

Your Unilever pension

Saving for the Future with Unilever

When you start a new job, one thing you're probably not thinking about is your retirement. However, a pension plan is one of the most valuable benefits a company can offer its employees – and we'd like to introduce you to ours.

It is actually two plans in one: the Career average plan and the Investing plan. The **Career average plan** allows you to build up benefits year by year with contributions from you and Unilever. If you want to add to those benefits, you can use the **Investing plan** to make extra contributions towards more pension or tax-free cash when you retire.

Inside this leaflet, we take you through the main features of the plans, and explain how they work.

We enter you into the plan automatically. If you have any questions after reading this leaflet, or decide you do not want to stay in the plan, please get in touch with us – the contact details are on the back.



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How the Career av

Building up pension

Each year, you build up a pension of 1/60 of your 'pensionable earnings' for that year. Pensionable earnings are set between £4,909 and £39,150. You don't earn pension on earnings below £4,909 to allow for the State pension at retirement. These are the levels that apply at 1 April 2009 – they will be reviewed each April.

Unilever pays contributions on any earnings above the £39,150 limit, which you can receive as a contribution into the Investing plan, or take as extra income (less deductions) with your salary.

The pension you earn each year then increases annually in line with inflation up to 5% until you retire.

Retiring

Your pension is the total of these 'year's worth' of pension added together. Once you start receiving it, it will increase each year in line with inflation up to 2.5%.

Your 'normal retirement age' is 65, but you may be able to retire early at any age from 55 onwards (although the minimum age is 50 until 6 April 2010) provided the Company agrees. Your pension will be reduced by a certain percentage for each year you retire early, to allow for its being paid for longer.

Equally, you can retire late if Unilever agrees.

Whatever age you retire, you will normally be able to exchange part of your pension for a cash sum (currently tax-free) if you want to.

How the Investing

Boosting your benefits

Year by year, you'll be able to keep track of the pension you are building up in the Career average plan. You may decide that you want to add to this pension – maybe you're joining Unilever mid-career and want to top up the benefits that your years to retirement will provide, or you could simply have special plans for when you give up work.

You can boost your benefits by paying extra contributions above the normal 5% rate. These contributions will go into an Investing plan account.

Investing for the future

You then decide how you want to invest your account over your working life from a range of investment options. The aim of investing is to grow your account to provide a good level of extra benefit when you retire. But remember, all investing involves some form of risk – which is why financial products always carry warnings like 'your investment may go down as well as up'.

Over the years, you can make changes. As you near retirement, your attitude to risk is likely to change – should you carry on growing your account,

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Other valuable benefits

The plan isn't just there for when you retire.

No-one likes to think about 'the worst that could happen'. But the plan provides life cover – and pensions for your family – should anything happen to you while you are at Unilever. Once you have been in the plan for five years, there are also benefits payable if you have to stop work early because of serious ill health.

What it costs

You pay just 5% of your pensionable earnings (between the two levels) each month. And the real cost to you is currently less than this. Unilever pays these contributions directly into the plan (instead of you paying them from your salary) – which means that tax and National Insurance savings will apply to them. This is called the Unilever Contribution Arrangement – further details are in the plan guide you will receive when you join.

Unilever meets all the costs of these plan benefits (not covered by the contributions the members pay), along with the fees and expenses involved with running this plan.

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or focus on protecting the money you have built up already? Equally, you may want to vary the amount of extra contributions you pay from time to time if you have other financial commitments.

Unilever contributions

If your pensionable earnings are above the initial £39,150 limit, Unilever will make a 12.5% contribution based on those additional pensionable earnings that don't count towards your Career average plan pension. You can have this contribution paid into your Investing plan account, or take it as cash (less tax, National Insurance and

other deductions) with your salary or a combination of both.

Using your account

When you retire, you use your account to buy additional benefits. It can provide extra pension – or you can take some or all of the account as cash, currently tax-free, (within the HM Revenue & Customs tax allowances) before having to exchange any of your Career average plan pension.

Next steps

If you join Unilever, we will send you a pack, containing:

Career average plan guide

Further details of plan benefits

Investing plan guide

The range of investments available, with background information about investing

General information brochure

Other information you might need to know – from the legal ‘small print’ to how to get financial advice.

The pack will include a form for you to fill in and return to us if you do not want to stay in the Career average plan.

In the meantime, if you have any questions, call our helpline on:

0800 028 4390

or send an e-mail to:

peoplelinkuk@accenture.com



This leaflet outlines some of the main features of the plans – it does not give you any rights to benefits.

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