



**The Scottish
Salmon Company**

www.scottishsalmon.com

Benefits Booklet





Our people are at the heart of our business. Their passion, dedication and expertise are essential ingredients in producing the finest quality Scottish Salmon.

With over 600 staff across 60 sites on the West Coast of Scotland and Hebrides, and Head Office in Edinburgh, we respect the major role that salmon farming plays in our remote and rural communities.

We are committed to providing long term quality employment, investing in training and development and offering our staff an excellent Benefits package.

I am proud to introduce our new Benefits Booklet, which includes a number of new initiatives such as our Incentive Scheme, Salary Exchange, Share Incentive Plan, Critical Illness Cover and Holiday Buy & Sell Scheme.

Craig Anderson
Chief Executive Officer
The Scottish Salmon Company

Contents

1 Recognition page 05



A Incentive Scheme page **07**



B Value Awards page **09**



C Long Term Service Awards page **11**



D Retirement page **12**

2 Core page 13



A Occupational Sick Pay page **15**



B Critical Illness Cover page **17**



C Life Assurance page **19**



D Royal London Group Personal Pension Scheme page **20**



E Salary Exchange page **22**



F Share Incentive Plan page **24**



G Holiday: Buy & Sell and Long Service page **26**



H Contractual Allowances page **28**

Contents

3 Training & Development page 31



A Personal Development page 33



B Modern Apprentices page 35



C Marine and Freshwater Competency Framework page 37

4 Health & Wellbeing page 39



A Occupational Health page 41



B Cycle to Work page 43

5 Wider Wallet page 45



A Wider Wallet Benefits page 47



B Childcare Vouchers page 49



C Dell page 50

1

Recognition

The bottom of the page features several decorative curved lines in shades of teal and light green, sweeping across the width of the page.

1 Recognition



A Incentive Scheme

Our Incentive Scheme has been designed to drive our strategy forward, taking a measure of Company performance and profitability into consideration.

Phase 1 2019 – introduce functional SMART objectives and targets. These objectives will serve as baseline measurements as we move into Phase 2.

Phase 2 – after a review of the scheme’s impact, we will consider SMART Objectives and Targets on an individual and departmental level.

This Scheme will be introduced over two phases. The first phase in 2019 will introduce departmental SMART Objectives and Targets. All members of your department will be measured against these objectives and the departmental success will determine the proportion of maximum bonus you will earn. A letter containing details of the proportion earned will be sent to each member of staff before the payment date at the end of March the following year.

After a review of Phase 1, we will consider how to apply SMART Objectives and Targets on an individual and team basis as the second phase. Where individual objectives and targets have been set, these will be reviewed through our Appraisal Process. Your success against your objectives will determine the proportion of maximum bonus you will earn. A letter containing details of the proportion earned will be sent to each member of staff before the payment date at the end of March the following year.

1 Recognition

You will receive a personalised letter confirming the maximum percentage you could earn in addition to confirming your department objectives, how the objectives will be measured and the overall scheme rules. When we have reviewed Phase 1, we will write and confirm the timescales for Phase 2.

Where can I find more information?

You can either contact your Local HR team directly, email benefits@scottishsalmon.com or visit the Company Library. Please see the back page to find out how to access the Library.

Is this benefit contractual or discretionary?

This benefit is discretionary.

How do I apply for this benefit?

You do not need to apply for this benefit. This benefit is available to all employees.

