

Benefits Built for You

At Zura, taking care of our people is fundamental to our mission. Our benefits are designed to support your health, your growth, and your life outside of work.

Health and Well-Being



Medical, Dental, and Vision

Comprehensive private health coverage through AXA Health, including, medical, dental, and vision benefits, with 100% employer-paid premiums for eligible employees, plus access to fitness and well-being support.



Life Insurance

Employer-paid life insurance coverage is provided to help protect you and your loved ones.



Sick Leave

Eligible employees receive up to 7 days of paid sick leave annually to support rest and recovery.

Time Away and Family Support



Paid Time Off

Approximately 11 paid company holidays and 25 days of paid time off each year, including an end-of-the-year companywide shutdown.



Parental Leave

Eligible employees who welcome a child through birth, adoption, or foster care are supported with paid parental leave. This benefit is aligned with UK statutory requirements, including Statutory Maternity Pay (SMP).

Equity and Financial Support



Equity Compensation

Eligible employees receive equity compensation so they can share in the long-term success of Zura.



Bonus Program

Annual performance-based bonus program, subject to eligibility and company performance.



NEST Pension Plan

Workplace pension provided through NEST, with Zura matching 100% of employee contributions up to 6% to support your retirement savings.



Benefits are subject to eligibility requirements and plan terms and may change from time to time.