

Welcome

An Introduction to Fleet Alliance



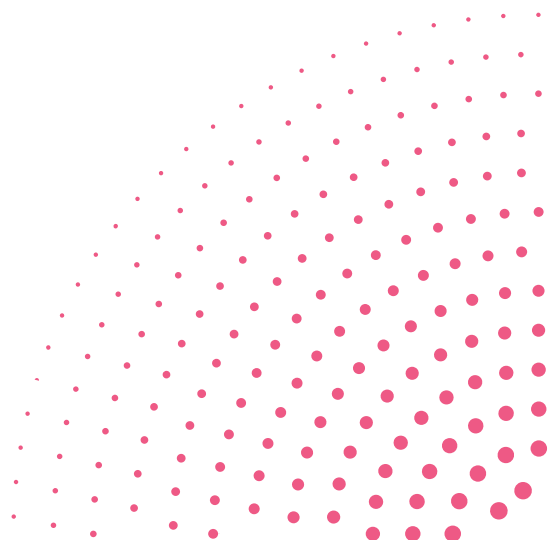
Laureate Status
2013 - 2022



Customer Service Winner
2015, 2016, 2018, 2019



INVESTORS
IN PEOPLE
Platinum Accreditation
Accredited since 2001





Welcome to Fleet Alliance

The Fleet Alliance Group is one of the UK's largest independent providers of leasing and fleet management solutions.

Our award-winning services span from consumer to corporate; private individual leases to full-scale fleet management.

We currently manage over 30,000 vehicles with a combined value of £1bn. We offer a complete fleet solution via our market-leading Fleet 360 model which provides the best combination of advice, products, competitive pricing and outstanding service.

Fleet 360 is delivered to our clients through our cloud-based fleet management reporting suite e-Fleet and support their drivers with our award-winning smartphone app e-Fleet Mobile.

Intelligent Car Leasing is a subsidiary of Fleet Alliance which provides car and van leasing to personal and business customers throughout England, Scotland, Wales and Northern Ireland. Intelligent Car



+30k

Vehicles in
our care



93%

Average client
retention rate



23b

CO2 reduction
since 2008

Leasing team members are part of the Fleet Alliance group, and share the same culture, benefits and rewards.

The Group is split between two locations, strategically located in the north and south of the UK. Our Group headquarters are based in Glasgow while our southern offices are based in Uckfield, East Sussex.

We diversify from our competitors through our unique company culture – 'Fleet Alliance Loves'. Fleet Alliance Loves is central to who we are, what we do, and how we do business. It informs how we look after our people, our wider charity and community efforts, the ways in which we minimise the impact of our business on the environment, and how we maintain our quality of service. As set out in our mission statement, we strive to be the best leasing and fleet management company in the UK by combining excellent customer service with an ethical and sustainable approach to business.





Our culture

Fleet Alliance Loves means we have a happy, knowledgeable and engaged team. We foster a working environment that encourages professional and personal excellence by providing our staff with the tools and support they need to build successful careers that strike a balance between work and life.

Our dedication to supporting and developing our staff has been recognised by some of the UK's foremost business improvement organisations.

By demonstrating a sound code of ethics and putting these principles into practice, we deliver a service of the highest quality both internally and externally.

We invest heavily in the wellbeing of our staff, offering trusted leadership, an industry-leading benefits package and supporting their professional and personal development.

Culture and wellbeing are fundamental to the way we work; factors that are reflected in this



19

Years as an Investor
in People



10

Consecutive Great
Place to Work awards



4

Industry benchmark
CSI wins

Our mission is to be the best leasing and fleet management company in the UK by developing our employees personally and professionally, reducing fleet costs and the carbon footprint of our clients, resulting in ethical and sustainable growth.

benefits package, such as financial reward and leave entitlement through to workplace culture and personal benefits.

At Fleet Alliance everyone is treated fairly and with respect. Feedback and opinion is always welcomed.

Every member of the team has clear goals and objectives and has the opportunity to put their points across in the annual Great Place to Work Employee Survey.

Working in a sales environment is

reflected in our culture. Success is rewarded on achieving targets and healthy competition is encouraged.

We are part of a dynamic and innovative sales environment where client focus is paramount. Success is regularly celebrated and some of our benefits are directly linked to this.



Our core values

Fleet Alliance Loves is central to who we are, what we do, and how we do business.

It informs how we look after our people, our wider charity and community efforts, the ways in which we minimise the impact of our business on the environment, and how we maintain our quality of service.

As set out in our mission statement, we strive to be the best leasing and fleet management service

in the UK, by combining excellent customer service with an ethical and sustainable approach to business.

This approach is driven by four core values:

- **Engagement**
- **Respect**
- **Fairness**
- **Trust**

Fleet Alliance Loves is built on these values and is a fundamental part of our business model, and is tied directly to business growth.



