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Check your  
**finances**  
are in shape.



Total Reward

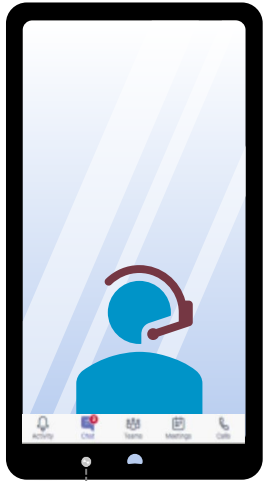
**Your  
benefits**

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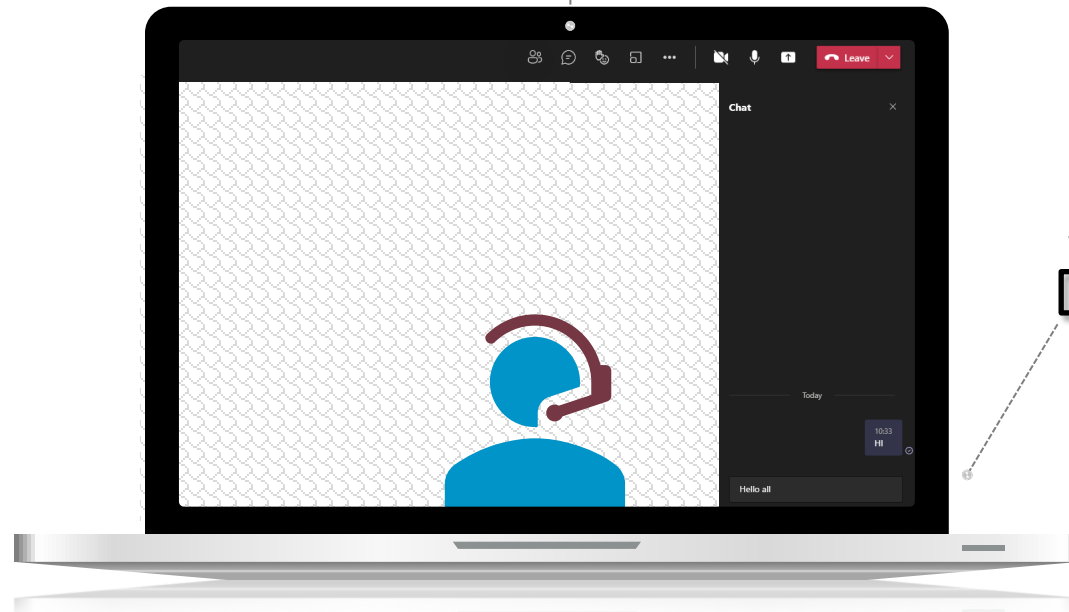
# using the chat box.



tap the chat box icon  
(it may be at the top of your  
device's screen)



click the chat box icon



type a message

Hello all...

**WEALTH at work**

part of the Wealth at Work group

# about us.

We are a leading financial wellbeing and retirement specialist - helping those in the workplace to improve their financial future.

Established in 2005, we work with hundreds of organisations across both the private and public sector.

Our financial education services are delivered on a bespoke basis.

# financial education structure.

## Request a Callback

You will be able to ask questions relating to your own circumstances.



### Online Seminar

Today's online seminar will cover scheme specific financial education.



### Next steps

We will identify your next steps and point you in the right direction.

# what we'll cover today.

- Understanding Salary Sacrifice
- Total reward benefits
- Haleon share plans
- Haleon Pension Plan
- Haleon healthcare plan
- Tax-free plans
- Discounts
- Achieving goals
- Further information

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understanding salary  
sacrifice.

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# salary sacrifice.



## You save:

**Basic-rate  
Taxpayers  
up to 28%\***

- Saving made up of:
- 20% income tax, &
  - 8% NI

**Higher-rate  
Taxpayers  
up to 42%\***

- Saving made up of:
- 40% income tax, &
  - 2% NI

\* Tax relief on pension contributions is limited to the greater of 100% of relevant earnings and £3,600.

# salary sacrifice.

## Example - Basic Rate Taxpayer

- Earning £30,000 per year, £2,500 per month
- Wants to buy benefits worth £200 per month

| Without Salary Sacrifice |           |
|--------------------------|-----------|
| Gross Pay                | £2,500.00 |
| Less Tax & NI            | £406.70   |
| Less Cost of Benefit     | £200.00   |
| Net Pay                  | £1,893.30 |

| With Salary Sacrifice |           |
|-----------------------|-----------|
| Reference Pay         | £2,500.00 |
| Less Cost of Benefit  | £200.00   |
| Gross Pay             | £2,300.00 |
| Less Tax & NI         | £350.70   |
| Less Cost of Benefit  | N/A       |
| Net Pay               | £1,949.30 |

- Salary sacrifice has saved the employee £56 for the month, that's £672 per year



# salary sacrifice.

So how much could you save?

