



United Kingdom Benefits

Benefits that make Whole Foods Market a great place to work

The Whole Philosophy

Whole Foods Market operates in the USA, Canada and UK consisting of nearly 500 stores in 12 regions with over 88,000 Team Members. In the United Kingdom there are 7 stores, a Distribution & Production facility and the Regional Support Office. Since our first store opened in 1980, Whole Foods Market has worked to establish a better way of doing business. We believe that Team Members who work in a happy and caring atmosphere provide better customer service, project more enthusiasm for our mission, and help build a more successful business. That is why we embrace the following principles:

- **Team/Community:** Human beings are not solitary creatures. We have powerful needs for affiliation and belonging. To cultivate a sense of community, each Whole Foods Market location is organized into teams that set goals and work together to accomplish those goals.
- **Shared Fate:** As stakeholders in the company, Team Members share in the successes, as well as any hard times that we experience.
- **Purpose:** We believe we offer each of our Team Members an opportunity to fulfill a higher purpose: helping to make the world a better place.
- **Self-Responsibility:** We encourage Team Members to take responsibility for their own success. We encourage individual creativity and experimentation at each store/facility and on each team. We celebrate success and see mistakes as an opportunity to learn and grow. Ultimately, each of us creates our own reality. We want to give our Team Members the power and freedom to create the best working environment they possibly can.

We are a mission-driven company that has built a business in which high standards permeate all aspects of our company. We live by a set of Core Values that reflects what is truly important to us as a company. These are not values that change from time to time, situation to situation or person to person, but rather they are the root of our company culture.



Whole Foods Market Core Values

We Sell the Highest Quality Natural and Organic Foods

We Satisfy and Delight our Customers

We Promote Team Member Growth and Happiness

We Practice Win-Win Partnerships with our Suppliers

We Create Profits and Prosperity

We Care About our Communities and the Environment



Team Member Discount

Team Members and their spouses or eligible domestic partners receive a 25% discount on all Whole Foods Market purchases (except gift cards and case discounts)



Holidays

Full time Team Members are entitled to 28 days Statutory Holiday/Annual Leave each year (pro rata for part-timers). This holiday entitlement includes Bank Holiday.



Paid Time Off (PTO)

In addition to statutory holidays all Team Members are given 7 days additional entitlement after completing their first full year of service. This increases with each fully completed year of service up to 12 days per year. PTO can be used for personal time, sick time, holidays, or it may be saved for future use.

Team Members can also opt to save up their PTO and request a 'Cash-Out'. Team Members are able to cash out up to 75% of their PTO bank twice a year.



Healthy Discount Incentive Programme

As an added incentive to help Team Members be as healthy as they can be, Team Members who participate in the voluntary Healthy Discount Incentive Programme can increase store discount by up to 35% based on a series of biometric criteria.



Pension

Whole Foods Market provides an enhanced pension scheme backed by Scottish Widows, in which Whole Foods Market will match up to 7% of your pension contribution.



Career Progression 'My Learning Journey'

Whole Foods Market has always prided itself on promoting from within and creating opportunities for Team Members to take on new challenges within the Company.

The My Journey Learning Connection is a framework that embodies this philosophy by providing resources to help Team Members identify career-progression opportunities.



Whole Foods Market Study Programme

Whole Foods Market supports the development of Team Members, both in and out of business hours. During work hours we offer training opportunities, but also consider applications from Team Members to attend training and study towards a professional qualification through external providers, out of work hours, fully or partially funded by Whole Foods Market, where relevant to their job role and career progression. Applications for the Study Programme will be assessed on a case by case individual basis.



Perkbox

Whole Foods Market offers Team Members who pass their probationary period access to Perkbox. Perkbox has 200+ perks which offer team members discounts on everyday items such as cinema tickets, restaurants, lifestyle and other shopping discounts.



Season Ticket Loan

As part of the Team Member Benefits package, Whole Foods Market will support Team Members with the purchase of an annual travel season ticket on an interest free loan/repayment basis.



Cycle to Work Scheme

This is a Government backed salary sacrifice scheme between Whole Foods Market and the Team Member. This scheme is where Whole Foods Market agrees to purchase a bicycle for its Team Members and they hire the bicycle to the Team Member. At the end of the hire period the team member can purchase the bicycle for a small fee.



Team Member Volunteer Programme

Through a partnership with the Whole Planet Foundation, Whole Foods Market provides Team Members with the chance to experience a new culture.

Since 2007, nearly 500 of our Team Members have volunteered in Brazil, Costa Rica, Guatemala, India, Kenya, Thailand, the US and other countries!



Team Member Emergency Funds

There may be a time when a Team Member has an unforeseeable emergency, and we want to do what we can to help. Special funds provided by many of Whole Foods Market Team Members are used to help Team Members when in need.



Dexters Estate Agencies

Whole Foods Market have teamed up with Dexters to offer Team Members savings on tenancy fees. There will be no Tenancy Agreement/Administration/Referencing charges payable by the Team Member, just the agreed rent payable each month.

Team Members will receive their own personal Account Manager to guide them through the whole process. They will source suitable properties and arrange viewing appointments on the Team Members behalf, and also provide assistance in negotiating offers.



Total Health Immersion Programme

As part of our commitment to health and wellness, Whole Foods Market offers Team Members the opportunity to participate in a Total Health Immersion Programme.

We offer four comprehensive programmes (two programmes in the spring and two programmes in the autumn), all of which provide the knowledge, tools and support our Team Members need to create and sustain long-term healthy lifestyle changes.

Each programme includes a variety of unique, intensive health and wellness programme experiences to choose from, presented by expert doctors known in their field for cutting-edge preventive medicine.