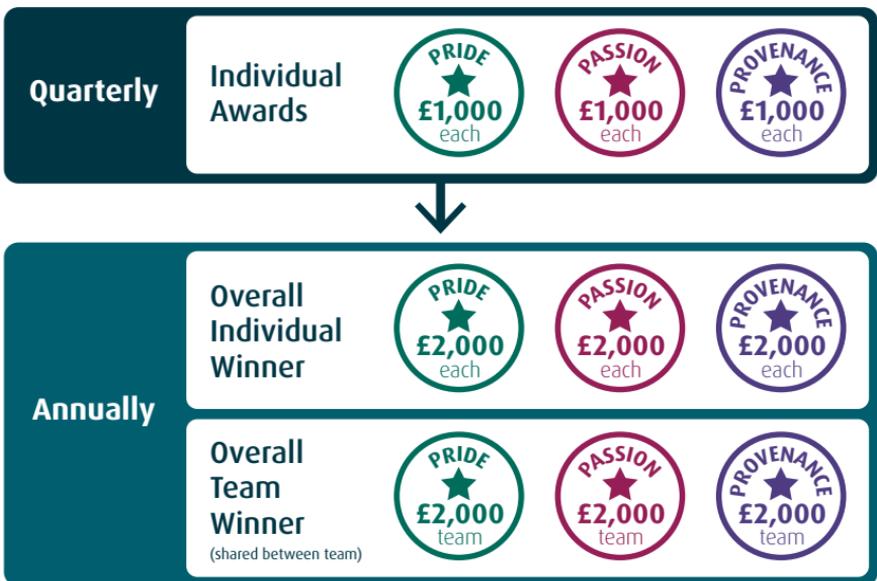
When does this benefit become available?

This benefit will be calculated from January 2019.



B Value Awards

The Value Awards provides an opportunity for you to nominate a colleague or team for their outstanding contribution to the responsible development of the business.



The Awards are made across three categories in line with our Core Values of **Pride**, **Passion** and **Provenance**, and are aligned to a number of achievements and deliverables.

Entries will be reviewed on a quarterly basis with one award per category each period. Three overall category winners from the quarterly awards will also be recognised on an annual basis. Quarterly winners will be awarded **£1,000** and overall annual winners will be awarded **£2,000**.

1 Recognition

In addition, there will also be an Annual Team Value Award for cross functional teams or groups who have worked together to develop and implement new ideas that create value and demonstrate commitment to our core values through every day working.

Quarterly winners will be awarded **£1,000** each and the overall annual winners will be awarded **£2,000** each. The annual winning team will be awarded **£2,000**, which will be divided equally between team members. These payments will be net of tax and NI.

Where can I find more information?

You can either contact your Local HR team directly, email valuesaward@scottishsalmon.com or visit the Company Library.

Is this benefit contractual or discretionary?

This benefit is discretionary.

How do I apply for this benefit?

Simply complete an application form and tell us in your own words why you feel your colleague should be recognised for this award. The application forms can be found in the Company Library.

When does this benefit become available?

This benefit was launched in January 2019.



C Long Service Awards

Our Long Service Awards recognise the loyalty and service of our dedicated staff. The level of payment is dependent on the number of complete years of service, as below.

The payment is made by cheque and is not subject to any tax liabilities.

Complete years of experience					
Level of award payable	£1,000	£1,500	£2,000	£2,500	£3,000

On reaching 20 years' service we will also pay for a celebration dinner for up to 12 people up to a maximum cost of up to £300, including their partner, friends and work colleagues. This should be held within 6 months of the anniversary and the appropriate senior manager should also attend. Please note the celebratory dinner is only offered at 20 years' service.

Where can I find more information?

You can either contact your Local HR team directly, email benefits@scottishsalmon.com or visit the Company Library.

Is this benefit contractual or discretionary?

This benefit is discretionary.

How do I apply for this benefit?

The HR team track employee service and work with line managers to issue the rewards and recognition as anniversaries are reached.

When does this benefit become available?

This benefit has been available for a number of years.

1 Recognition



D Retirement

On retirement from SSC, you will also be eligible for an additional award from the Company of **£50** for each full year of service. Your local HR team will also provide additional support to you during this transition period.

Where can I find more information?

You can either contact your Local HR team directly, email benefits@scottishsalmon.com or visit the Company Library.

Is this benefit contractual or discretionary?

This benefit is discretionary.

How do I apply for this benefit?

This is automatically given to employees on retirement from SSC.

When does this benefit become available?

On retirement.

2

Core

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2 Core



A Occupational Sick Pay

We pay Statutory Sick Pay (SSP) in accordance with the relevant statutory regulations. SSP is currently payable from the fourth working day of the absence period and is subject to tax and NI contributions in the same way as normal salary.

