



Employee Value Proposition 2025

**At Beldam Crossley we
recognise we are nothing
without our people.**

This employee value proposition is an insight into our promise to our team on pay, rewards and benefits, and why we think BC is a great place to work and develop your career.



Financial Rewards

○ Basic Pay

As per your contract of employment. Paid monthly on the penultimate working day.

○ Overtime Pay

Rates are determined by when you work, based on your standard salary hourly rate:

- **Standard Rate X 1.5**
- **Saturday Rate X 1.5**
- **Sunday Rate X 2**
- **Shift Premium X 1.2 (if 6am-2pm or 2pm-10pm)**

○ Long Service Bonus

£500 at 20 and 40 years.

○ Pension

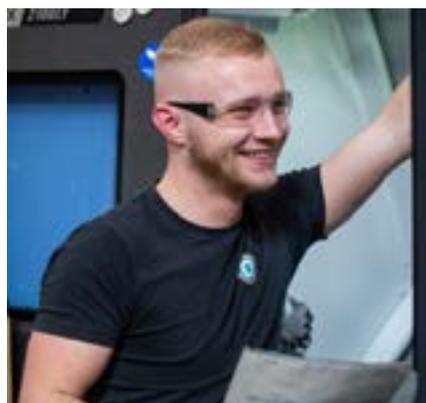
5% employer contribution

○ Paid Sick Leave

20 days per year

○ Life insurance (death in service)

Life insurance with the benefits of three-times your gross salary.



Non-Financial Rewards

○ **Holidays & Bank Holidays:**

These are stated in your employment contract but are usually 25 days plus 8 bank holidays. We have a holiday loyalty scheme where you earn additional days for 5, 10, 25 and 40 years service, plus there's an extra week's holiday if you get married.

○ **Flexible Working:**

Within reason and where appropriate, we offer start times from 7.30 and 8.30am and finishes between 4 and 5pm. Friday between 12noon and 2.30pm. Depending on your role, we can also look at hybrid working with a maximum 3:2 office split.

○ **Perkbox:**

Our performance and recognition-based reward and discount programme allows employees to earn points that can be spent at thousands of high street and online retailers.

○ **Health Insurance:**

A BUPA insurance scheme to help with your medical and other health costs.

○ **Cycle to Work:**

Financial help to buy a bike, plus on-site secure storage and electric bike charging points.

○ **Car Benefits:**

Free parking and electric vehicle charging point.

○ **Employee Assistance Programme:**

A 24-hour helpline from Health Assured to support you through any life issues or problems – call the free confidential helpline on 0800 047 4097.

○ **Celebrations:**

We like to celebrate exceptional performance with occasional treats such as pizza, an ice-cream van or on-site fish and chips. And we hold a free Christmas party each year.

Working Environment

○ **Modern Offices:**

You will be working in clean, light and open plan offices.

○ **Uniforms & Boots:**

We will provide your full uniform and PPE as appropriate for your role to ensure your safety and protection.

○ **Health & Safety:**

We work hard to make sure your environment is a safe place to work.

○ **Refreshments:**

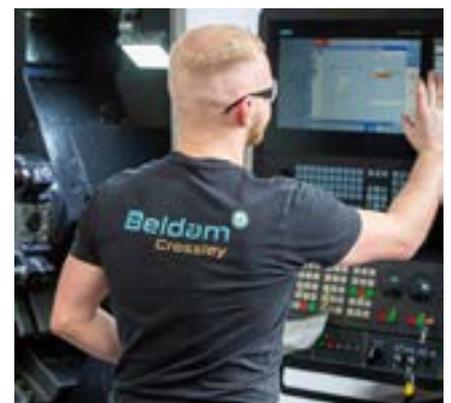
Free drinks are provided from our vending machines.

○ **Canteen/Rest Facilities:**

We've recently invested in a new canteen. All our break-out areas are comfortable and spacious

○ **Staff Handbook:**

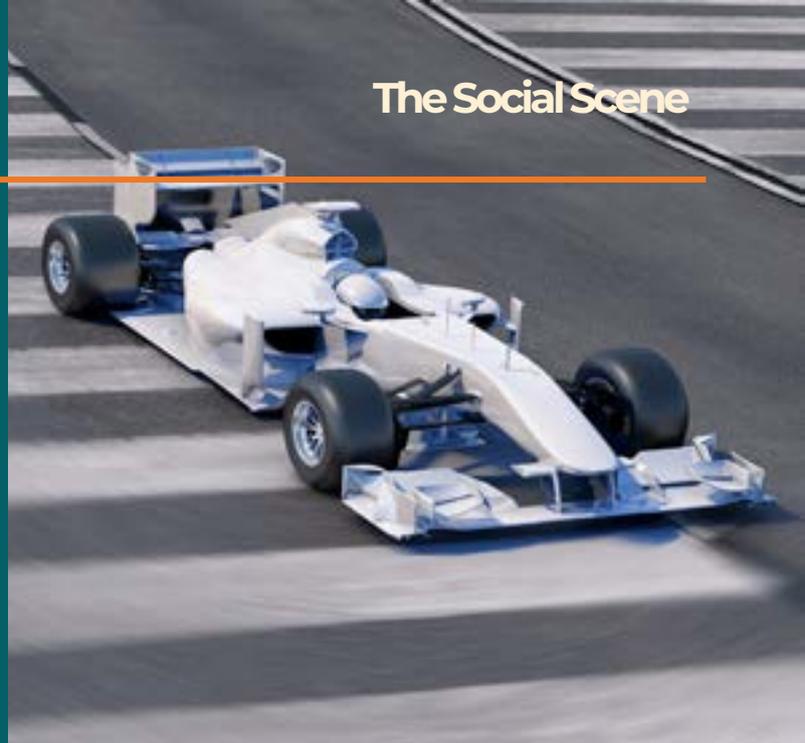
This clearly sets out what Beldam Crossley will do for its employees and what is expected from you.



