

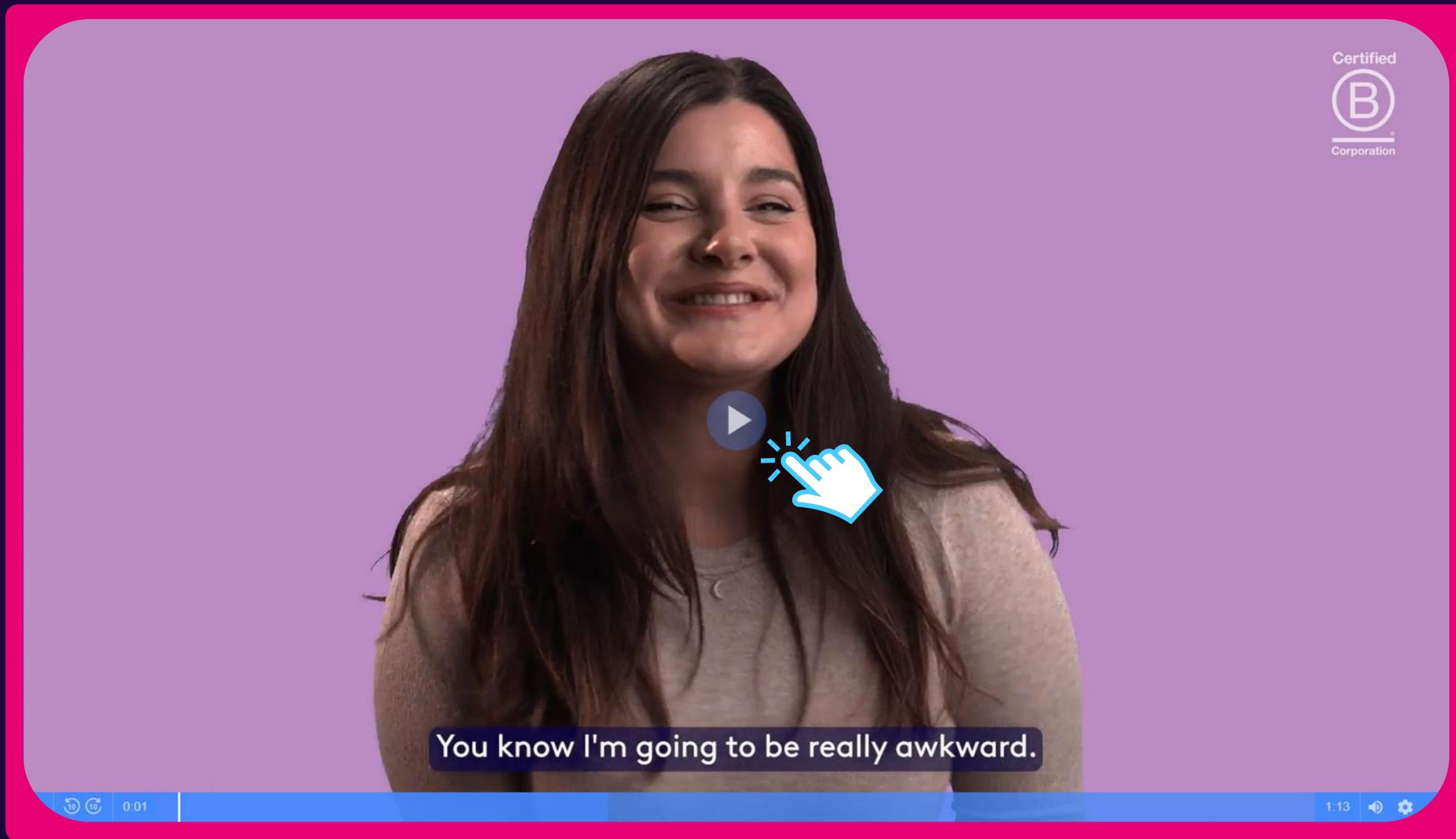
# Why would you want to work at Octopus?

- We're a B Corp certified company, who care as much about the impact of our investments as the returns they generate.
- Values led and we genuinely care about our people and their wellbeing.
- Entrepreneurial, agile and we move at pace.
- Ambitious, ideas led, and employee owned.
- We do things differently; customers are at the heart of what we do.
- We love problem solving, we're on a mission to invest in the industries, ideas and people that will change the world.

Read on to find out more...



# Hear what our people have to say



Certified  
B  
Corporation

You know I'm going to be really awkward.

0:01 | 1:13

The image shows a video player interface. At the top right, there is a logo for 'Certified B Corporation' consisting of a circle with a 'B' inside, with the words 'Certified' above and 'Corporation' below. The main video area features a woman with long dark hair, smiling and looking slightly to the right. A play button icon is centered over her chest, with a hand cursor icon pointing at it. At the bottom, a dark blue subtitle bar contains the text 'You know I'm going to be really awkward.' The video player's control bar at the very bottom shows a progress bar starting at 0:01 and ending at 1:13, along with icons for volume and settings.



