



WEC Cycle to Work Policy

WEC Group Limited is committed to the health and wellbeing of all its employees. The Cycle to Work Scheme aims to address this by promoting healthier journeys to and from work while contributing to a reduction in environmental pollution.

To be eligible to join the scheme you must –

- be a permanent employee of WEC Group Limited (with a Contract of employment in place),
- be on WEC Group payroll,
- be a UK taxpayer,
- have been employed at WEC for a period of 12 months or more (this is at Directors discretion),
- earn more than the National Minimum Wage after salary sacrifice,
- be aged 18 or over (Under 18s can join the scheme if their guardian signs a guarantor agreement),
- have no live disciplinary warnings on file (this is at Directors discretion)
- intend to use the bike mainly for commuting to work,
- be attending work at the time of application.

The Company is working with an external supplier, *Cycle scheme*, to provide and administer the scheme. Full details of the scheme and how it operates are available from the www.cyclescheme.co.uk