



Sainsbury's

Argos

N E C
T A R
3 6 ●

Sainsbury's Bank

habitat[®]

Benefits

Here, the perks grow as you do. With our comprehensive and competitive total rewards package, you get a great deal from day one. And the longer you stay and develop, the more you're set to gain. Bonus. (We offer those too.)



1.

Colleague discount card

12 weeks into your role, you're eligible for a handy 10% off your shop. That's every time you spend with Sainsbury's, Argos or Habitat, in store and online. And you can nominate a second user for your card, be that your mother, brother or significant other (as long as you live at the same address).

2.

Annual bonus scheme

While our bonus schemes vary across different sites and roles, they all share the same feel-good factor. Good to know.

3.

Pensions

Planning for your future? So are we. We'll automatically enroll you onto our pension scheme. And we'll give you free life cover, equating to a year's pay. If you choose to pay more with Step Up contributions, then your pension and life cover increases. Visit www.jspensions.com to find out more.

4.

Holidays

Whilst holiday allowances vary across roles, we offer a paid holiday entitlement that grows as your career does.

5.

Love it

Enjoy group outings and fun activities? The you'll love "love it!". Love it is the home for hundreds of exclusive discounts and savings at over a thousand retailers, including restaurants, cinemas and retail stores. What's not to love?

6.

Awards for long service

We owe so much to our long-serving colleagues. That's why we're all about rewarding their continuous service and celebrating their key milestones. Just

the way it should be.



7.

Season ticket loans

Been here for 12 weeks or more and passed your probation? Then you're eligible for our interest-free loan to purchase an annual or 6-month travel card. The cost of getting to and from work just got more affordable.

8.

Cycle to work scheme

Hire a brand new bike and cycling equipment from Sainsbury's, and we'll give you a 10% discount on the cost of the bike. That means you'll save money on tax and National Insurance, while you're saving the planet.

9.

Employee Assistance Programme (EAP)

The wellbeing of all our colleagues is really important to us, so we have an Employee Assistance Programme. The service is confidential and free of charge to all colleagues who may need short term support such as counselling, legal advice, or debt advice.



10.

Health Cash Plans

We offer the opportunity to buy health cash plans so you'll be able to claim back money towards the costs of managing and maintaining your everyday health and wellbeing.

11.

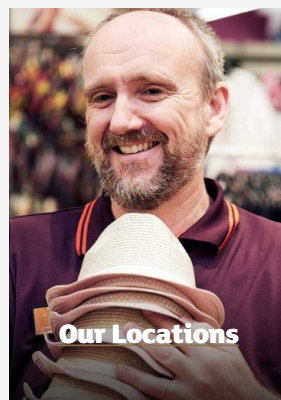
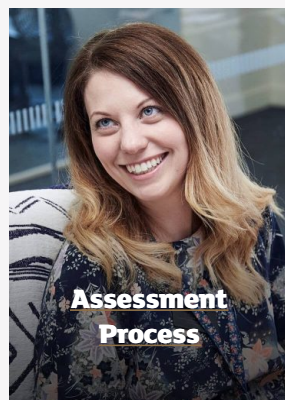
Family-friendly

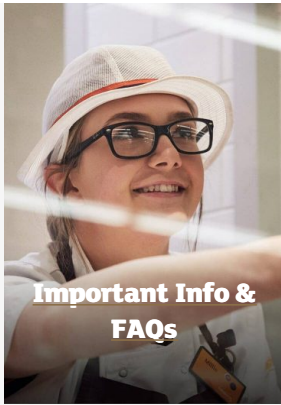
We want to support colleagues taking time out to have a family. In addition to statutory shared parental leave, our enhanced leave policies mean that once you have 1 year's continuous service (15 weeks before the baby is due) you can take 26 weeks of paid maternity leave*, followed by a further 13 weeks at the statutory rate of pay. We offer 4 weeks fully paid paternity leave* once you've worked with us for a year (15 weeks before the baby is due). We also offer a variety of flexible working options to help our colleagues to balance their home and work commitments.

*Conditions apply

With the exception of pensions, benefits are non-contractual and varying terms may apply.

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