The Social Scene

We pride ourselves on our community ethos at Beldam Crossley. The business origins date back to 1876, during which time our 'family' has grown and changed – but teamwork and co-operation remain as important as ever.

Key to this is our active Sports & Social Club to which everyone is invited to join. It's employee-owned and run, and financially supported by the business to the tune of over £12,000 per year in business grants.



We've found that the club plays an important role in breaking down silos between different functions and improves communications. Some events even include spouses and partners.

Any funds left at the end of the year are donated to local charities.

Regular activities organised by the club include:

- **Football competitions**
- **Ten-pin bowling evenings**
- **Days at the races**
- **Karting**
- **Curry nights**
- **Trips to Christmas markets**

Already suggested for the near future are:

- Rock climbing**
- 5-side football**
- Days at the races**
- Bake-A-Cake day**
- More karting**
- More curry nights**



Corporate Social Responsibility

The Carbon Literacy Project:

We are committed to providing staff training and education through The Carbon Literacy Project and we are currently a Bronze accredited company. We are on track to reach Silver accreditation in 2024. Read more about this: <https://carbonliteracy.com/>

Worldfavour:

We subscribe to Worldfavour reporting which allows our sustainability information to be easily accessible and comparable. This allows us to recognise our environment impact and make better informed business decisions.

Renewable Electricity:

2023 saw Beldam Crossley start the journey to switching to renewable electricity. We've already made great strides towards this goal, and we are firmly on track to be powered by 100% renewable electricity by the end of 2024.

We are also switching all our company vehicles from hybrid to fully electric.

Volunteering:

Each year, every employee is granted two days paid leave so they can spend additional time volunteering locally.

Local Sponsorship & Charities:

We are the patron of Bolton Lads & Girls Club football teams and last year we made a further donation to them of £400 from a bake sale & coffee morning. We also raised £2,000 for Great Ormond Street Hospital and donated £250 each to Derian House Children's Hospice and Bolton Hospice.



Well-Being

Caring Employer:

We offer support through problems and issues and help with resolutions and creating a friendly environment.

Employee Assistance Programme:

Specialist confidential help by professionals to help you through periods where support is needed.

Open Door Communication:

We operate an open communications policy through the business in terms of where we are, how we're doing and where we're going. Managers are always available if you need to discuss anything.

Diversity and Inclusion:

We strive to always use diversity and inclusion to drive the business forward by taking the thoughts and wishes of our employees into account.

Mental Health first Aiders:

We have colleagues trained to recognise the early signs of mental health issues.

Winningtemp:

This is our employee engagement system to highlight areas where we can improve as a company in our dealings with you.



Development and Leadership

Full Induction Process:

Designed to onboard your journey into the Beldam Crossley team as smoothly as possible.

Zoho Connect:

Beldam Crossley's Zoho Connect Board is our communication portal for the business.

Mentorship Programme:

Experienced and inspiring mentors are available within Beldam Crossley and within the Indutrade Group.

Strategy:

The strategy of the company is clearly communicated to staff to ensure we all know where we are going.

Training on and off site:

We offer a comprehensive training and development programme through:

- **Leadership training**
- **Skills training**
- **Investment in formal qualifications – we're currently sponsoring both an MSc student and an employee studying CIPs.**

During 2023, employees benefited from 480 hours of training from over 60 training courses. We've also supported various IMechE accredited training events.

Early Careers:

Investing in the next generation is important to us. Currently we have seven apprentices and hope to take on more during 2024.

Management Team:

We provide significant training to improve the leadership of the business.

Internal Promotion:

All our job vacancies are offered internally as well as externally.



Careers with Purpose

At Beldam Crossley we know all about the butterfly effect. We know that the seemingly small things we do and make everyday have a big impact in the world. We never forget that many of our components are used to protect lives – failure is not an option.

For example, our Pilot High Temperature cord seals are reducing hot gas leakage in aircraft engines, helping to keep hundreds of 'planes in the air and thousands of passengers safe.

And our high-performance bearing and seal systems are key to the operation and reliability of wind and hydro turbines. As the world aims for true carbon neutrality, Beldam Crossley materials and products are there at the heart of the technology that will make it possible.

None of this is surprising to anyone who knows our story. We have been innovators in our industry for over a century. Since 1876 we have a solid track record of providing industrial sealing technology that protects lives, investments and environments. We have always been, and always will be, committed to research and development to move our technologies forward. This commitment to continued innovation enables us to meet the needs of our customers now and in the future.

Today Beldam Crossley employees work on components that are integrated into some of the world's coolest applications. Like the parts that are currently orbiting the Earth in the Ariane 5 satellite, or that help Formula 1 cars race around the most glamorous of circuits and – perhaps most proudly of all – contributed to the Virgin Atlantic Boeing 787 which in November 2023 made the first transatlantic flight powered by 100% sustainable aviation fuel (SAF).

So at Beldam Crossley, it's never just another day at work ...it's another day making a better world for tomorrow.



PURPOSE

To provide innovative engineered solutions for the world's most critical challenges.

VISION

World Class Excellence through
Unstoppable Team Performance

VALUES

- One Team
- Customer Focus
- CI and Innovation

Beldam[®] Crossley

Designed for Beldam Crossley Ltd by

1492

1492 Ltd
Parkhill Business Centre,
Walton Road, Weatherby, West Yorkshire

0113 863 1492

