

Empowering People's Prosperity

Employee benefits



Introduction

Broadstone is an independent pensions, investments and employee benefits specialist providing advice, bespoke services and solutions to clients spanning small businesses through to corporates of all sizes.

For over 40 years, we have been shaping and evolving our business to meet the diverse and evolving needs of clients. At the heart of our business is a dedicated team of specialists and experts offering practical, meaningful, cost-effective and sustainable solutions for trustees and employers. Always focused on the needs of our clients, empowering them to confidently navigate complexity and change with clarity and purpose.

Trusted, effective and knowledgeable; we are passionate about delivering quality advice and solutions that are ever evolving for performance, stability, and service excellence.

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Large enough to deliver, small enough to care

With more than 550 employees spread across offices the length and breadth of the United Kingdom (UK), we offer a tailored blend of expertise, consultancy, capability and customer service. We're large enough to create and deliver substantial benefit solutions and small enough to understand that many companies need flexibility and personal care.

As a capable, independent full-service employee benefits consultancy, we pride ourselves on being agile in responding to client needs and ensuring we deliver excellent customer service, regardless of size or resources. Our industry has often been accused of promoting a "one-size fits all" approach that avoids two-way, frank and open discussions about what employees really need and want. This is absolutely not the case with us, and we actively solicit your feedback and comments to help inform our thinking to help deliver on your HR and benefits strategy.

"We cannot thank Broadstone enough. Broadstone walked us through a very long journey step by step. They supported our complex steps in our companies and have started the personalized services very smoothly. We have no doubt that Broadstone improved our employee engagement".

Saori Matsuo – Global Human Resources Fujitsu Service



Consultancy

Clear consultancy and informed debate are what really matters when assessing and then planning the benefit needs of any company. We pride ourselves on our open mindedness and flexibility to ensure that every unique requirement is met with an equally bespoke employee benefits package. At the heart of all our services is consultancy that adds value every step of the way.

We don't look at benefits in isolation but view them as a complete package and part of the overall proposition on offer when attracting and retaining talent. We put ourselves in your shoes so have a deep and realistic appreciation of your needs. As a result, we develop long-term client relationships with a dynamic benefits strategy that is aligned to corporate objectives and priorities.

Once we have understood your HR goals, as well as what drives and engages your employees, we can help design a strategy and benefits programme that works for everyone. The final step is helping you implement your strategy either in the UK or wherever you want around the world.



“The team at Broadstone provided a totally professional and straightforward service. They have made us feel comfortable and confident that we made the right choice in selecting them as our pensions and employee benefits provider”.

Jerry Gallagher

Director of HR – International Sidley Austin LLP

“We have worked with Broadstone on our pension benefits for a number of years and have found their help and availability to answer questions as well as managing our scheme and obtaining the best value for our employees invaluable”.

Brian Mercer

Blyth & Blyth Consulting Engineers



We came to Broadstone after having problems with a previous provider and with a low level of confidence in the industry. The team at Broadstone provided a totally professional and straightforward service. They have made us feel comfortable and confident that we made the right choice in choosing them to be our pensions and employee benefits advisers.

Mike Brown – Commercial Director GESL

Pensions

Offering a workplace pension is not only a legal requirement, it's one of the most effective ways of helping your employees save for their future. We know that helping employees understand what their retirement could look like really matters.

Broadstone's experienced team specialises in helping employers understand all areas of setting-up and managing their pension benefits. Pensions can seem complex, so our approach is to take away the complexity helping employers and employees make informed decisions.

We provide a full suite of pension services that ensure your pension scheme delivers for your employees whilst providing value for money to you, the employer. Our consultants will help you review, design and establish the right scheme for you and your employees. Once the scheme is established, making sure you have a well-executed pension governance structure is essential to help inform and educate members of the scheme.

Great communication is critical to supporting employee understanding and decision making. By offering expert and concise pension communications we remove complex terminology, cut through the jargon and empower employees to make the right decisions for their future.

Our actuarial, investment consulting and administration services can also assist you with any defined benefit or trust-based defined contribution schemes you may be managing alongside your other employee benefits.



Healthcare, Risk and Wellbeing

Selecting the right healthcare, risk and wellbeing programme in a highly competitive labour market is essential to attracting, retaining, and protecting your most important asset – your people. It also forms a critical part of your company’s absence management strategy.

