



Global Benefits Guidebook

United Kingdom

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*In the event that the content of this document or any oral representations made by any person regarding the plan conflict with or are inconsistent with the provisions of the plan document, the provisions of the plan document will control.





How Sprinklr UK Benefits Work

Sprinklr Quick Links



[Sprinklr Benefits
Microsite](#)



[Benefits Document
Library*](#)



[Sprinklr Intranet*](#)



[Mobile Contact Card*](#)



How Benefits Work

Here at Sprinklr, we understand that when our employees are happy, we thrive. Because we *passionately and genuinely care*, we give back to our employees through our company sponsored benefits, giving everyone an opportunity to harness their potential of being amazing.

Our employee medical, dental, life, income protection, critical illness and extra perks are all covered by Sprinklr. **Not all of your benefits will cost you money.** Some of these benefits are taxable, so this is all you will pay.

You are automatically enrolled into the company life, income protection and critical illness plans from your first day of employment.

Upon joining, you will receive a welcome email from Benefits, with instructions on how to enrol into our voluntary policies.

We are here for you.

If you have any questions on the benefits available, are having difficulty enrolling and much more, the benefits team can be contacted at benefits@sprinklr.com





Health and Extra Perks

Health - Medical Plan Highlights

We know that being able to access medical help and care when needed is important to our employees. Our medical insurance gives you and your immediate family peace of mind and fast access to private medical care when you need it most.

Cover for yourself is fully paid by Sprinklr, and you are able to extend this cover to your partner, spouse and/or children should you wish. Dependent cover is funded by yourself through monthly salary deductions via payroll.

On your first day, you will receive an email from Benefits, with instructions on how to enrol yourself and your dependents to the medical plan. **This must be completed within 30 working days of your hire date.**

The full medical membership guide and FAQs are available on the Benefits Document Library.

Benefit	Level of Cover
In-Patient and Day-Patient Treatment	
Hospital charges and accommodation in Bupa participating network hospitals	Paid in full
Treatments carried out by a Bupa partnership consultant, surgeon, anaesthetist and physician for eligible treatments	Paid in full
Cancer treatment (including bone marrow and stem cell transplants) when carried out in a specialist treatment centre	Paid in full
Outpatient Treatment	
Consultations, treatment and diagnostic tests in a Bupa participating network hospital	Paid in full
MRI, CT and PET scans taking place in a Bupa recognised imaging unit. Including radiotherapy and chemotherapy	Paid in full
Additional Benefits	
NHS cash benefit	£50 per night, up to 35 nights
NHS cancer cash benefit	£100 per night of in-patient board



Health - Dental Plan Highlights

On your first day, you will receive an email from Benefits, with instructions on how to enrol yourself and your dependents to the medical plan. **This must be completed within 30 working days of your hire date.**

Sprinklr fully fund dental coverage for you at Level 2. You can choose to add your partner/spouse and/or children or even upgrade your cover to a higher level. You can add your family to the plan from just £13.32 per month. Further details of the costs involved can be found on the enrolment form.

The full dental membership guide and FAQs can be found on the benefits document library.

	Level 2	Level 3	Level 4
Preventative Dental Treatment			
Routine examination (maximum two per year)	Up to £80	Up to £120	Up to £140
Dental x-rays	Up to £50	Up to £80	Up to £90
Simple scale and polish (maximum two per year)	Up to £100	Up to £160	Up to £180
Restorative Dental Treatment			
Fillings/root canal	Up to £250	Up to £300	Up to £350
Extractions	Up to £150	Up to £200	Up to £200
Restorative dental treatment	80% up to £450	80% up to £700	80% up to £2,000
Additional Benefits			
NHS treatment	100% reimbursement across all levels of cover		
Orthodontic treatment	Up to £400	Up to £500	Up to £600
Anaesthetist fees	Up to £50	Up to £60	Up to £80
Cash benefit for hospital stay	Up to £1,000 per year across all levels of cover		
Emergency dental treatment	£1,000 per policy year consisting of four emergencies, up to £250 each, across all levels of cover		



Extra Perks

Perk	Details
Vision Vouchers	Free eye tests £100 discount on frames and lenses at a wide range of retailers nationwide
Season Ticket Loans	Loans made to employees and reimbursed over 12 months for the purchase of public transport tickets
Cycle to Work Scheme	Tax efficient loan made to employees to buy a bicycle and its accessories
Discount Programme	Canada Life: Discounts at a wide range of retailers nationwide Perks at Work: Discounts at a wide range of retailers globally
Employee Referral Programme	Amazing Talent portal: provides opportunities for Sprinklr employees to have direct access to explore jobs for their own career development as well as sharing jobs within their networks
Office Perks	Grow your career! Bring in talent! Give back! Earn cash! Soft drinks, beer fridge and snacks in the office Family breakfast days, family lunch Thursdays Regular social events





Life, Income Protection and Critical Illness

Risk Plan Highlights

We know that it is important to protect the ones you love in the event that something happens to you.

