event by giving employees an extra three days annual leave to help them celebrate with family and friends.

Special Leave

Additional leave is offered to employees upon a family bereavement or when it is needed in a crisis.

Career Development

With you on your journey

Onboarding Days

Providing a comprehensive introduction to Version 1 to bring to life all aspects of our business, regardless of your role.

Quarterly Conversations

Quarterly conversations to discuss your progress, provide feedback and plan your next career move are an inherent part of the Version 1 quarterly rhythm and all employees partake in these. They are an effective way of ensuring that we are always driving forward and making progress both individually and as a company.

Pathways

Pathways is the Version 1 career development framework, empowering and supporting you in building the skills and knowledge you need to grow your career and deliver great service to our customers. Pathways makes it easy to assess where your skill gaps are and understand how to fill them through learning and experience, both on the job and through training and development.

Training Hub

Training Hub is our Learning Management tool, which contains hundreds of webinars and training courses which our employees have access to in order to enable self-driven learning and development to complement your quarterly career planning.





Certifications

We offer employees an additional incentive of an accreditation bonus award depending on the certification or accreditation they achieve.

Educational Assistance

We support employees attending educational programmes or courses relevant to their role within Version 1. Employees may be reimbursed for some or all of the course and employees can also avail of appropriate levels of leave to study and sit exams.

In-House Development Programmes

Depending on your role and level, you may have the opportunity to participate in one of our in-house development programmes. For example, our Strength in Balance Management Programme provides three modules of training, delivered by our senior team, each of which trains the participants on how to manage for impact against each side of our triangle – Customer Success, Empowered People and Strong Organisation. The programme culminates in presentations to senior management alongside a graduation event hosted by our CEO.

Study Leave

We offer up to three days paid study leave per academic year depending on the course and type of education.

Buddy and Mentor Programmes

When you first join Version 1, you'll be given a Buddy for your first 6 weeks. Their job is to support you in getting up and running as quickly as possible – helping you get to know the organisation and the people most relevant to your role. Once your buddy hangs up their boots, you'll then be assigned a Mentor for the next six months. Your mentor is typically a senior member of the organisation and is there to support you in understanding our core values and how to apply them, as well as helping you to get to know the organisation.

Employee Recognition



Empowering Excellence

The Version 1 CallOut recognition and reward platform aims to recognize contributions and effort tied to our values within our company. We want to celebrate the many different types of outstanding employees we have while also creating a consistent global culture to show our appreciation. Available for our full-time employees, CallOut points can be exchanged for gift cards, vouchers or specific items on the CallOut platform - with literally have thousands of choices to decide between!

Our Goal

The purpose of this programme is to acknowledge and reward those employees who have exhibited behaviours aligned with our values at Version 1. If a colleague has gone above and beyond by putting forth exceptional effort, going beyond what is expected or producing outstanding results, it's very likely that they warrant a CallOut! Recognition makes us all feel valued, engaged, and appreciated for our contributions in helping make Version 1 a Great Digital Place to Work.

CallOut Reasons

All recognition given through CallOut is linked to one key element of our culture and the DNA of Version 1. When we practice living our values every day in our work, we drive the success of Version 1.

We choose between the following 6 reasons when nominating a colleague; Core Value Exemplar, Team Energiser, Strong Organisation Driver, Innovation Ninja, Customer Success Champion and Strength in Balance Leader.

Staying Connected

Local Buzz Managers



Each location has a local “buzz” manager, who drives social activities for employees based in and around their location. Previous events have included Wolf Runs, Escape Rooms, Cocktail Making nights, Pizza Creations and many more.

Summer Party



Every summer after our annual Excellence Awards, we host a concurrent Summer Party in all of our locations. Even if we can't be physically together, we make sure to party together, wherever we are!

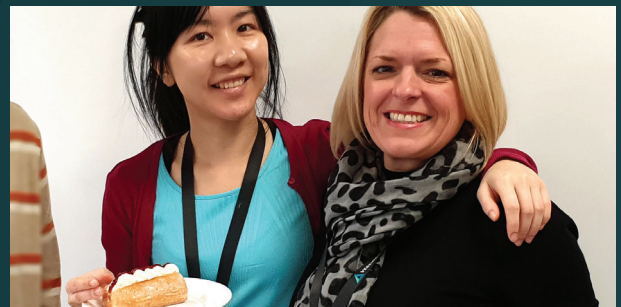
Empowering Excellence

Christmas Party



Our employees are treated to food, drinks and entertainment regardless of which office they are based in across the company. We try to organise our Christmas Parties on the same night across all of our offices to encourage a bit of Christmas spirit and celebrate another good year at the same time.

Team Celebrations



Our teams get together at least once a year to celebrate the completion of a project or delivery of a service, or just to have fun together. Since when did we need an excuse?

A photograph of a woman and a young girl, both smiling. The woman is on the left, and the girl is on the right, wearing a white school uniform. They are positioned on the left side of the page, with a white diagonal shape on the right side containing text.

Community First

Making a Difference

Community First is our main Corporate Social Responsibility (CSR) Initiative that is driven locally by our employees. The overall objective of Version 1's Community First activities is to improve employment opportunities in our communities by supporting awareness, education, skills and access by leveraging technology and our skills.

What does this mean?

Version 1 aims to improve employability by helping groups that may have high barriers to employment, with a specific focus on technology-related activities and enablement. This means that Version 1 can make a direct impact by contributing at a practical, tangible level in the communities in which we work.



Version 1 is a great place to work, but it will always push you to give your best. Working here is rewarding with plenty of room for growth, testing your skills at every turn in the interest of progressing your career with us. We are confident that you'll bring a lot to your role and in turn, Version 1 will provide invaluable commercial experience and an opportunity to continue to learn and grow as your career develops. So, here's to you, and a bright future with Version 1.

Welcome to the team!



Get in Touch

Join us in making real differences.
Visit Version1.com/Careers to apply today.

#insideversion1