Did you know?

Occupational Sick Pay (OSP) is the term used to describe payments made by the Company in conjunction with Statutory Sick Pay. Eligible staff will receive OSP subject to the terms and conditions of the scheme and according to employee's length of service. The value of OSP and SSP together will not exceed the normal rate of pay.

Employees may qualify for Occupational Sick Pay as follows:

Service	Occupational Sick Pay
First 6 months	None
6 months to 1 year	4 weeks full pay
1 to 2 years	6 weeks full pay
2 to 5 years	8 weeks full pay
5 to 10 years	10 weeks full pay
10 to 20 years	15 weeks full pay
20 years and over	25 weeks full pay

2 Core

To allow this calculation to be made, employees must notify the Company of any instance where they receive State Benefits relating to a period of absence from work. SSC reserves the right to request that the employee provides evidence of such benefits as a condition of paying OSP. Subject to the conditions of the scheme, and at the sole discretion of the Company.

Entitlement to OSP will be based on a **12 month** rolling period, taking into account all benefits paid in the 12 months preceding the first day of absence.

Please note, OSP will not be released if the employee:

- has failed to follow the absence reporting procedures
- has had any disciplinary action taken against them for an unacceptable level of absence
- has not adhered to the required notification and certification requirements
- is in paid employment elsewhere during any sickness absence
- refuses to undergo a medical examination by the Company Medical Advisor.

Where can I find more information?

You can find more information from your Line Manager, Local HR Team or Payroll department, or visit the Company Library.

Is this benefit contractual or discretionary?

Statutory Sick Pay is contractual however Occupational Sick Pay is discretionary.

How do I apply for this benefit?

This is automatically calculated for employees when sickness is recorded.

When does this benefit become available?

This benefit has been available for a number of years.



B Critical Illness Cover



This benefit replaces the Permanent Health Insurance and is a form of insurance that pays out a tax-free lump sum if you are diagnosed with a specified illness or medical condition. The policy may pay out if you are diagnosed with one of the serious conditions within the policy terms and conditions. You can spend the money how you wish, so you could use it to clear any debts, pay for medical bills or to adapt your home to your needs.

Did you know?

Replacing lost income due to illness for many people is a key financial planning need to ensure they and their dependants can maintain a reasonable standard of living. Based upon research conducted by the Health and Safety Executive (HSE), each week circa 1 million workers take time off due to sickness and following six (6) weeks of absence almost 1 in 5 people will remain off work and eventually leave.

The SSC Critical Illness Cover will provide you with a one-off payment of **1 x basic annual salary** in the event you suffer a critical illness. Please note that this is an insured benefit and therefore any final decisions on claims will be made by the insurer. This scheme covers employees to State Retirement Age.

This scheme provides cover for **11 critical illnesses** including heart attack, stroke, cancer, dementia and Alzheimer's disease. We are also covered for an additional **27 conditions**, including brain tumour, rheumatoid arthritis and terminal illness.

2 Core

Members' children are covered from birth for 25% of the member's benefit up to £25,000 at no additional cost and Members' spouse or partner can be covered for up to £250,000 at an additional cost to the employee. Children are covered up to age 18 or 21 if still in full time education.



You

1 x Basic annual salary



Your child

25% Your annual salary (up to £25,000)



Your spouse/partner

Up to £250,000 (at additional cost)

Cost/tax liability: SSC will meet the cost of providing this cover, however please be aware you will be taxed on the value of the cover as a benefit in kind and this will appear on your annual statement of your taxable benefits (P11D).

All staff are automatically opted into this scheme. However, should you wish to opt out, you must inform our independent financial advisors Melville Independent on an annual basis, as detailed in the information pack sent directly to you.

Where can I find more information?

You can either contact your Local HR team directly, email benefits@scottishsalmon.com or visit the Company Library.

Is this benefit contractual or discretionary?

This benefit is discretionary.

How do I apply for this benefit?