Our life, income protection and critical illness benefits are there to give you peace of mind in the event of the unthinkable.

	Group Life Insurance	Group Long Term Disability	Critical Illness
Premium	100% Sprinklr paid		
Medical Underwriting	Free cover limit of £1,250,000 If your benefit exceeds this level, the insurer will require you to complete medical underwriting to insure excess amount	Free cover limit of £150,000 If your benefit exceeds this level, the insurer will require you to complete medical underwriting to insure excess amount	Free cover limit of £500,000 If your benefit exceeds this level, the insurer will require you to complete medical underwriting to insure excess amount
Benefit Basis	Pays a lump sum of 4x basic annual salary in the event of death to elected beneficiaries	Pays 75% basic annual salary for up to five years if you are unable to work due to illness or disability	Pays a lump sum of 1x basic annual salary, also includes children's cover of 25% of the member benefit up to a maximum of £20,000
Expert Second Opinion	Best Doctors provides independent confidential medical advice and second opinion from the world's best consultants and specialists without the need to leave your home. If you, your partner or your children are diagnosed with a serious or worrying condition, you can use Best Doctors.		





Pension Scheme



Pension Scheme Highlights

Irrespective of where you are in your career, we know it is important to start thinking about saving for your future.

Sprinklr partner with Aegon to allow you to contribute to your retirement savings. Sprinklr's scheme operates under Salary Exchange. This means that you sacrifice a minimum of 5% of your basic salary in return for an Employer contribution. This way, you only pay tax on what's left and get your full tax relief straight away. Sprinklr will also contribute 3% of your basic monthly salary each month.

You can choose to make additional voluntary contributions if you wish.

As a new employee, you will be automatically enrolled to the pension scheme, and must opt-out if you do not wish to participate. Details of how to opt out can be found on the Benefits Document Library.





Holidays and Paid Time Off

Paid Time Off

At Sprinklr, we believe it is important to take time off to recharge and spend time with loved ones - it is essential for your mental and physical wellbeing as well as your personal and professional growth.

Our leave programs are designed to give you the time you need to relax and recharge, heal and recover, bond with your loved ones and prioritise your development.

We want to truly deliver on The Sprinkly Way by incorporating our core beliefs and values into everything we do for you; because we passionately and genuinely care and our employees are our family.



Paid Time Off

Parental Leave

Spending time at home when you welcome a new addition to your family is incredibly important.

Our leave program is designed to provide enhancements to the statutory parental leave to give you the ability to strengthen your bond with your new child.

Sickness Leave

In the event that you are unwell, we understand that sometimes you need to take some time away to recuperate and recover.

Sprinklr offers Company Sick Pay to work in conjunction with Statutory Sick Pay. In the event that the short term sickness continues, you will be transferred to our income protection plan.

Bereavement Leave

Losing a loved one can be devastating. Sprinklr understand that it is important you use this time to grieve, heal and spend time with those who mean the most to you.

Sprinklrites also benefit from bereavement counselling through our group life insurance, giving you the support you need when you need it most.

24-4-U and 24-4-Others

Every Sprinklrite has the opportunity to take one full day (every year) away from the office to dedicate to yourself (24-4-U) and one day to dedicate to your giveback activities (24-4-Others).

The 24-4-U program is based on one of our core beliefs: "Every human has the potential to be amazing. Keep learning."

Caregiver Leave

Sprinklr recognise that it is important to balance work obligations with providing care for your family.

Our Caregiver Leave policy is designed to be there for you to take care of your eligible dependents should the situation arise.

The initiative gives every Sprinklrite an opportunity to focus on a learning and development activity of your choice.

24-4-Others is a companion program to 24-4-U that takes the spirit of investing in yourself and applies it to investing in others through community volunteering and giving. Here at Sprinklr, we believe: "Helping others succeed makes us happy. Give back."



