A Guide to CSC Benefits

Jersey

Summary of Benefits, Jersey

At CSC, we believe that our greatest asset is our people—the dedicated individuals who contribute their skills, passion, and creativity to our shared success. As an organisation, we're committed to fostering a supportive and inclusive work environment where every colleague feels valued, respected, and cared for.

Our comprehensive benefits package reflects this commitment. We understand that life is multifaceted, and our offerings aim to address various aspects of your well-being. We're here to support you every step of the way. Our comprehensive benefit offerings are outlined below.

Eligibility

All full-time or part-time permanent Jersey colleagues are eligible for benefits.

Well-being benefits

Your physical and mental well-being are a priority, and we recognise that a healthy mind and body are essential for overall happiness and productivity. Here's how we demonstrate our commitment:

Medical insurance

Private medical insurance is provided through AXA and covers all permanent colleagues from their first day of employment, with no exclusions for preexisting conditions. The policy is designed to support both diagnosis and active treatment within its scope.

Colleagues may add dependents to the plan at their own expense. The coverage also includes access to virtual doctor consultations and complimentary therapies such as osteopathy, acupuncture, and chiropractic care. Additionally, annual health checks and flu vaccinations are offered to support overall well-being.

Dental insurance

Private dental insurance is provided through Denplan, covering all permanent colleagues from the first day of the month following their start date. The plan allows colleagues to claim reimbursement for eligible routine and restorative dental treatments received anywhere in the world. Dependents can be added to the policy at the colleague's own expense.

Vision insurance

Colleagues who regularly use display screen equipment are eligible for one company-supported eye test per year upon request. Tests should be arranged with a registered ophthalmic optician or qualified medical practitioner, and the cost will be reimbursed upon receipt of written confirmation that the test has been completed.

If the test confirms that corrective glasses are needed specifically for screen work, the company will contribute up to £65 toward the cost of those spectacles.

Health and well-being resources

CSC provides colleagues with many health and well-being strategies to help you care for yourself and your family. Our 24x7x365 confidential employee assistance program (EAP) connects you to licensed counselors and aims to help you find solutions for the everyday challenges of work and home, as well as for more serious issues involving emotional and physical well-being.

There are more than 80 health and well-being champions located in our offices around the world, committed to bringing our health and well-being agenda to life locally and helping you tap into the wealth of available resources.

CSC highlights and encourages self-directed learning focused on mental and physical well-being.

Financial benefits

We're dedicated to offering our colleagues a range of financial benefits aimed at supporting your financial well-being and helping you plan for a secure future. Here's how CSC is committed to helping you achieve your financial goals:

Pension

The Jersey Pension Scheme is available to all permanent colleagues from the beginning of employment. The scheme is administered by Fairway. The colleague's contribution is 5% of basic salary and CSC contributes 7.5%.

Group life assurance

Colleagues are provided with life cover. In the event of death, a lump-sum equivalent to four times the colleague's annual salary will be paid to their nominated beneficiaries.

Critical illness

Permanent colleagues are eligible for critical illness cover. This benefit provides a lump sum equivalent to one year's salary if diagnosed with one of several defined serious medical conditions.

Income protection

All permanent colleagues are covered by the income protection scheme following the completion of their probation period. Income protection provides replacement income for colleagues who are unable to work due to long term illness or disability. The scheme covers each member for 75% of their pre-illness or disability salary, less full state sickness or incapacity benefit at the time of the claim. This benefit is payable if the member has been unable to work due to accident or illness for 26 continuous weeks. During claim review, CSC will continue to fund a member's employer pension contribution, where applicable.

CSC Gives Back

Through our CSC Gives Back program, individuals and teams give back into the local and global communities. CSC provides volunteer T-shirts for colleagues and matches colleague donations to charities between $50-$1,000 or equivalent per year, per organisation.