# What we do

We're a group of eight entrepreneurially minded businesses.  
All founded on one simple belief: that people and the planet deserve **better**.

Click here to find out more 





# Our status as a B Corp



So much of success is about how you make people feel, and how you treat your environment. People want to do business with companies that care. Companies they can trust to do the right thing.

That's why we decided to take Octopus on the journey on becoming a certified B Corp.

Click here to find out more



# Our Values

“Octopus is full of people who share a common purpose. We get out of bed each morning thinking about what we can do that day to make a difference. Then we find a way to make it happen” Simon Rogerson.

We believe how we do things is just as important as what we do.



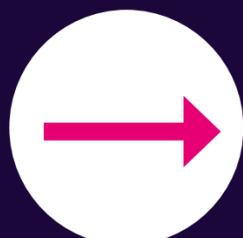
## BE BOLD

We like people who make decisions quickly and who are OK changing their mind if it turns out there's a better way of doing things.



## BE HELPFUL

We like people who behave like it's always day one and who remember that without our customers there is no business.



## BE STRAIGHTFORWARD

We like people who have opinions and who express them in a way that's respectful and easy to understand.



# Diversity & Inclusion

Diversity and Inclusion is a key priority for us at Octopus and a topic we take very seriously. In 2022, we set a group wide objective to demonstrate our commitments in this area.

By 2030, we want to have a gender balanced workforce with at least 50% of CEOs and Heads of being women, and at least 15% of our managers from ethnic minorities.



# Our Benefits

At Octopus we believe strongly in our people and their wellbeing. That's why we've built a comprehensive benefits package that covers everything, from financial reward, to supporting and nurturing mental health.

## Pay

- **Basic Pay** – yearly salary reviews.
- **Corporate Bonus Scheme** – this is a discretionary bonus and the amount an individual receives varies on an annual basis. In some roles you may also be eligible for quarterly bonus.

## Salary Sacrifice Benefits

- **Share Incentive Plan** – contribute up to a maximum of £1,800 per year into Octopus shares and Octopus gifts 1.5 matching shares for every share you buy.
- **Pension** – a minimum personal contribution of 3% and Octopus will contribute 6% of your basic salary.
- **Electric Vehicle Leasing** – employees can choose to use some of their salary before it's taxed in exchange for the use of a brand new car.
- **Cycle to Work Scheme**

\*Please note these benefits are for permanent employees as of January 2023



# Octopus benefits...yes we need two pages

## Company Perks

- **Untracked Holiday** – we trust you to take the time you really need, whether it's time off for vacations, life experiences, or just to recharge your battery. The best person to determine how much holiday you take is you. We don't keep track of annual leave, but behind this sits our contracted leave and that is 27 days annually.
- **Enhanced Family Leave** – the company provides enhanced maternity/adoption pay for up to 26 weeks with full pay and enhanced shared parental leave pay for up to 24 weeks with full pay.
- **Recognition Scheme** – exchange Octopus recognition cheques for gifts and gift vouchers.
- **Season Ticket Loans**
- **Professional Study Benefits**
- **Staff Discount Scheme**

## Health Insurance

- **Private Medical Insurance** – all permanent employees and their spouse/partner and dependent children up to the age of 24 are covered.
- **Life Insurance** – this is currently 4 x basic salary.
- **BUPA Health Assessment** – This is available to employees after 2 years' service and every 2 years thereafter with BUPA.
- **Critical Illness Cover & Income Protection**

\*Please note these benefits are for permanent employees as of January 2023



# The Anchor

At Octopus we believe that looking after both your mental and physical health is a priority. That is why we have The Anchor which has services that are available to both you and your families.

The Anchor programme offers flexibility and a varied number of options to try and cater for everyone's needs. If you want to thrive at work or just talk about something you have going on at home, we believe we have something for everyone. You can find out more about these services and use them when you join the business.



# Our Culture

We don't think or act like most companies. Our ideas rarely fit into little grey filing cabinets. So rather than setting out a rule book, we've come up with eight simple beliefs that we live by:

- Owners behave differently (More than three-quarters of shareholders are current or past employees).
- Our most important stakeholder is our people; we treat everyone like an adult.
- We'll never forget Mr Gower (our first customer).
- Everyone's a grown up.
- Wellbeing is more than just a salary.
- Giving back more than we take.
- IPO? Hell, no.
- We're not afraid to fail.



# How we do things differently

We believe that companies have spent far too long measuring their success through a single lens. Profit.

They've sacrificed the interests of others (their employees, their customers, their communities and the environment) for their own financial benefit.

**We'd like this to change.**

First, because business, done right, has the power to transform the world in which we live. Secondly, because behaviour is inextricably linked to building a valuable business. People increasingly want to work for, buy from and invest with 'good' companies.

Find out more about our culture



# Key links



Octopus Careers



Future Generation Report



Simon Rogerson Podcast



Octopus Giving



Linkedin



Our People