UK Public Holidays 2023

Date	Day Observed	Holiday
January 2	Monday	New Year's Holiday
April 7	Friday	Good Friday
April 10	Monday	Easter Monday
May 1	Monday	May Day Bank Holiday
May 8	Monday	King's Coronation
May 29	Monday	Late May Bank Holiday
August 28	Monday	August Bank Holiday
December 25	Monday	Christmas Day
December 26	Tuesday	Boxing Day

*plus additional floating holiday to observe country specific holiday





Equity

Equity



Restricted Stock Units

RSUs are a way of rewarding Sprinklrites for the value they create, so everyone can share in the success of the company.

Granted awards are located on Shareworks.



Employee Stock Purchase Program

An ESPP is a company run program in which eligible employees can purchase Sprinkl stock at a discounted price. You must be a full- or part-time employee to participate.

You can choose to take part by contributing a percentage of your pay through monthly payroll deduction.

Please contact shares@sprinklr.com for instructions on how to register for Shareworks





Global Benefits

Global Benefits

Because we passionately and genuinely care, the following benefits are provided to every Sprinklr across the globe:

Mental Health	Fertility and Family Planning
<p>Sprinklr wants you to get the type of care you need for your personal well-being when you need it.</p> <p>New for 2022, Modern Health makes this easy by helping you proactively build mindfulness habits into your life through evidence-based cognitive behavioural treatments.</p> <p>Through the app, you will gain access to personalised well-being resources, giving you the tools you need to be the best version of yourself - at home, at work and in your relationships.</p> <p>This benefit is available to you and your families at no cost.</p>	<p>Treating each other like family is core to the Sprinklr Way, that's why having programs in place that help you build yours - however that may look for you - is a reflection of our company values in action.</p> <p>New for 2022, we have introduced Kindbody, a global family planning and fertility benefit available to all Sprinklr full-time, benefit eligible employees and their spouses/domestic partners.</p> <p>Sprinklrites will receive a \$5,000 lifetime maximum benefit to be used towards services such as egg and embryo freezing, fertility testing, donor/surrogacy, adoption services, mental health counselling, and much more!</p>



Global Benefits

Because we passionately and genuinely care, the following benefits are provided Sprinklrites across the globe:

Headspace	Virgin Pulse	LinkedIn Learning	Perks at Work
<p>Headspace is your guide to everyday mindfulness in just a few minutes each day!</p> <p>Choose from hundreds of guided meditations on everything from managing stress and anxiety, to sleep, productivity and physical health.</p> <p>You will get access to Headspace on the first month following your hire date. The Registration link is located in the Document Library.</p>	<p>Virgin Pulse is Sprinklr's comprehensive digital wellbeing platform that drives sustainable behaviour changes and delivers measurable outcomes in one simple-to-use and intelligent platform.</p> <p>Virgin Pulse is about physical, mental and financial wellbeing as much as it is team building and connection. You can access wellbeing initiatives and engage with Sprinklrites all around the globe, while also having a customised view of wellbeing and benefit programs in your region.</p>	<p>LinkedIn Learning is an on-demand learning solution designed to help you gain new skills and invest in your own development.</p> <p>You'll get personalised recommendations based on your job title, skills, experience and goals</p>	<p>The Sprinklr Perks and Savings Program through Perks at Work is the place to go for a range of offers and discounts from many of the biggest names in retail and entertainment!</p> <p>You also gain access to the Community Online Academy (COA) which provides free interactive classes with world class instructors for kids and adults.</p> <p>Register here to get started!</p>



Global Benefits

Employee Assistance Program (EAP)

What is an EAP?	Who is Eligible?	Why an EAP?	Who administers the EAP?
<p>An EAP is designed to help you lead a happier and more productive life at home and at work.</p> <p>You have free, confidential access to licensed professional counsellors and specialists who can answer your questions in real time and help you find resources locally.</p>	<p>All full-time and part-time, regular employees and their immediate family are eligible.</p> <p>Qualifying dependents are:</p> <ul style="list-style-type: none">- Spouses- Domestic Partners- Dependent Children- Parents- Parents-in-Law	<p>A licensed professional counsellor can help you with a wide range of topics, including:</p> <ul style="list-style-type: none">- Stress, depression and anxiety- Relationship issues- Job stress, work conflicts- Family and parenting problems <p>An EAP Specialist can help you with:</p> <ul style="list-style-type: none">- Legal resources- Caring for a child/elder- Navigate a move- And much more!	<p>Optum is Sprinklr's Global EAP vendor.</p> <p>Get Started with Optum EAP</p> <p>Access Code: Sprinklr</p>



Thank you

Have questions?

benefits@sprinklr.com

sprinklr.com