Work-life balance

At CSC, we value work-life balance and our colleagues' diverse needs. We foster a supportive environment where taking time off is encouraged, whether for personal health, family, mental well-being, or recharging. Here's how we demonstrate that commitment:

Annual leave

Colleagues are entitled to 25.5 days of paid annual leave each year. Leave is prorated in the year a colleague joins or leaves the company. Upon departure, any unused prorated leave will be paid out, while any leave taken beyond the prorated entitlement will be deducted from final pay.

Public holidays

Colleagues are entitled to nine paid public holidays.

Other applicable leaves

In Jersey, CSC provides colleagues with time off during key life events such as:

- **Parental**: All new parents in Jersey are entitled to up to 52 weeks of parental leave.
- **Maternity:** Female colleagues with at least 15 months of service at the start of the week their baby is due are eligible for 18 weeks of paid maternity leave, minus any amount received from Social Security.
- **Paternity:** Male colleagues are entitled to six weeks of paid paternity leave, also offset by any payments received from Social Security.

Please visit CSC Central to view a complete list of available leave types.

Recognition and rewards

Outstanding performance is celebrated through peer recognition aligned with Our Values, milestone tenure awards, and incentives for referring top talent. We believe that acknowledging these efforts boosts morale and fosters a supportive and thriving workplace culture. Join us in celebrating the exceptional contributions that drive our success:

LOV Badges

Our Values are at the core of who we are and the standards we aspire to live by each day. Colleagues regularly "show some LOV" by taking the time to recognise each other for Living Our Values (LOV).

Service awards
We deeply value the dedication and commitment of our colleagues. Our service award program recognizes and celebrates the milestones achieved by our team members for each five-year milestone reached.

Colleague referral awards
Good people know good people. As a result, a financial award is provided to colleagues who refer external candidates who are subsequently hired and remain with CSC for at least six months.

Career growth
Career growth is a top priority at CSC. We believe investing in your professional development benefits both you and the organisation. We take pride in the talent we hire and want to promote and allow our colleagues to grow. Your next career opportunity is right here! Here's how we foster career growth:

Internal learning
Colleagues are provided with many resources to become more knowledgeable in their current role or take on new roles with the company. Self-directed resources are available, such as career self-assessments, thousands of courses through Open Sesame, other internally curated content, podcasts, mentoring programs, webinars, and more.

Continuing education program (CEP)
CSC offers reimbursement for certain educational courses, with pre-approval from your leader. Colleagues with at least six months of service can seek financial assistance up to $5,250 (or equivalent) per calendar year for relevant learning.

For full policy details on our continuing education program, please visit our CSC Central site.

We pay for performance
We believe that both what we do and how we do it are equally important. Therefore, our performance evaluations are balanced, with 50% based on achieving goals and 50% on how well we align with our core values.

Merit increases

Leaders work together with their team members to set goals at the beginning of employment and each calendar year, in alignment with our line of sight. Throughout the year, leaders have continuous conversations with their team members to discuss progress toward achieving goals and career growth. Most colleagues are eligible for a discretionary merit increase based on consistent and sustained performance in the first quarter of each calendar year.

Success Sharing Bonus

This is a taxable bonus that may be paid to eligible colleagues at the company's discretion in the first quarter of each year. The distribution amount, if any, is generally determined by the company's profit and growth in the preceding fiscal period. Colleagues hired in the last quarter of the calendar year (1 October through 31 December) will not be eligible for Success Sharing paid for that year.

Note: Success Sharing does not apply to those covered under other incentive compensation programs.

Your voice is important

Colleague feedback is invaluable to us. Fostering an open dialogue and actively seeking input from our colleagues leads to better decision-making and a more inclusive work environment. Here's how we demonstrate our commitment:

- Colleagues are formally asked for feedback through an onboarding survey, and later a new hire survey in their first year of employment. Companywide surveys are also conducted once or twice per year.

- CSC has an open-door policy, encouraging colleagues to have regular conversations with their leaders and to work together with others to innovate, continuously improve, increase colleague satisfaction, and maintain a culture of trust.