

Flexible Benefits

Introducing the most user-friendly and user-centred Flexible Benefits platform in the industry today

More and more organisations are now looking to bring in a more flexible approach to their reward strategy in order to engage employees in their benefits and maximise the impact of their reward spend. With this in mind, we wanted to make our clients' lives as easy as possible by creating the most straightforward, user-centred, user-friendly Flexible Benefits platform on the market today.

To do this, we worked with the UK's leading user journey consultancy and conducted extensive user-testing with real-life employees using a variety of different platforms to ensure maximum ease of use. The model that we subsequently created for Flexible Benefits ensures that the choice given to employees is appreciated, valued and utilised by providing a combination of intelligent communications, a good selection of benefits and an engaging platform.

Flexible Benefits Overview

A Flexible Benefits scheme is a formalised way of allowing employees to choose how their benefits package is made up. They can select from a range of benefits offered by the employer, or choose to take cash. Typically, this is carried out on an annual basis, either via an online Flexible Benefits platform or, in some cases, offline via an election form.

Why work with Edenred?

Edenred have been working with clients for over 10 years to set up and provide ongoing administration and support for Flexible Benefits schemes. You will be provided with:

- A dedicated project manager and implementation team
- A professional communications service
- An employee helpline
- A fully branded website platform
- Advice and support at every stage
- Management information reports
- Access to Employee Savings, giving employees access to over 2,000 offers and discounts at high street and online retailers



Edenred's aim is to provide you and your employees with an efficient, effective and satisfying user experience, and that's why we developed the next generation in online Flexible Benefits platforms.

Improving the user journey makes it much easier for employees to understand the benefits on offer and the effect it would have on their salary if they were to take up each benefit. The increased user engagement will also increase benefits and improve the perception of the benefits on offer, maximising the value that both your organisation and your employees will gain from the scheme.

Benefits for employers

- Can be used to harmonise benefits across a group of companies
- Can help increase NI savings by promoting salary sacrifice benefits
- Can help organisations control the cost of benefits over time
- Increases employees' engagement with their package, giving it a greater financial impact
- Sends a clear message that you're an employer of choice, aiding recruitment and retention

Benefits for employees

- Engaging and empowering to make decisions about their benefits
- Packages can change to fit with life changes such as marriage and promotion
- Feel fairly and personally rewarded
- Opportunity to fully involve families in decisions
- Can reduce tax and NI payments

Flexible Benefits

Employee Benefits

Why choose us?

Choosing to work with us is choosing to work with an organisation that has a proven reputation for reliability, innovation and excellence.

We have been providing benefit products in the UK for over 50 years and today nearly one million employees from thousands of organisations use our benefits solutions. This experience and motivation to continually evolve and develop our services and capabilities ensures that our solutions stay at the forefront of the rewards market.

We offer:

- The widest choice of reward & benefit products and services, all designed to help organisations engage and motivate their people
- Unrivalled research and communication service to ensure the benefits scheme you choose to implement is both popular and valued
- Dedicated account management and customer services to ensure you and the people you are engaging are fully supported when needed
- The highest levels of data and systems security which is fully audited and supported by a robust disaster recovery and back-up process
- The reassurance of knowing you're working with a rewards and benefits provider who is a Dun & Bradstreet top rated business with substantial financial strength
- ISO 9001:2008 accreditation and service standards driven by measurable Key Performance Indicators

Edenred is proud of its Corporate Social Responsibility policy and is strongly committed to a number of initiatives. These include a dedication to reducing the impact our company has on the environment (evidenced through our ISO 14001 accreditation), notable partnerships with many different charities, and matching charitable donations made by our employees via payroll giving.

We are also delighted to have been accredited as an Investor in People for many years, as we understand it is our people that continue to deliver outstanding service and results for all of our customers.



About Edenred

We help organisations engage and motivate people to achieve enhanced performance.

Our unique and unrivalled total reward solutions:

Employee benefits solutions that encompass the management of your flexible and voluntary benefits, employee discounts and salary sacrifice schemes, that can be deployed to drive engagement at a company-wide level or focused around specific segments of your workforce.

Incentives and rewards solutions that can motivate, create behavioural change and improve performance, centred around the widest choice of reward platforms and mechanisms that offer the recipient the widest choice of redemption options.

Expense management solutions that help streamline and simplify your routine payment processes, reducing administrative burden, saving money and helping make life easier for everyone.

Communication services that ensure your investment in incentives, rewards and employee benefits are understood, valued and appreciated, delivering maximum returns for your business.

This offering is available to our clients as a fully integrated solution or as individual products that meet a specific need or requirement, either at a local, national or international level.

For further information on Flexible Benefits

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