

IMERYS MINERALS LIMITED

EMPLOYEE BENEFITS SUMMARY



COMPANY SICK PAY

Employees are eligible for payment related to Company Sick Pay as follows:

Length of Service	No. Full Weeks' Pay	No. Half Weeks' Pay
Up to 6 months	Nil	Nil
Over 6 months, up to 1 year	6	Nil
Over 1 year, up to 2 years	13	Nil
Over 2 years, up to 3 years	20	Nil
Over 3 years, up to 5 years	20	10
Over 5 years	26	13

EMPLOYEE ASSISTANCE PROGRAMME (EAP) *

The Company provides access to an independent and confidential 24-hour advice website and call centre.

All employees can contact the EAP provider who will then put them in touch with the most appropriate advisor relating to their query/issue for confidential support.

Free 24-Hour Confidential Helpline 0800 030 5182

To find out more visit: www.healthassuredeap.com

Username: GIP Password: EAP



PATERNITY BENEFIT *

The Company offers the following enhanced paternity benefit to our employees:

- Paid time off to attend 2 antenatal appointments
- 4 Weeks of Paid Paternity Leave
 - The 4 weeks' leave can be taken consecutively, or
 - In 4 blocks of 1 week

HOLIDAYS

A standard 187.5 hrs per annum holiday hours is provided for all full-time employees.

Additional holiday entitlement for shift workers varies according to the shift pattern being worked and can be up to an additional 22.5 hours. This allocation is in addition to Bank Holidays.

MATERNITY BENEFIT *

The Company offers the following benefit to our employees:

Statutory Maternity Pay (SMP):

- 6 weeks paid at the higher rate - 90% of normal earnings
- 33 weeks paid at the lower rate - Statutory Maternity Pay (SMP) or 90% of average weekly earnings, whichever is lower
- 13 weeks unpaid – Additional Maternity Leave (AML)

Enhanced Maternity Benefit (EMP):

- 18 weeks paid at the higher rate - 100% of normal earnings
- 21 weeks paid at the lower rate - Statutory Maternity Pay (SMP) or 90% of average weekly earnings, whichever is lower
- 13 weeks unpaid – Additional Maternity Leave (AML)

The employee is entitled to paid antenatal appointments and care (reasonable time) on both SMP and EMP.

Employees selecting the EMP option are required to sign a 1-year service obligation from date of return to work.

LIFE ASSURANCE *

The Company provides Life Assurance Cover to all employees where a lump sum is payable to an employee's chosen beneficiary(ies). The amount of the lump sum will be dependent on the employee's individual circumstances:

- 2 x basic salary for those employees who are not members of the DC pension plan or for employees who reach their state pension age.
- 3 x aggregated salary for DC Pension plan members who are not married and/or have no dependents
- 4 x aggregated salary for DC Pension plan members who are married and/or have dependents. For these employees, the Company insures an additional 3 x aggregated salary which is used to purchase an annuity for the employee's dependant(s).

DEFINED CONTRIBUTION (DC) PENSION PLAN *

The Company provides the facility for employees to be able to save for their retirement through its DC pension plan with Scottish Widows.

The contribution rates are as follows:

Employee	Employer	Employees may make voluntary contributions to the pension fund via the payroll.
3%	6%	
4%	7%	
5%	8%	
6%	9%	



If you download the Scottish Widows app you are able to utilise its functionalities to either start or enhance your planning process



INCOME PROTECTION *

The Company provides our Defined Contribution pension scheme members with continued income if they cannot work due to illness and/or incapacity.

The employee will receive 50% of their pre-illness/incapacity scheme salary through an insurance policy. This is paid if the employee cannot work after 6 months of continuous absence, meets the insurer's qualifying criteria and has exhausted all sickness benefits.

In addition, the company has insured 3% employee and 6% employer pension contributions based on the employee's pre-illness/incapacity scheme salary. These contributions will be paid into the employee's DC pension fund until the employee reaches age 65 or the state pension age when they will be required to draw their pension.

Employees over their state pension age will not be entitled to Income Protection.