- It depends on:
  - What tax you pay, &
  - How much of your salary you sacrifice

What benefits can reduce both tax and National Insurance costs?

- Pension contributions
- Share Reward contributions
- Bikes via the 'Tax-free: Bike' scheme
- 'Tax -free Holiday'

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total reward benefits.

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# shares and savings & health and life.



- Share Reward
- Share Save
- Haleon Pension Plan



- Healthcare Plan
- Total Reward Discounts
- Tax-free: Bikes
- Tax-free: Holiday

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# Haleon share plans.

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# share reward.

-  Contribute 10% of salary up to £125 pm
-  1 free share for every share you buy
-  Savings on Income Tax and National Insurance
-  Dividends can buy dividend shares or can be paid as cash
-  Shares can be sold tax free after 5 yrs (dividend shares 3 yrs)
-  Shares can be transferred to an ISA, or sold and the proceeds transferred to a SIPP subject to HMRC limits



# share reward.

£125

Invested

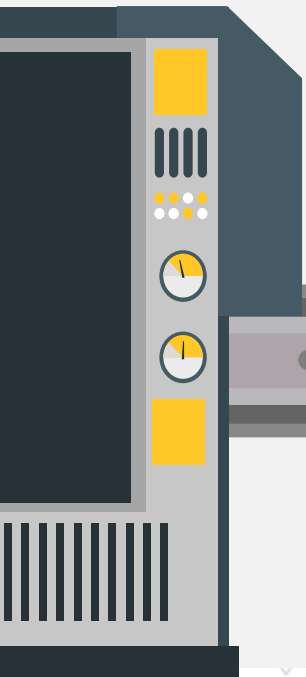
£125 Reward shares

£35

Tax and NI saving (28%)

£90

Personal cost



£250 Total Invested



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# share reward.



Dividends can be used to buy dividend shares or be paid as cash

# share reward.

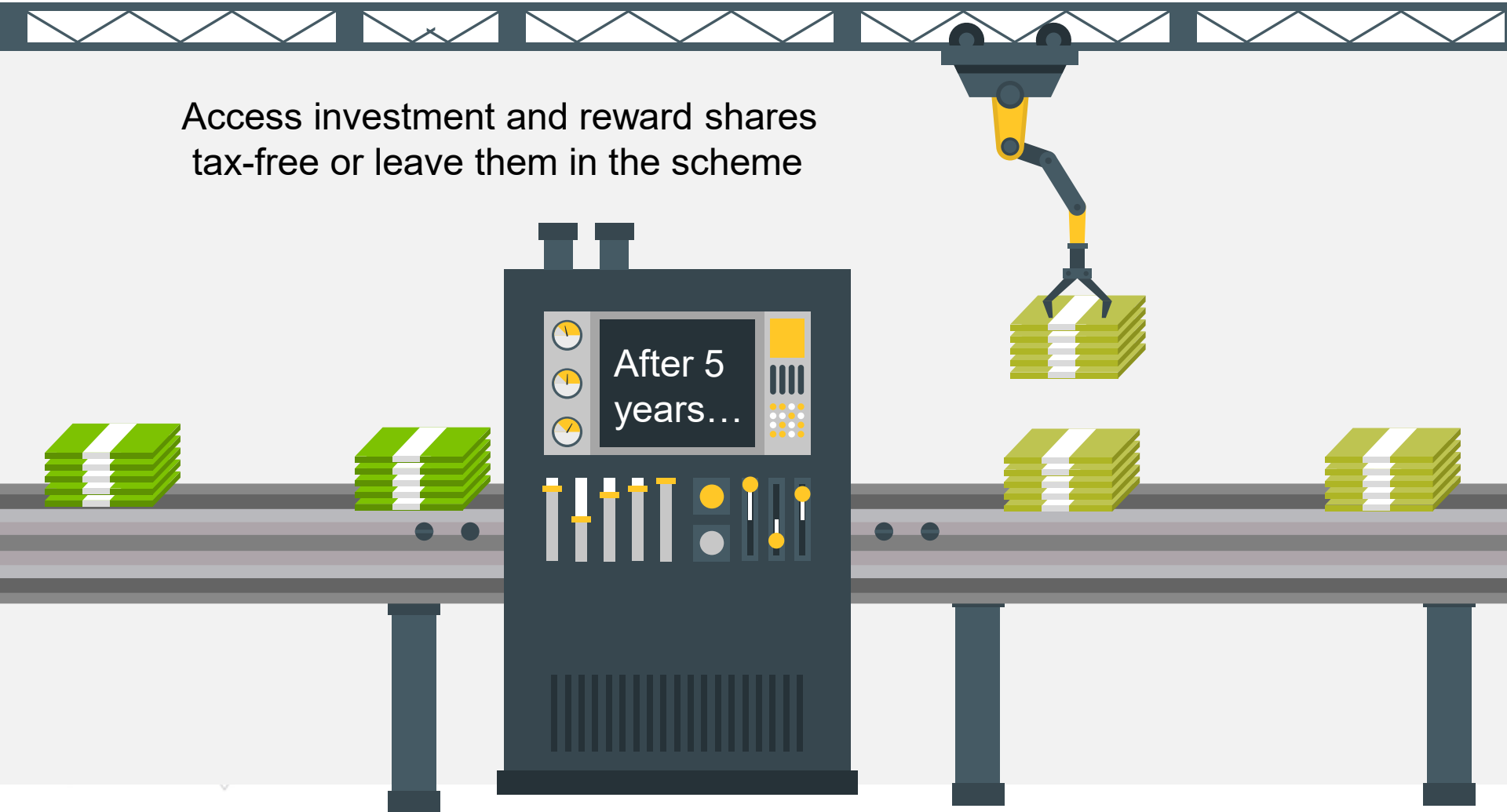
Access dividend shares tax-free  
or leave them in the scheme





