

Your benefits and wellbeing

At Forsters, your benefits are more than just salary and bonus. They form a complete package that supports your mental and physical wellbeing enabling you to do exceptional work, build a fulfilling career, and feel valued every day. Our benefits reflect our commitment to a culture where effort is recognised, collaboration is celebrated, and people are supported to thrive – both professionally and personally.

Health and wellbeing

Supporting you to thrive physically, mentally and emotionally

We believe people perform at their best when they feel their best. Our wellbeing offering includes:

- ✔ Private medical, dental and healthcare cash plan
- ✔ Remote GP appointments and personal accident and business travel insurance
- ✔ Eye care subsidy, flu vaccinations and health checks
- ✔ Employee Assistance Programme and confidential on-site counselling
- ✔ Wellbeing+ initiatives, weekly fruit box, choir, book club, music club and film club
- ✔ Running club, yoga, netball, football, cricket and softball teams
- ✔ Mental Health First Aiders

We support physical, mental, and emotional wellbeing for sustainable high performance.

Financial security

Protecting what matters today and in the future

We provide support that helps you feel secure and prepared:

- ✔ Pension scheme with matched contributions (5% employer rising to 7.5% after 10 years service)
- ✔ Life assurance and income protection
- ✔ Quarterly mortgage and pension surpluses

We support peace of mind, long-term financial stability, and the freedom to focus on your work and career.

Family benefits

Flexibility and family support at every stage of life

Enhanced family leave, providing the support you need.

- ✔ Enhanced maternity, adoption and shared parental leave
- ✔ Paternity leave (4 weeks full pay) IVF and Assisted Conception Leave

- ✔ Sabbaticals after five years of service
- ✔ Parental coaching

We support balance, family wellbeing, and the ability to thrive in all aspects of life.

Recognition and rewards

Celebrating contribution, collaboration and commitment

Recognition is part of everyday life at Forsters. We value effort, teamwork, and behaviours that make a difference:

- ✔ Professional subscriptions (where applicable)
- ✔ Employee introduction bonus
- ✔ Long service awards
- ✔ Forsters+ reward and recognition portal
- ✔ Culture of saying “thank you” for great work

We support motivation, engagement, and a sense of belonging in a high-performing, inclusive culture.

Time off

Life outside work matters

Our range of annual leave options and sabbaticals gives you the space to rest, recharge, and return at your best.

Our policies include:

- ✔ 27 days' annual leave (30 for Counsel/Heads of Business Services)
- ✔ Holiday Plus annual allowance. Up to 5 consecutive working days for agile working in the UK
- ✔ Option to purchase up to 3 additional days