You will automatically be opted in to this benefit however should you wish to opt out you must email Melville Independent as detailed in your information pack. The email address you can use to opt out is scottishsalmon@mi-plc.co.uk. There will be an annual opt out window for opting out or adding spouse or partner cover.

When does this benefit become available?

This benefit is available from 1st May 2019.



C Life Assurance

In the unfortunate event of your death, whilst employed by SSC and before you reach the age of 75, a lump sum of four times your current basic annual salary would become payable. This lump sum is normally paid tax free to The Scottish Salmon Company Death in Service Trust who then would arrange for the funds to be transferred to your nominated beneficiary. In addition, the value of your pension fund would also be paid to any dependents.

It is therefore critical that you complete an 'Expression of Wish' form to nominate any beneficiary/ies and ensure that you keep this updated should any of your circumstances change. At an additional cost you will be able to also take out a policy to cover your spouse or partner.

Please note: Staff employed on the flexible minimum hours contact are covered at their 40 hrs salary rate.

Where can I find more information?

You can either contact your Local HR team directly, email benefits@scottishsalmon.com or visit the Company Library.

Is this benefit contractual or discretionary?

This benefit is contractual but discretionary for your spouse/partner.

How do I apply for this benefit?

An Expression of Wish form is issued with your Offer of Employment pack. However, should you wish to update your details, forms can be found in the Company Library or from your Local HR team.

When does this benefit become available?

This benefit is available now. The offer of a policy for your spouse/partner will be introduced from May 2019.

2 Core



D Royal London Group Pension Scheme



This is a Group Personal Pension Plan insured with Royal London, into which SSC will contribute 6% of your basic salary. Your personal contribution is a minimum of 3% although 2.4% is deducted from your salary with the balance made up with basic rate tax relief added by the Government. If you are a Higher rate taxpayer then you have to claim the additional tax relief through your annual tax return or from HMRC.

You contribute	The Scottish Salmon Company contributes
3%	6%

You can contribute at a higher rate. However, the combined total of your pension contributions and SSC's pension contribution cannot exceed £40,000 per year or 100% of your salary if less than this amount. This £40,000 annual pension allowance has been in force since 6 April 2014 and is generally reviewed when the Chancellor draws up his Budget.

The plan will assume a retirement age of 65, but you can select a different age subject to revenue limit. You are currently able to draw your benefits from age 55*. Whatever age you set as your retirement age under the plan you will still be able to draw your benefits at any age within the revenue limits applicable at the time. At retirement you will be able to receive a percentage of your fund as a tax free lump sum, with the rest of the fund normally used to buy you a taxable regular income.

*If you withdraw taxable income from your pension then your Annual Allowance drops from £40,000 to £4,000. Tax Free cash withdrawals are not classed as taxable income and will not have any impact on your Annual Allowance.

Where can I find more information?

You can either contact your Local HR team directly, email **benefits@scottishsalmon.com** or visit the Company Library. You can also contact Melville Independent and Royal London directly, contact details can be found at the back of this booklet.

Is this benefit contractual or discretionary?

This benefit is contractual.

How do I apply for this benefit?

You are automatically enrolled in this plan on successful completion of your probationary period depending on your eligibility unless you choose to opt out by informing the payroll department on **payroll@scottishsalmon.com**.

When does this benefit become available?

This benefit is available now.

2 Core



E Salary Exchange



This is a more efficient way of paying pension contributions and is therefore only open to SSC staff who are members of the Royal London Group Personal Pension Scheme (see section d).

Salary Exchange is an arrangement where staff agree to exchange part of their basic salary in return for their pension contributions. This results in savings by reduced National Insurance Contributions (NIC) in accordance with Her Majesty's Revenue & Customs (HMRC) guidelines.

For most employees, this means that your pension contributions remain the same, however, your net pay will increase as your National Insurance savings will be added to this.

Melville independent will provide individual quotes based on your personal circumstances to enable you to decide whether you wish to opt-out of this benefit.



Where can I find more information?

You can either contact your Local HR team directly, email **benefits@scottishsalmon.com** or visit the Company Library. You can also contact Melville Independent and Royal London directly, contact details can be found at the back of this booklet.