# share reward.

Access investment and reward shares tax-free or leave them in the scheme



# choices upon leaving Haleon.

When you leave Haleon, your shares must be removed from Share Reward.



Tax and National Insurance may be due on shares held for less than 5 years when you leave Haleon.

# share save.

Save between  
£5 and £500  
per month

Option price is  
set at the start  
of the term and  
will be 20%  
below the  
share price at  
that time

At the end of  
the term, buy  
shares or take  
savings tax  
free\*

Save for a 3  
year period

Possible tax  
free bonus at  
the end of the  
contract

Shares can be  
transferred to  
an ISA\*\*

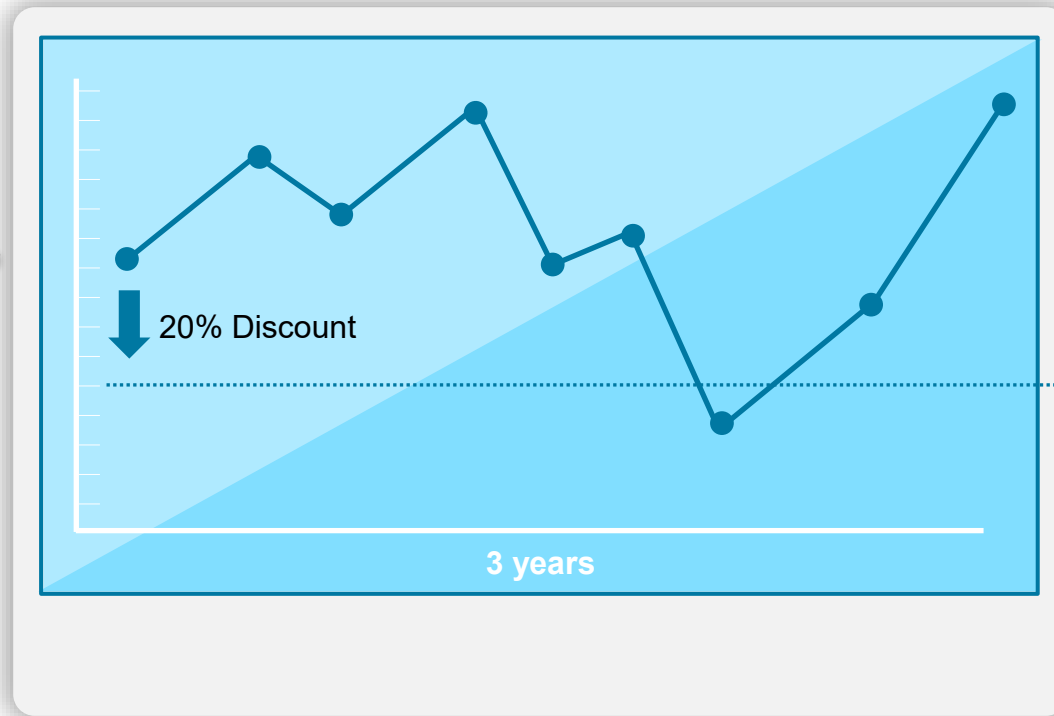
\*your option can be exercised anytime within 6 months from the end of the term

\*\*subject to HMRC limits

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# share save.



Opening Price

20% Discount

3 years

Maturing Price

Capital Gain

Option Price

For illustrative purposes only

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# share save options.

Exercise Option  
and receive  
shares  
immediately

Exercise Option  
and sell shares  
immediately

Exercise Option  
and transfer  
shares into an  
ISA \*

Close Share  
Save account  
and obtain  
repayment of  
savings plus  
bonus (if  
applicable)

\*Subject to HMRC limits

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# Haleon Pension Plan.

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# defined contribution (DC) schemes.

