

# Happy. Healthy. Family.



# Hello.

**We're Lanes Health.**

We've helped people to be  
healthier and supported  
their wellbeing for more  
than 90 years.



These days, we make our OTC medicines, food supplements, natural products and functional confectionery in advanced manufacturing plants in Gloucester and Boston UK. It's nice to know they're respected and trusted around the world.

But what we are, most of all, is a family. Everyone who works here is part of it. And like all families, we want everyone to feel happy, supported and rewarded every day.



1

Section

**All about us**



2

Section

**What it means to be part of our family**

- Rewards matter
- Our health and wellbeing help

All  
about  
us

1.

## It's a long story.

Way back in 1930, Gilbert Lane and his wife Grace founded our business. Gilbert was a pioneer, passionate about improving health and quality of life through good diet and supplementation, using carefully selected plants and nutrients.

90 years later, the Lane family are still integral to our business. Janet Groves, granddaughter of the founder, is Non-Executive Chairman. Her son Jonathan is Executive Chairman. Jonathan's sister Rachel Cox and cousins Amy Power, Robin Sissons and Timothy Sissons are directors of the family board.

So, when we say we're a family business, we really mean it. And that makes us special.



**JAKEMANS**<sup>®</sup>  
Boston ENGLAND

*Olbas*<sup>®</sup>

**kalms**

**PRO**  
✓  
**PLUS**

**GOPO**<sup>®</sup>  
JOINT HEALTH

**BLUEIRON**<sup>™</sup> **fe:**

**Earex**

**SARAKAN**<sup>®</sup>



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# Brands to be proud of

Here at Lanes Health, we love **building brands**, because their fame helps people discover how good our products are for health and wellbeing. Lots of them are household names – not just in the UK, but around the world.



# The things we believe in

We want everyone who works here to believe in and be committed to the same things. **That's why we have a clear Vision, Mission and Purpose, and a set of values** that everyone in the company can aim to live up to every day. It's the bond that keeps our family together.





## **Our Purpose**

Healthcare for  
Generations

## **Our Vision**

To become the  
UK's leading  
family-owned  
supplier of branded  
household health  
products

## **Our Mission**

To have a Lanes  
Health Product in  
every bathroom  
cabinet across the  
UK and beyond

## **Our Values**

Integrity  
Respect  
Excellence  
Teamwork  
Courage



What it's  
like to be  
part of our  
family

2.

## Happy. Supported. Rewarded.

As a family business, we aim to create a wonderfully supportive atmosphere here. We want you to be the best version of yourself, because that's great for you and for us. We try to treat everyone as if they were part of the Lane family.

There are lots of rewards for working here, but we know the most important one is simply enjoying your job. That's why we hold **Employee Engagement Surveys** every year. They tell us what you love about working for Lanes Health, and what we can do better to help you thrive.





# Rewards matter

You bring the expertise and dedication.  
We offer lots in return.



## **Competitive** salaries

We aim to offer fair remuneration at every level, and opportunities for everyone to progress and develop.



## **Supplemented** pensions

The government rightly recommends that everyone is part of a pension scheme. Ours is supplemented, so it goes that little bit further.



## **A share** in our profits\*

When you help us be successful, you share in that success. The Lanes Profit Share Scheme distributes a % of profits to everyone, whenever the company performs well and reaches its targets.

\*The company reserves the right to vary the terms, conditions and provisions of the scheme at its sole discretion.

# Happy holidays

Who doesn't like a lovely holiday?  
We provide a great holiday entitlement  
so you can enjoy some quality time with  
your family and friends. That includes  
closing during bank holidays as well.



The   
Long.  
Service  
Holiday  
Reward



**We really value loyalty;** some of our colleagues have been part of our family for decades.

So, we give you an extra day's holiday for every 5 years that you have worked here.

### **The Lanes Long Service Pay Reward**

We reward loyalty financially too. After 10 years' service you will be entitled to a one-off bonus payment equivalent to a week's extra pay. This bonus is repeated every 5 years so after 25 years' service you will receive a bonus equivalent to a full 4 weeks' pay.

### **Christmas closing**

Christmas is a time to be with your family. Usually, we close our business on Christmas Eve and stay shut until after New Year.



### **Special days**

Like any family, we love special occasions. Sometimes for special events we close up and give everyone a day to celebrate in their own way.

## **Above & Beyond** rewards

When you go beyond your job role and make an even bigger difference, our Above & Beyond scheme enables fellow colleagues to recognise your hard work and dedication and nominate you for a reward.



## Nice surprises

From time to time at Lanes Health, gifts come out of the blue. An unexpected afternoon BBQ, an ice cream on a hot day, an egg at Easter... **Nice surprises are what families do.**

## Lovely low cost lunchtimes

The Lanes site has a heavily subsidised canteen, so you can eat both well and inexpensively. Both our sites have free tea and coffee too.



## Free parking and EV charging\*

You can park for free at both our sites and charge up your electric car or bike too.

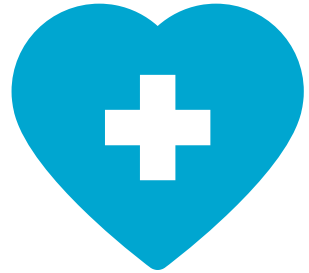


\*Subject to availability.



Our health  
and wellbeing  
**help**

We're a healthcare business, so of course your health and wellbeing come first.



**The Lanes Employee Assistance Programme (EAP)**

Sometimes it can be difficult to balance the pressures of work and home life. That's why everyone who works here has access to our EAP. A 24 hour helpline to support you through any of life's issues or problems.





## **A low-cost health plan**

You can be part of our Medicash private health plan though salary sacrifice.



## **Bicycles for less**

Our Cycle to Work scheme is an excellent way of getting a new bike (even an electric one). It's a great way to do your bit for the environment and your fitness.



## **Mental health support**

We have a team of trained mental health first aiders. They're there whenever you need someone to talk to.

## **And we do right by our community and our planet**



Every year, we commit 2% of our profits to charitable sponsorship. If you want to take on a charitable activity yourself, we'll be right behind you. We have lots of environmental projects here too, so we can continue to reduce our impact on the environment. If you want to know more, you only have to ask.

We have lots of great ways for you to explore our career opportunities and see what's new. Just keep an eye on our internal notice boards, our website and our LinkedIn page.

For career opportunities, visit [laneshealth.com/careers](https://laneshealth.com/careers)

To stay up-to-date, go to [laneshealth.com/news](https://laneshealth.com/news)



# What can we do for you?

Here at Lanes Health, everyone has a voice. We always want to know what you think: your ideas, your suggestions, anything we could do to become a better employer and a better business. Don't keep your thoughts to yourself. We're listening.

G.R. Lane Health Products Ltd  
Sisson Rd, Gloucester GL2 0GR  
+44 (0) 1452 524012  
[www.laneshealth.com](http://www.laneshealth.com)

Jakemans (Confectioners) Ltd  
Endeavour Way, Sutterton Enterprise Park,  
Sutterton, Boston, Lincs, PE20 2JA  
+44 (0) 1205 460888  
[www.jakemans.com](http://www.jakemans.com)

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This booklet is friendly to the environment.  
We've printed it on recycled paper and the laminate is biodegradable.