Is this benefit contractual or discretionary?

This benefit is discretionary.

How do I apply for this benefit?

You will automatically be opted in to this benefit however should you wish to opt out you must email Melville Independent as detailed in your information pack. The email address you can use to opt out is **scottishsalmon@mi-plc.co.uk**. There will be an annual opt out window for opting out.

When does this benefit become available?

This benefit is available from 1st May 2019.

2 Core



F Share Incentive Plan



The Share Incentive Plan (SIP) gives staff the opportunity to purchase shares in SSC in a tax efficient way.

Under the SIP, you may buy shares in SSC on a quarterly basis throughout the year, using deductions made monthly from your gross pay. You will not pay income tax or National Insurance Contributions (NICs) on these deductions, the shares you buy are called Partnership Shares.

Your deduction from salary is paid to the Yorkshire Building Society (YBS), who act as Trustees for the SIP, to buy shares in your name on a quarterly basis. These shares will be held in trust for you until you request to withdraw them.

In addition to the income tax and NICs savings, for every 1 Partnership Share bought, SSC will award you 1 free share up to a maximum value of £50 per month. These shares are called Matching Shares.

If you keep your **Partnership Shares** and **Matching Shares** in the SIP for 5 years or more, you will not pay income tax or NICs. However, you will pay tax if you withdraw from the scheme within 5 years, YBS will provide more detail on this in your information pack and during the roadshow.

You can choose to spend any amount (in whole pounds) from £10 to £150 per month on your Partnership Shares, subject to a maximum limit of total contributions of £1,800 in any tax year (or 10% of your taxable pay if lower).



Where can I find more information?

You can either contact your Local HR team directly, email benefits@scottishsalmon.com or visit the Company Library.

Is this benefit contractual or discretionary?

This benefit is discretionary.

How do I apply for this benefit?

All permanent SSC employees who have been employed for a minimum of 3 months are eligible to apply. To apply for this scheme you must do so by accessing the Yorkshire Building Society portal using the details provided in the information pack sent to you.

When does this benefit become available?

This benefit is available from 1st May 2019.

2 Core



G Holidays

i Buy & Sell Scheme

SSC staff are able to buy or sell up to **three days'** holiday per holiday year (i.e. from 1st January to 31st December). Enrolment will be in December only, for the following holiday year.

Holiday Buy will enable staff to spread the cost of buying additional day(s) over the holiday year through twelve monthly salary reductions. Whilst gaining additional holidays, employees also gain monthly tax and national insurance savings through salary reduction.

Holiday Sell enables staff to increase their pay by selling unwanted holidays back to the Company. Day(s) sold are paid out by twelve monthly instalments during the holiday year, these payments are subject to tax and national insurance.

Please note that Buy and Sell monthly values are based on employees' annual salary as at 1st January of the new holiday year.

However for 2019, this benefit will be available from 1st July. Therefore, 1.5 days' leave will be available to purchase or sell in 2019 and the deadline to enrol will be in June 2019.

Deadlines

- Apply by 30th June for 2019
- Apply by December 2019 for 2020
- Apply by December 2020 for 2021

Where can I find more information?

You can either contact your Local HR team directly, email **benefits@scottishsalmon.com** or visit the Company Library.

Is this benefit contractual or discretionary?

This benefit is discretionary.

How do I apply for this benefit?

To apply for this benefit please complete a Holiday Buy and Sell form, (found in the Company Library) and submit this to your local HR Team.

When does this benefit become available?

This benefit is available from 1st July 2019. For this reason, 1.5 days leave will be available to purchase or sell in 2019.

2 Core



G Holidays

ii Holidays and Long Service

Full time members of staff are entitled to 31 days leave a year (inclusive of public holidays), with part-time staff entitled to this on a pro rata basis.

After **5 years** of continuous service and for every 5 additional years, staff may be entitled to an extra day's holiday in the following leave year. In the first year of employment, annual leave accrues according to the proportion of the year worked (approximately 2.5 days a month) and part time staff accrue holidays on a pro rata basis.