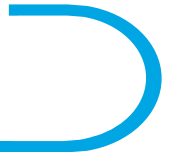
Employer and employees contribute (tax-free\*)



Any investment growth is tax-free



You can access your pension from age 55\*\*



Receive up to 25% tax-free



Receive a taxable lump sum or generate a taxable income with remaining pot



\*subject to HMRC limits

\*\*The minimum age for accessing your pension is expected to increase to age 57 from 6 April 2028. Pension savings in certain schemes may be protected from this change.

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# Haleon Pension Plan.

| Contributions            |                       |                            |                                |       |
|--------------------------|-----------------------|----------------------------|--------------------------------|-------|
| Haleon core contribution | Employee contribution | Your matching contribution | Haleon's matching contribution | Total |
| 7%                       | 2%                    | 0%                         | 0%                             | 9%    |
| 7%                       | 2%                    | 1%                         | 1%                             | 11%   |
| 7%                       | 2%                    | 2%                         | 2%                             | 13%   |
| 7%                       | 2%                    | 3%                         | 3%                             | 15%   |

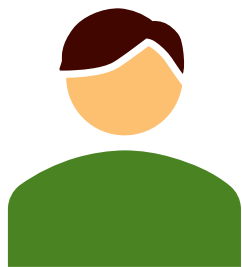


Contributions are paid via Salary Sacrifice



# Haleon Pension Plan.

Pay more, get more with matching contributions



## 27 years old

- Salary of £27,000
- Would like to retire at age 65
- Has no existing pension provision

## Contributions

| Matching contribution | Net pay per month | Monthly cost of the matching contributions | Projected pension pot at age 65* | Projected increase in pension pot |
|-----------------------|-------------------|--|----------------------------------|-----------------------------------|
| 0% + 0%               | £1,880.90         | N/A  | £127,324                         | N/A                               |
| 1% + 1%               | £1,864.70         | £16.20                                     | £155,618                         | 22%                               |
| 2% + 2%               | £1,848.50         | £32.40                                     | £183,912                         | 44%                               |
| 3% + 3%               | £1,832.30         | £48.60                                     | £212,207                         | 67%                               |

All figures assume the matching contribution is paid in addition to the 2% core contribution

\* Source: [www.moneyhelper.org.uk](http://www.moneyhelper.org.uk)

Assumptions used: increase to salary = 2.5% per annum (pa) – pension charges = 0.75% pa – growth rate = 5% per annum – inflation = 2.5% pa

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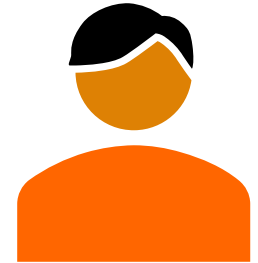
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# Haleon Pension Plan.

Pay more, get more with matching contributions

## 50 years old

- Salary of £60,000
- Would like to retire at age 65
- Has £75,000 in the Haleon Pension Plan



## Contributions

| Matching contribution | Net pay per month | Monthly cost of the matching contributions | Projected pension pot at age 65* | Projected increase in pension pot |
|-----------------------|-------------------|--|----------------------------------|-----------------------------------|
| 0% + 0%               | £3,721.78         | N/A  | £187,205                         | N/A                               |
| 1% + 1%               | £3,692.78         | £29.00                                     | £207,428                         | 11%                               |
| 2% + 2%               | £3,663.78         | £58.00                                     | £227,652                         | 22%                               |
| 3% + 3%               | £3,634.78         | £87.00                                     | £247,876                         | 32%                               |

All figures assume the matching contribution is paid in addition to the 2% core contribution