It doesn't matter whether you are a small business or a multinational with a workforce around the world, if you wish to minimise sickness absence costs and maximise productivity you need a benefits programme that reflects your commitment to their wellbeing.

Broadstone's team of experienced consultants will work with you to qualify and identify the most effective way for you to implement and manage an integrated healthcare, wellbeing, and employee financial protection programme.

Our scheme design and audit services are critical to any successful package, and we work in partnership with you to maximise the value of your programme.

Our approach is to always focus on long-term sustainable solutions. An independent view of the risk and healthcare marketplace, high levels of technical understanding and a high quality approach to risk management enable us to research and recommend the best possible, bespoke solution for your organisation. We will then help you to ensure employees recognise the value of the benefit through effective communication.





Communication

When it comes to employee benefits, good communications are essential. A truly effective approach to internal communications is cohesive, strategic and delivers straightforward content in an easily digestible format. That is how you ensure the best possible return on investment.

We will help you develop communications that work because ensuring employees understand what is on offer is central to the appreciation and value placed on the benefit. With so many different demographics in the workplace getting the delivery and the message right has never been more critical.

HR teams are often stretched which can make it a real challenge to find the necessary time to devote to benefit communications. A clear communication strategy based on research, data insight, high quality content and a good understanding of your challenges will enable you to improve engagement.

We have developed a tried and proven approach to make sure your benefit strategy works. The key elements are:





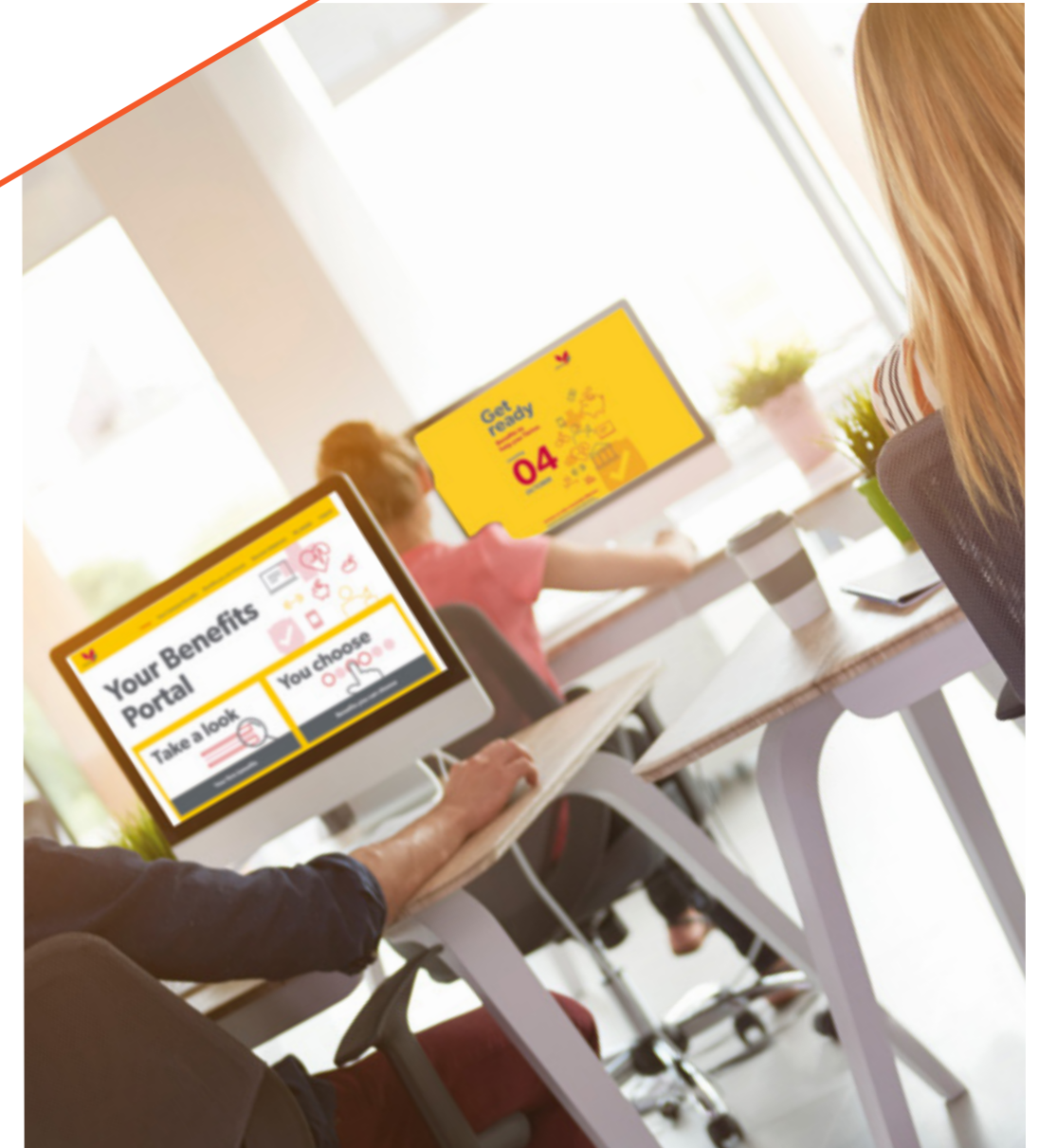
Technology

Employee benefits play an important role in attracting, retaining and motivating your employees. However, we also recognise that benefits are becoming increasingly complex and time consuming to manage, which is why we developed Flexcel.

Flexcel is a simple, very user friendly digital platform that helps everyone from small to medium enterprises (SMEs) to large corporations to get their teams motivated and highly engaged in the exciting benefits they offer.

Flexcel gives your workforce greater visibility and control over their benefits. Staff can access Flexcel wherever they are – at work, at home or on the move. It’s simple, intuitive and will give them complete visibility of their benefits and rewards.

As an employer, we know that you want three key things from your benefits platform – less manual processing, less risk of making a mistake and greater control. With Flexcel you get all of this in abundance; our employee benefits software platform is as flexible and accessible as you need it to be. Not only is the administration easier, you can manage every facet of your benefits offering with detailed reporting and data at your fingertips to help you refine and improve your benefits offering and your employees’ engagement.



We believe that great technology really matters and we want it to enhance everyday lives. For instance, Total Reward Statements can be customised and delivered in real time, on any device, and can be a really powerful aid for HR professionals. Flexcel gives you this flexibility and freedom!

“A positive service from a team who take the time to listen to our needs and tailor an attractive benefit package for our employees. Assisting with promotional marketing and strategies to heighten engagement, Broadstone will adapt their services to reflect our way of working.”

George Walker

HR Business Partner IGo4

“We developed a great partnership with the Broadstone team in UK and their dedication, support, help and way of making things easy to us has been evident during all these years. We very much appreciate their attention to detail and personal approach always.”

Belinda Martin Muñoz

HR Coordinator Ferroglobe Plc

“We receive excellent service from a great team who take the time to listen to our needs and understand our employees’ financial needs and aspirations. The flexible benefits that Broadstone provide consistently meets and exceeds our employees’ needs. I would definitely recommend them.”

Natasha Burling

Senior Manager HR Systems
& Benefits Charles Stanley



International

In an increasingly globalised employment marketplace, the provision of pensions and employee benefits to a local and mobile workforce can be a daunting prospect. We often work with clients that need our consultancy and support with employees located around the world.

Broadstone is the UK employee benefits partner of choice for the Assurex Global network – the world’s largest privately held commercial insurance, risk management and employee benefits broking network. Being a member of this partnership means that we can service global clients on a consistent basis, locally but with global reach and with specific regional benefits knowledge.

Broadstone has a strong track record of assisting overseas companies, whether established or starting out, with local advice and relevant, international benefits that dovetail between the UK and their home countries.

In addition, our specialist Chinese, Korean and Japanese teams provide excellent coverage to the globally mobile employees of more than 200 companies headquartered in Southeast Asia. Our specialist team of experienced and bilingual consultants enable us to deliver a truly personalised service.



Personal Financial Planning

No matter at what stage employees are on their financial journey, trying to build security and stability, accumulate savings or optimise wealth is absolutely critical to your employees' long-term wellbeing and happiness. The financial landscape can be a daunting one to navigate alone, especially in a constantly changing environment of rules, tax legislation and product options.

Throughout their working lives, there are various key events and stages when everyone would benefit from personal financial advice and support in crafting and evolving their financial plans.

Making sure that they have a clear plan in place is essential so that they can meet their short, medium and long-term goals and ambitions.

As employees get nearer to retirement, for example, there are a number of choices to be made. Retirement options are complex, and mistakes can be costly and affect the rest of their lives. Our professional advisers take the time to understand each individual's circumstances and priorities to provide them with the right expert support – whether this is on a one-off or continuous basis.



Contact

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