Where can I find more information?

You can either contact your Local HR team directly, email benefits@scottishsalmon.com or visit the Company Library.

Is this benefit contractual or discretionary?

This initial annual entitlement is contractual. However, the extra day's holiday for every 5 years' service is discretionary.

How do I apply for this benefit?

Once the 5-year anniversary has been achieved, additional leave will automatically be added to your balance in the following year.

When does this benefit become available?

This benefit has been available for a number of years.



H Contractual Allowances

Overtime

Your Contract of Employment will state if you qualify for paid overtime and if so how this is calculated and paid.

Overtime payments are paid in arrears with the cut-off point normally being mid-month and the number of weeks being paid varying from 4 to 5 weeks depending on the number of weeks in the period.

Unsocial Working Hours & On-Call Allowance

You may be entitled to certain allowances in addition to your pay and if you are, these will be detailed in your Contract of Employment.

Full details of on-call payment, unsocial hours' payment and food allowances are available from your Line Manager or local HR team.

3

Training & Development



3 Training & Development



A Personal Development

We recognise that further education, training and study can form an important part of individual development.

Professional Development Training and Professional Qualifications can be defined as followed:

- **Professional Development Training** – Process of improving and increasing capabilities through access to education and training opportunities in the workplace.
- **Professional Qualification** – Title or Award granted by professional bodies. Most, but not all, professional qualifications are ‘Chartered’ qualifications, and follow on from having been admitted to a degree (or having an equivalent qualification). The term can also be used to refer to higher-level vocational qualifications in “professional” roles.

For a Professional Qualification, any staff member with at least 26 weeks service may request time off to complete and financial support towards training or study provided that they have not made a previous request in the previous 2 years.

The Company may support staff:

- **Financially** – by contributing to course fees and/or essential course books; and/or
- **Time off work** – for completion of the training/study

3 Training & Development

Where can I find more information?

You can either contact your Local HR team directly, email benefits@scottishsalmon.com or visit the Company Library.

Is this benefit contractual or discretionary?

This benefit is discretionary.

How do I apply for this benefit?

Staff can request training and development through our Appraisal Process or by submitting a Professional Development Request form found in the Company Library. Approval of requests must be endorsed by the relevant Line Manager and then passed to the HR and Training Manager for authorisation. Any such requests will be at the discretion of SSC.

When does this benefit become available?

This benefit is available now.



B Modern Apprenticeships

Modern Apprenticeships are an exciting way of gaining skills and qualifications. With a Modern Apprenticeship you learn on the job getting the experience you need while working towards a qualification.

There are a number of Modern Apprenticeship programmes available to employees, including:

- **Level 2/3 Aquaculture** – University of Highlands and Islands
- **Level 4 Aquaculture** – North Atlantic Fisheries College
- **Level 2/3 Food & Drink Operations, Fish & Shellfish Processing Skills** – Polaris Learning

The above programmes are for Marine, Freshwater, Harvesting and Processing staff. However, we also support Modern Apprentices in other areas of the business, such as Marketing and Engineering. If you are interested in finding out more about the Modern Apprenticeships available, please speak to your local HR team.

Nominations for Modern Apprentices are put forward by line managers to the HR team on an annual basis, usually towards the end of the year. These are then passed on to the learning providers to confirm interest in the programmes.

Once the learning provider has confirmation from Skills Development Scotland regarding available funding, they contact SSC with the available number of places on the programme. Places are limited therefore to maximise your chances of being selected you should ensure the Professional Development Request form is thoroughly completed including why you want to attend. If unsuccessful your name will be kept on a waiting list and you will be contacted should a place become available.

3 Training & Development

Where can I find more information?

You can either contact your Local HR team directly, email benefits@scottishsalmon.com or visit the Company Library.

Is this benefit contractual or discretionary?

This benefit is discretionary.

How do I apply for this benefit?

You can nominate yourself by talking to your line manager and completing the Professional Development Request form found in the Company Library.

When does this benefit become available?

This benefit has been available for a number of years.