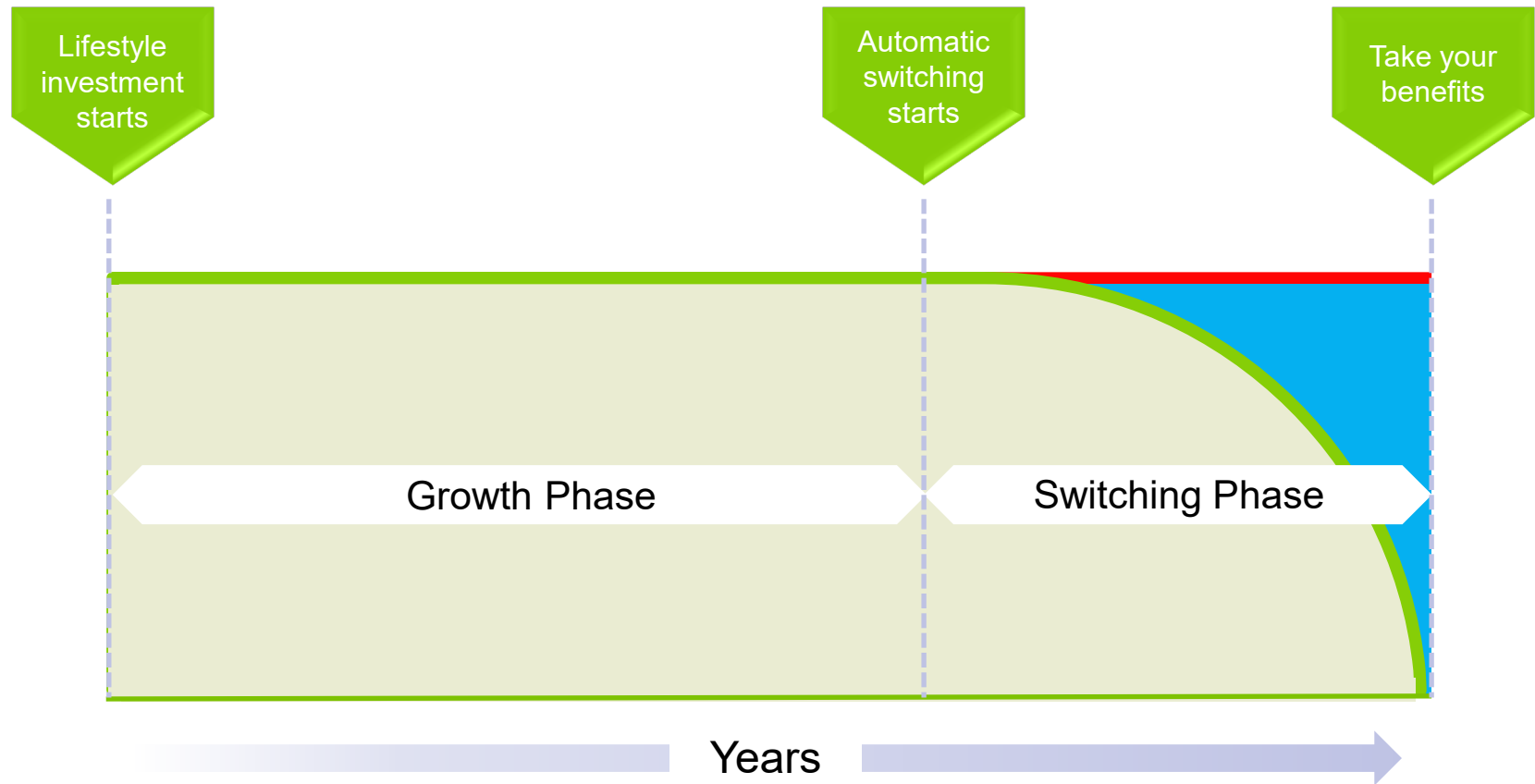
\* Source: [www.moneyhelper.org.uk](http://www.moneyhelper.org.uk)

Assumptions used: increase to salary = 2.5% per annum (pa) – pension charges = 0.75% pa – growth rate = 5% per annum – inflation = 2.5% pa

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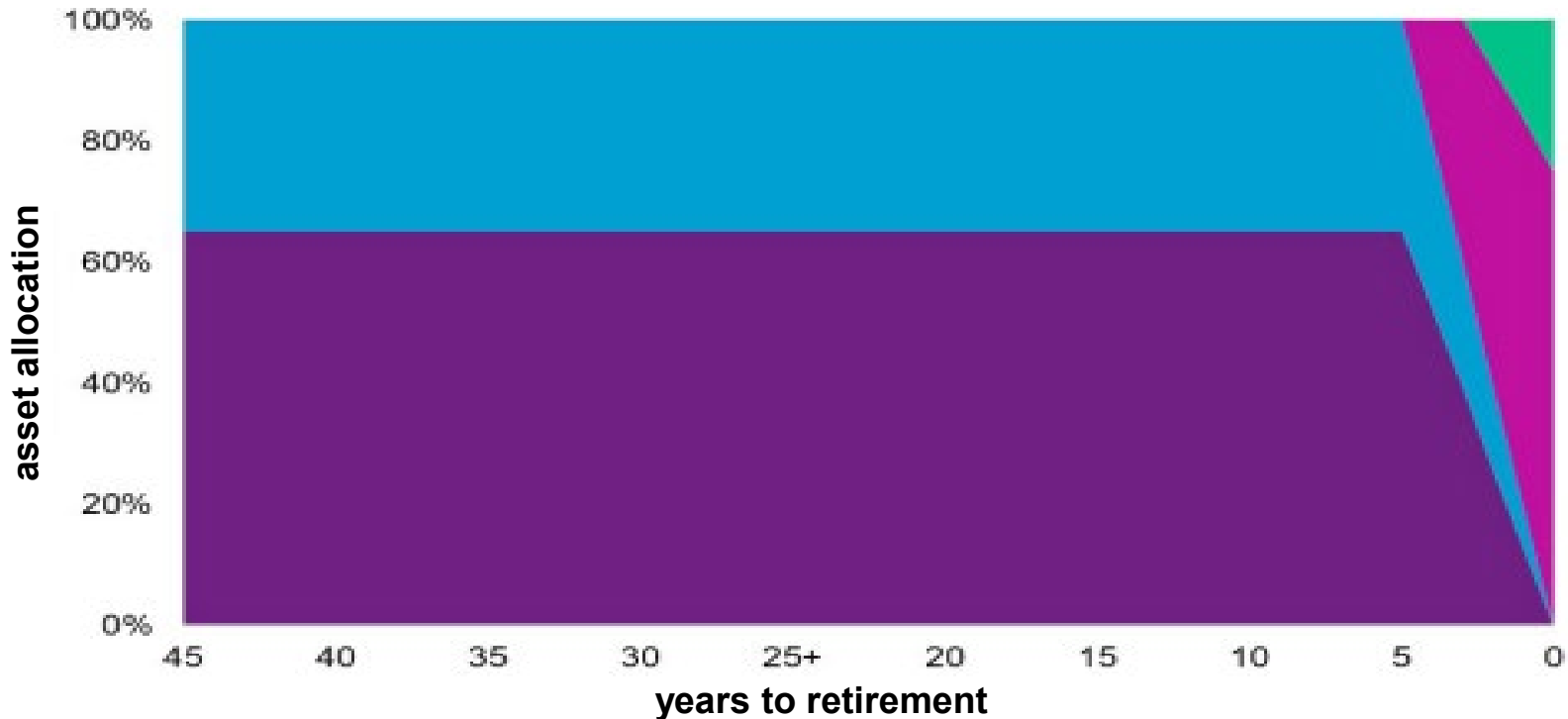
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# lifestyle funds.



