

Making the most of flexible working

- We pride ourselves on prioritising the welfare of our colleagues, so offering them the option to work flexibly makes sense.
- From work-life balance to overall wellbeing, flexible working is a great demonstration of our inclusive culture and commitment to creating FANS – it's a win-win.

Some types of flexibility we offer (role-dependent):

- Hybrid working between your home and the office, options to work abroad and in collaborative office spaces.
- Working different shifts, working part-time, and we're even open to job-shares.
- Options to buy or sell annual leave, flexible bank holidays and career breaks.



Where you work

- In many of our roles we offer hybrid working – with most of your time spent at home.
- You can set up your personal phone for work – meaning you can join a meeting even if you're also taking your dog for a walk.
- You can request to work abroad for up to 20 days each year, depending on your role and the location. This can help extend your holiday, or time with family.
- Our stores and offices across England and Wales are set up for collaborative working, to give you plenty of choice.



When you work

- Lots of our roles can be worked part-time, and we're open to job sharing wherever possible.
- In stores and contact centre roles you can choose to work a four-day shift pattern to benefit your work-life balance.
- We are flexible around you and your life, so you can fit in time for things like the dentist, doctors, opticians and even those school sports days.
- We offer a variety of different shift types in stores and contact centres, including a weekend-only option in stores.



Time away from work

- We offer flexible bank holidays to support our diverse colleague community – if you would prefer to work on a bank holiday, you can take the time off on another day.
- You can choose to take a career break to focus on something else for a while.
- We give you a generous annual leave allowance that increases with your length of service.
- You can choose to buy or sell some of your holiday allowance, and you can also carry five days of your unused holiday from one year to use early in the following year.



Requesting flexibility

- We'll consider flexible working requests from day one of your employment at Metro Bank.
- We have clear and consistent guidance for all colleagues that explains how to complete a flexible-working request.
- We encourage candidates applying for roles at Metro Bank to tell us if they want to work flexibly so we can explore the possibilities.
- We empower line managers to agree to flexible working arrangements that benefit both our colleagues and customers.