SSC Modern Apprentice Janis Brivkalns was crowned Aquaculture Learner of the Year, Modern Apprentice of the Year and Overall Learner of the Year at the 2019 Lantra Awards. Based at Loch Striven, Janis completed a Modern Apprenticeship Level 2 in Aquaculture with Inverness College UHI.





C Marine and Freshwater Competency Framework



Our industry leading Competency Framework was launched in 2015 and we believe it to be the first of its kind in the industry.

Setting us apart from our competitors, the Framework provides a clear and transparent roadmap for career progression for all Marine, Freshwater and Broodstock staff, from **Apprentice to Expert**.

Mapped to the National Occupational Standards for Aquaculture, the Framework incorporates knowledge and performance criteria relevant to marine and freshwater operatives, allowing staff to see directly how they can succeed in their current role and the progression route through the business in line with our own best practice standards.

Where can I find more information?

You can either contact your Local HR team directly, email benefits@scottishsalmon.com or visit the Company Library.

Is this benefit contractual or discretionary?

This benefit is contractual.

How do I apply for this benefit?

All Marine, Freshwater and Broodstock staff automatically enter the framework on employment.

When does this benefit become available?

This benefit has been available for a number of years.

4

Health & Wellbeing



4 Health & Wellbeing



A Occupational Health Programme



Albacare provide a proactive and confidential health monitoring service for all SSC staff. This includes annual health checks and advice on work-related health issues, including:

- Long Term Sickness RTW Support
- Pre-employment Assessments
- Management/Individual Referrals
- Telephone consultations
- Counselling and Support

At SSC, we have a commitment to support your health and a duty to ensure you have safe working conditions. Occupational Health is more than your health and safety; it is about your whole well-being at work.

Depending on your role, it may be mandatory for you to attend a medical appointment for a range of assessments such as: Audio, Skin or Respiratory Surveillance, Hand Vibration Tests, Night Shift Worker Assessments, Fork Lift Truck Medicals, General Health Checks or Passenger Carrying Vehicle (PCV) Assessments for mini bus drivers.

Albacare analyse our collective results and advise SSC where we could look for additional ways to reduce the risk or impact on staff to ensure optimal health and wellbeing at work.

4 Health & Wellbeing

Where can I find more information?

To find out if it is mandatory or optional to have a medical assessment for your role, please contact your Local HR team or Line Manager. Further information, referral forms and medical questionnaires can be obtained from the Company Library.

Is this benefit contractual or discretionary?

This benefit is discretionary.

How do I apply for this benefit?

The HR team will ensure that all medical checks are delivered at the closest possible location to your site and will work together with local managers to arrange appointments and provide you with all the necessary paperwork. If you have a medical concern you can ask your line manager or local HR team for a referral.

When does this benefit become available?

This benefit is available now.



B Cycle to Work Scheme

Throughout the year we release places on our Cycle to Work scheme, where you can join over half a million Cycle to Work commuters across the country who have saved on a new bike through salary sacrifice.

With our Cycle to Work scheme you can save between **25-39%** and spread the cost of a new bike. You simply select a package, hire it for an agreed length of time, then snap it up for a fraction of its original value. It's like a year-round sale, with interest free credit available in over 2,000 retailers nationwide.

You can get any combination of bikes and accessories meaning you can revolutionise your commute. Staff can purchase a bike and equipment up to the value of £1,000 and payback the costs through their monthly pay.

Where can I find more information?

You can either contact your Local HR team directly, email benefits@scottishsalmon.com or visit the Company Library.

Is this benefit contractual or discretionary?

This benefit is discretionary.

How do I apply for this benefit?

If you are interested in taking advantage of this benefit, please contact your local HR team who will arrange for a welcome email containing a link to the online portal.

When does this benefit become available?

This benefit has been available for a number of years.

5

Wider Wallet

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5 Wider Wallet



A Wider Wallet

WiderPlan



Shopping

Wider Wallet is an exciting employee discount site, providing SSC employees with privileged access to a tempting package of discounts and benefits, including access to over 14,500 retailers across the UK.

