

BENEFITS

DRIVING EXCELLENCE



FLEXIBLE WORKING



At Socium we embrace a genuine **Work-From-Home** policy, embodying our dedication to a healthy work-life balance for our team. These aren't just buzzwords; it's a commitment to fostering an environment where our employees can thrive both personally and professionally.

However, we also value team culture and knowledge sharing. To achieve this, all our staff comes together at designated times, promoting collaboration, knowledge exchange, and a strong organizational culture.

We believe in the power of flexible working to enhance job satisfaction and performance, while our shared work hours ensure that our team remains tightly knit and well connected.



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UNLIMITED HOLIDAY



Our commitment to flexibility shines through our innovative unlimited holiday policy, empowering our team members with the freedom to take time off as needed.

This is more than just a concept; it reaffirms our unwavering dedication to creating a work environment that respects and accommodates the unique needs and preferences of our employees. Our team enjoys unparalleled control over their work-life balance, which, in turn, significantly enhances job satisfaction and individual performance.

It's a testament to our commitment to providing our employees with the freedom and flexibility they deserve to lead fulfilling lives while excelling in their professional roles, resulting in a more engaged, motivated, and content workforce.

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CHILDCARE VOUCHERS



We are committed to providing comprehensive support to our employees, recognizing that their health and well-being is essential to productivity. As part of our employee benefits program, we offer childcare vouchers to help alleviate the financial burden associated with childcare expenses.

We understand the significance of reliable and quality childcare services for our team members, and this offering underscores our dedication to their needs. By providing this benefit, we aim to empower our employees to excel in their roles while ensuring their peace of mind regarding their children's care.

This commitment to our workforce reflects our company's values and our ongoing efforts to foster a supportive and inclusive workplace environment.



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DEVELOPMENT BUDGET



As a business we maintain an unwavering commitment to nurturing personal and professional growth, and we allocate a personal development budget to each and every member of our team.

This dedicated resource empowers our employees to embark on a journey of continuous improvement, equipping them with the means to expand their skill sets, explore new horizons, and ultimately, contribute even more effectively to our collective success.

Our approach to personal development is rooted in a belief in the inherent potential of our team, and we view this investment as a testament to our dedication to their professional growth and fulfillment.

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INTERNATIONAL TRAVEL



In addition to the exciting opportunities to visit our offices in Dubai, Manila, and Amsterdam, we go the extra mile to reward our team members with enriching international travel experiences.

Our commitment to nurturing talent extends to providing opportunities for our employees to explore the world, including captivating destinations like the sun-kissed shores of Barbados and the culturally rich landscapes of Turkey. This strategic investment in our valued team members serves as a tangible expression of our deep appreciation for their dedication and hard work. Moreover, it plays a pivotal role in fostering a workplace environment that is not only diverse but also globally aware.



ELECTRIC CAR SCHEME



Our electric car program goes beyond being eco-friendly; it's a pivotal part of our mission to shrink our team's carbon footprint and provide an appealing tax-free vehicle alternative.

We're not just making big moves toward a more environmentally friendly future; we're also aligning our company with sustainable practices and environmental responsibility.

Furthermore, our electric car program offers the added advantage of tax-free vehicles, which saves our employees money and provides an enticing benefit. This aligns perfectly with our dedication to creating a workplace that not only emphasizes sustainability, but also considers the financial well-being of our team.

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TECH SCHEME



We are proud to offer an enticing tech scheme designed to provide our dedicated employees with unfettered access to cutting-edge technological tools and the latest gadgets. This program underscores our commitment to empowering our team members with the resources they need to thrive in the ever-evolving digital landscape.

Through our tech scheme, our employees can enjoy the advantages of staying up-to-date with the latest advancements in technology, from state-of-the-art laptops and smartphones to innovative software and peripherals.

This not only boosts their productivity but also enhances their skill set, allowing them to remain at the forefront of their respective fields.



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DIRECTOR'S LUNCH



As part of our commitment to nurturing a culture of achievement, we host a quarterly Directors' Lunch to honor and engage with our high-performing individuals.

This initiative not only underscores our appreciation for their exceptional contributions, but also provides a platform for open dialogue, knowledge-sharing, and collaboration. It is an embodiment of our core values, emphasizing teamwork, appreciation, and continuous improvement.

By acknowledging and investing in our top talent through these luncheons, we aim to foster a motivated and empowered workforce that consistently strives for excellence, thereby ensuring our continued success and growth.

ANNUAL EYE TESTS



We understand the importance of clear and healthy vision in the workplace, and our eyecare benefit ensures that our employees have access to high-quality vision care services.

Not only does this promote better eye health, but also contributes to improved productivity and overall job satisfaction. By providing this essential benefit, we aim to empower our employees with the clarity and comfort they require to excel in their roles, while nurturing a culture that truly values their welfare.

Our commitment to providing such benefits underscores our dedication to the long-term health and success of our team members.



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CYCLE-TO-WORK SCHEME



Our strong commitment to sustainability shines through our cycle-to-work program. This initiative reflects our firm belief in reducing carbon emissions and advocating for eco-friendly transportation.

By promoting cycling as a commuting option for our team members, we play an active role in creating a cleaner and healthier environment. This program not only promotes physical well-being, but also instills a sense of environmental responsibility in our staff.

Furthermore, it aligns perfectly with our broader sustainability objectives, demonstrating our dedication to making a positive contribution to the planet.

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