# Haleon Pension Plan.

Your default pension investment option if the CH Drawdown Lifecycle strategy.



● LifeSight Equity Fund

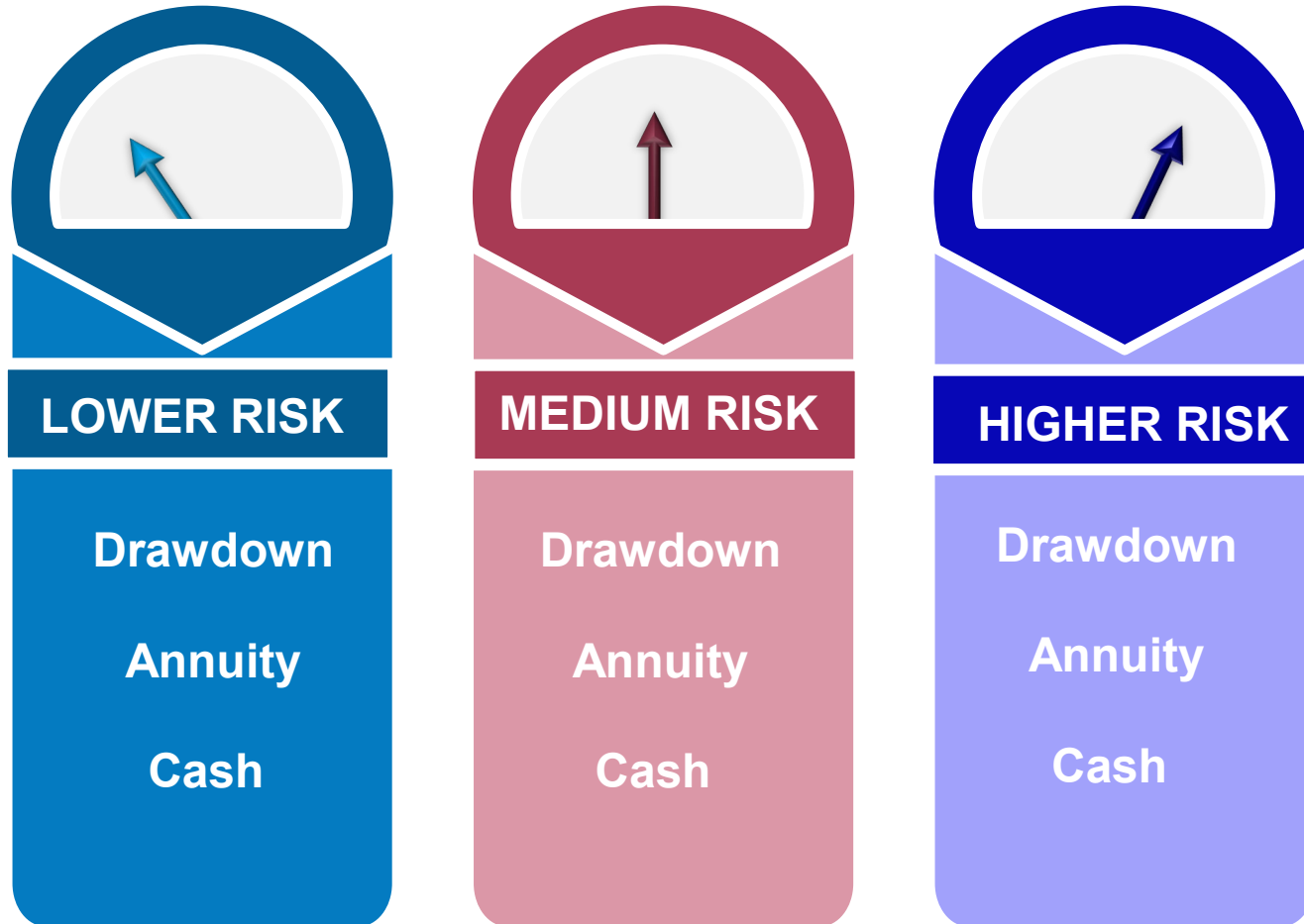
● LifeSight Diversified Growth Fund

● L&G Retirement Income Multi-Asset Fund

● LifeSight Cash

# Haleon Pension Plan.

You have 9 other LifeCycle options to choose from, each targeting a different withdrawal route and risk level.



# freechoice investment options.

Freechoice allows you to choose from a range of funds and select your own asset allocation.



4 LifeSight  
Blended  
Funds



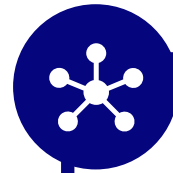
13 Equity  
Funds



7 Bonds  
Funds



2 Property  
Funds



1 Multi-Asset  
Fund

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# Haleon healthcare plan.

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# Haleon healthcare plan.

Provides you with access to prompt, high quality private medical treatment  
Haleon now pays for family funded cover for all employees regardless of grade

Cover includes assisted Fertility

Employees must select through Total Reward online

Available to new joiners and during the annual window



# CIC and dental cover.

## **Critical Illness and Partner Critical Illness cover**

- Pre-existing conditions excluded from the policy
- Select up to £500,000 of cover
- Costs deducted through payroll
- Future elections, increase by £25,000 only
- Available to new joiners and during the annual window

## **Reimburses dental costs for you and your dependants**

- Multiple cover levels to choose from
- Costs taken via payroll
- Provider of the plan is Bupa
- NHS and Private dentists included
- Available to new joiners and during the annual window

# health cover & gym membership.



## **Simply Health policy can reimburse the cost of various Health treatments**

- Multiple cover levels to choose from
- Costs taken via payroll
- Provider of the plan is Simply Health
- Available to new joiners and during the annual window



## **Multiple gym membership options available to choose from**

- Multiple membership options available to choose from
- Costs taken by direct debit with no payroll interaction
- Provider of the benefit is Hussle
- Employees can avail from discounts on various gym memberships