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CAR SALARY SACRIFICE SCHEME

The Company has partnered with Tusker to provide its employees with a Company Car Salary Sacrifice scheme. The scheme is available to permanent employees with more than 6 months of service.

Salary sacrifice for cars provides a significant savings opportunity on normal main dealer prices with the added benefit of not requiring any upfront deposit.

Due to the nature of the agreement the company has to enter into, it is not an option for temporary employees or those on fixed-term contracts.

The application process is online within the Reward Gateway platform.



YEARS OF SERVICE AWARDS

The Company recognises the contribution of all employees and issues service awards as follows:

Cash Awards:
(payable via payroll)

5 Years = £220 (Net value)
15 Years = £650 (Net value)

Non-Cash Awards
(Vouchers via Reward Gateway Platform)

25 Years = £1,250
35 Years = £1,750
45 Years = £2,250

Additional Holidays:

5 Years = 7.5 hours
15 Years = 15 hours
25 Years = 22.5 hours
35 Years = 30 hours
45 Years = 37.5 hours

Please note that the additional holiday is only valid for 1 year from the date of award and must be used within the timeframe or it will be lost.

DEFINED BENEFIT (DB) PENSION SCHEME *

For those employees who were employed before 31st December 2004 only, and have questions or queries related to the Defined Benefit Scheme, they can contact Trafalgar House as follows:

email: imerys@thpa.co.uk Helpline: 020 3440 8381

Alternatively, contact UKBenefits@imerys.com

CYCLE TO WORK SCHEME

The Company has partnered with Reward Gateway & Halfords to provide a Cycle to Work programme which will enable employees to get a new bicycle and relevant equipment.

Payments are made through monthly instalments from your salary before tax.



IML REWARD HUB

- Is hosted by Reward Gateway from where you can access various benefits such as Mental Health, Fitness and Financial support, EAP Scheme, Years of Service, Tusker's Car Salary Sacrifice, Halford's Cycle to Work Scheme etc.
- It provides access to discounts from retailers in Cornwall as well as the rest of the UK. You can buy discounted reloadable cards for savings on online purchases with Cashback. Retailers include Tesco, B&Q, Next, M&S, Curry's etc.
- There is also access to our policies, and internal communications, as well as an employee-funded medical cash plan.



HEALTH AND WELLBEING PROGRAMME

The Company has partnered with MediGold Occupational Health to develop an annual Health & Wellbeing programme that focuses on a different topic each month with additional information to support employees on their journey to be fit, healthy, and stress-free!

EUROP ASSISTANCE

For those employees who travel for business purposes, the Company provides Travel Insurance via Europ Assistance.



ENHANCED MENOPAUSE BENEFIT *

In an effort to better support our Employees who may have symptoms relating to either Peri-Menopause or Menopause, the Company has partnered with BUPA to offer their Menopause Programme to eligible Employees. Details on how to register are available on OnImerys.

SIXT AND HERTZ CAR RENTAL

We have negotiated preferential rates for our employees with Hertz and Sixt Rental companies.

Please click on the link below for more information.

[Hertz flyer](#) [ENG](#)

[Sixt flyer](#) [ENG](#)

CHRISTMAS BONUS

As an ex-gratia payment at Christmas, the Company provides a £75 Gross payment to all eligible employees on the last payroll of the year. This payment is not contractual and does not form part of the employees' Terms and Conditions of employment.

EYE-CARE VOUCHERS *

Employees who are identified as Display Screen Equipment (DSE) users are eligible for bi-annual eye tests via the Company's chosen provider.

Prescription Safety glasses are provided where approved.



FLU VOUCHERS

The company normally offers employees flu vouchers leading up to Winter. Each year, the Company will invite employees to request a voucher via email or in our Bulletin. The voucher is only redeemable with the Company's chosen provider.

ENDEAVOUR CLUB

This is an employee-run Cornwall-based social club with a fully functional gym on the Company's premises near Blackpool Driers. The membership costs only £1.52 per month (payable through payroll).

* Further details are available on the intranet - [OnImerys/HR/Employee Benefits](#) or contact UKBenefits@imerys.com