94

Dedicated team
members



£667k

Charity fundraising
since 2008



36

Charitable causes
supported

Fleet Alliance Loves: Rewards and Culture offers a generous range of benefits in keeping with this ethos and we hope it contributes towards making working as part of the Fleet Alliance team an enjoyable and rewarding experience.

What it all means

Fleet Alliance Loves is at the heart of everything we do as a business. Our core values of Engagement, Trust, Fairness, and Respect ensure the welfare of our staff is always our primary concern.

We see working for Fleet Alliance as more than just a job. We are dedicated to caring for and developing our staff, both personally and professionally, which in turn ensures our people treat our clients with the same care and respect.





Where it all happens

We have offices in two locations, Glasgow and Uckfield. Our head office is situated in Glasgow Skypark – Scotland's largest business campus, we occupy space on the ninth and sixth floor. Located within walking distance of Glasgow city centre, and adjacent to some of Glasgow's most exciting attractions, Skypark features dedicated car parking facilities and direct access via public transport.

Being located in Skypark is like working in a five-star hotel. Services include an on-site cafe and Bright

Horizons Nursery, while other practical services include prescription pick-up, and an on-site ATM.

Social benefits include a growing calendar of tenant events, including entertainment and pop-up shops, a magazine with networking events, interactive content, monthly site socials and an exclusive residents discount card.

Our ninth and sixth floor spaces are surrounded by floor to ceiling glass providing lots of natural light and a



panoramic view encompassing some of Glasgow's most famous landmarks such as the SSE Hydro, Clyde Arc, and Kelvingrove Art Gallery and Museum.

The office features a colourful and spacious open plan layout with our management team situated within the main office space.

Our spaces have been designed with the comfort of staff in mind, such as ergonomic chairs to fully adjustable arm-mounted monitors.

Friendship and camaraderie are the main elements that make up the vibrant and positive mood that pervades the office.

Lunchtimes are spent relaxing in our breakout areas which are equipped with WiFi, iPads and TVs. Our ninth floor office even has a pool table.

The kitchen area is equipped with everything you need to prepare your

lunch, and a mix of dining and bistro tables provides the perfect setting for a relaxing break.

Lunch is a great opportunity for staff from different departments, and all levels of the business, to come together in an entertaining mix of conversation, debate and humour.

The entire office is connected to a wireless SONOS sound system allowing anyone to stream their favourite tunes from their phone to the breakout area – or the entire office, should the mood take us.

This comes in handy every Friday at 4pm when we usher in the weekend with a playlist of tunes requested by the team that morning.



Benefit package

As part of the Fleet Alliance team, we reward you with an industry-leading package of benefits. This package is a key aspect of our work-life balance strategy which aims to help you balance your personal life against the demands of the modern workplace and has been designed to support and reward you in equal measure.

Core Benefits

Core Benefits are available to you by default and consist of four main aspects: Financial, Health & Wellbeing, Leave Entitlement, and Social, Charity & Community.

Financial

- Competitive Salary and Annual Review
- Non-contributory Pension Scheme
- Company Car
- Mobile Phone

- Competitive Commission/Bonus Structure
- Preferential Vehicle Rates for Friends and Family
- £1,500 Recommend a Friend Bonus
- £100 Recommend a Client Bonus
- Uniform Allowance
- Education Assistance Policy
- Perkbox
- Birthday Box
- Interest Free Cash Advance
- Long Service Reward
- Staff Savings Scheme

Health & Wellbeing

- Weekly Fresh Fruit Selection
- Healthy Snack/Smoothie Day
- Enhanced Maternity, Paternity and Adoptive Pay
- Stress Down Days
- Wellbeing Voucher
- Life Insurance Cover
- Monthly Expensed Office Catering
- Fitbit/Kindle E-Reader
- Employee Assistance Programme

Leave Entitlement

- 35 Days Annual Leave
- Day off for your Birthday
- Flexi Leave Vouchers
- Two Duvet Day Vouchers
- 5pm Close Every Friday
- Half Day Christmas Shopping

Social, Charity & Community

- Social Team
- Big Breakfasts
- Fizz Fridays
- Hydro Club Membership

- Dress Down Fridays/Charitable Donation
- Personal Charity Support Scheme

Flexible Benefits

Flexible Benefits allow you to pick and choose a range of additional benefits that suit you best. You are allocated 10 points to spend on any benefits you wish.

Pick and Mix

- Fully Expensed Car Parking
- Enhanced Pension
- Education Reimbursements
- Netflix Subscription
- Travel Pass
- Health Screening
- Amazon Prime
- Expensed Gym Membership
- Buy and Sell Holidays
- Private Healthcare

Optional Benefits

Optional Benefits are in addition to Core and Flexible Benefits. Optional Benefits let you sacrifice a portion of your gross monthly pay in return for a non-cash benefit.

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