You can also access local offers on your smartphone and you will be able to easily see which retailers in your area offer a discount. You will be given a virtual membership card on your phone, so simply show this to the retailer to claim your discount.



Fitness

Wider Wallet also provide you with access to the best corporate membership rates at thousands of gyms across the country.

Wider Wallet Fitness will give you access to over 2,500 health clubs, leisure centres, hotel clubs and independent gyms. Many of the leading health club brands such as Virgin Active, David Lloyd, Fitness First, LA Fitness, LivingWell, Nuffield Health, Harpers, DW Sports, Total Fitness, Curves, British Military Fitness, Kinetika and Spirit are all included.

Whether you are looking to improve your fitness, to exercise with like-minded people or simply to have some much-needed time out, My Gym Discounts gym membership discounts make it that bit easier for you to enjoy a healthy lifestyle.

If you have a local retailer or gym where you would like to receive discounts, please contact the Central HR team as we can discuss the potential for discounts with the wider wallet team.

5 Wider Wallet

Where can I find more information?

You can either contact your Local HR team directly, email benefits@scottishsalmon.com or visit the Company Library. You can also visit scottishsalmon.widerwallet.com or contact the Wider Wallet Team. You will then receive your access code and instructions on how to register.

Is this benefit contractual or discretionary?

This benefit is discretionary.

When does this benefit become available?

These benefits are currently available.



B Childcare Vouchers

Childcare vouchers can be used for a wide range of care for children up to age 15, including nurseries, nannies, childminders, after-school care and holiday play-schemes.

Scheme members who are basic-rate taxpayers can order up to **£243** a month of childcare vouchers, while higher-rate taxpayers can order up to **£124** a month.

Your childcare vouchers will be provided instead of part of your normal salary. However, due to changes in Government legislation after 4th October 2018, there are no longer any savings in tax or national contributions.



Basic Rate Taxpayer
Up to **£243**
per month



Higher Rate Taxpayer
Up to **£124**
per month

Where can I find more information?

You can either contact your Local HR team directly, email benefits@scottishsalmon.com or visit the Company Library.

Is this benefit contractual or discretionary?

This benefit is discretionary.

How do I apply for this benefit?

You can either contact your Local HR team directly, email benefits@scottishsalmon.com or visit the Company Library.

When does this benefit become available?

This benefit is currently available.

5 Wider Wallet



C Dell Computer Discount



Dell Advantage for Employees is the benefits programme that provides employees discount across the entire Dell consumer product range. The discount is provided through unique voucher codes which are to be used on the **dell.co.uk** online store.

Employees will enjoy these exclusive discounts all year round:

- **10% discount** on XPS, Alienware, Dell Gaming
- **10% discount** on Monitors and Projectors
- **5% off** on Inspiron
- **20% off** all other Accessories

Discounts can be combined with money off deals on the online store. Not only that; you will also receive promotions and unique discounts not available to the general public.

In addition, Dell will offer further discounts throughout the year. The Central HR team will distribute emails and posters with the details of these discounts as and when they become available.

Where can I find more information?

You can either contact your Local HR team directly, email benefits@scottishsalmon.com or visit the Company Library. You can also visit www.dell.co.uk/advantage/employees

Is this benefit contractual or discretionary?

This benefit is discretionary.

How do I apply for this benefit?

You can either contact your Local HR team directly, email benefits@scottishsalmon.com or visit the Company Library.

When does this benefit become available?

This benefit is available now.



**The Scottish
Salmon Company**

www.scottishsalmon.com

Useful Contact Details

Benefit enquiries Benefits@scottishsalmon.com

Pension enquiries Pensions@scottishsalmon.com

Payroll enquiries Payroll@scottishsalmon.com

Company Library \\ev-shares\Departments\
Library\Benefits

General HR enquiries:

HR North 01499 600 611

HR South 01499 600 415

HR Central 0131 718 8534

External providers:

SSC Group Personal Pension Scheme

Royal London scottishsalmon@royallondon.com

Melville Independent scottishsalmon@mi-plc.co.uk