- All local gym subsidies will stop in place of this benefit from 1 April 24
- Available all year via the Yulife Wellness app

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tax-free plans.

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# tax-free: plans.

Tax-free: Holiday

Tax-free: Bikes  
Up to a maximum value of £3,000

The cost of the benefits above are paid for via salary sacrifice.

# workplace Savings ISA – Cushon.

Save in cash or invest

Apply via Total Rewards Online

Net pay deductions

Amend investments  
and contributions

Savings start from  
£10 per month

Paid into separate account

Taken from payday



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discounts.

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# saving money.

- Total Reward Discounts offers a range of discounted products and services
- Discounts include:
  - Flights and holidays
  - Insurance
  - Gym membership
  - Electronics
  - Fashion
- The level of discounts offered varies between retailers
- Visit Total Reward online to view the full range of discounts

# saving money – case study.

- Sally's regular spending includes
  - £300 per month (£3,600pa) on supermarket shopping
  - £50 per month (£600pa) on clothes
- Sally has also spent the following this year
  - £300pa on jewellery
  - £400pa on DIY

## What savings has Sally missed out on?

|               |        |                            |                       |
|---------------|--------|----------------------------|-----------------------|
| Sainsburys    | —————> | $£3,600 \times 5\% = £180$ |                       |
|               |        | $£600 \times 8\% = £48$    | ←———— House of Fraser |
| Earnest Jones | —————> | $£300 \times 10\% = £30$   |                       |
|               |        | $£400 \times 4\% = £16$    | ←———— Wickes          |
|               |        | <hr/>                      |                       |
|               |        | <b>Total = £274</b>        |                       |

Discounts shown are examples only and are subject to change



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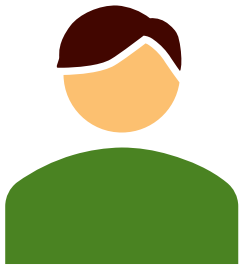
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achieving goals.

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# getting the most from Total Reward.



## 27 years old

- Just joined Haleon
- Has a number of short and medium term goals to consider, including getting married in 3 years and buying a first home
- How can these goals be achieved utilising Haleon Total Reward?

# getting the most from Total Reward.

**Need:** I'm getting married in 3 years & I'm also saving for a deposit for my first home

**Solution:**

Haleon share plan proceeds  
Haleon Total Reward Discounts

**Need:** I'm taking on more financial commitment than I have ever had before. How can I protect myself?

**Solution:**

Life Assurance for Haleon Pension Plan members  
Haleon Healthcare Plan  
Haleon Sick Pay for long term absent employees

**Need:** I understand that retirement is a long time in the future. However I would like to retire before my state pension age of 68.

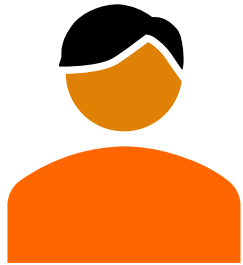
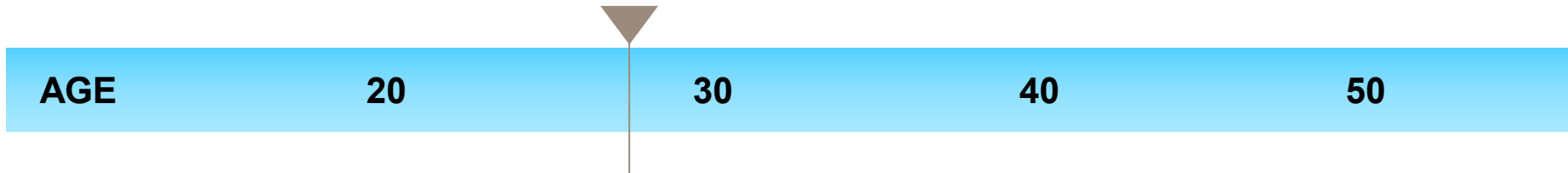
**Solution:**

Haleon Pension Plan

- Maximum matched contributions
- Benefit from salary sacrifice

Life Assurance cover has increased from 4X to 6X cover  
You can select a cover level for your partner during the benefit election window

# getting the most from Total Reward.



## 50 years old

- Has been working at Haleon for many years
- Has children who are growing up but still financially dependent
- Considering how to support their family whilst saving for retirement
- How can these goals be achieved by utilising Haleon Total Reward?

# getting the most from Total Reward.

**Need:** My children will soon be attending university and I want to help them avoid getting into debt.

**Solution:**

Haleon share plan used on a rolling basis  
Haleon Total Reward Discounts

**Need:** I'm getting older and my lifestyle is better now than in my early career. How can I protect myself against unforeseen life events?

**Solution:**

Life Assurance for Haleon Pension Plan members  
Haleon Healthcare Plan  
Haleon Sick Pay for long term absent employees

**Need:** I realise I need to start focusing more on saving for my retirement. How can I use Haleon Total Reward to increase my pension?

**Solution:**

Haleon Pension Plan

- maximum matched contributions
- Benefit from salary sacrifice
- proceeds from Haleon share plans

# your feedback.

## your feedback.

Your seminar title

Thank you for joining us on XX/XX/XX we hope you found the content interesting. We constantly strive to improve our education and we couldn't do this without your feedback.

Please take a couple of minutes to answer the questions below. Do be assured that your answers will be kept confidential and not be shared with your employer in a format which identifies you.

## session review.

Please select the most appropriate rating to complete the statements on a scale of 1 to 5 with 1 being the lowest or most negative, and 5 being the highest or most positive response:

- |   |   |
|---|---|
| My knowledge of today's subject prior to attending                    | <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 |
| My knowledge of today's subject following this session                | <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 |
| The presenter's general financial knowledge and presentation skills   | <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 |
| The content was easy to follow and understand                         | <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 |
| The session covered sufficient detail of the subject                  | <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 |
| I would recommend this session to a colleague                         | <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 |
| I will take specific financial actions as a result of attending today | <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 |

General comments or suggestions:

Next

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# next steps.

## next steps.

Please select as applicable:

I would like a callback from **my wealth** to discuss my personal circumstances, please contact me

Yes  
 No

We will typically contact you by telephone. However, we may follow up by email or post.

I would like to receive information about **my wealth** services from time to time

Yes  
 No

We will typically send communications (including newsletters and industry updates) by email, but on occasion we may also contact you by post or telephone.

If you have answered YES to either of the above, please provide the following contact details:

| Title                                      | First name           | Last name            |
|--|----------------------|----------------------|
| <input type="text" value="Please select"/> | <input type="text"/> | <input type="text"/> |

Please confirm your email address (preferably a personal email address)

Please confirm your preferred telephone number

House name/number

Postcode

We take your privacy seriously. Any contact details you provide will be used solely for the above purposes. If you have ticked Yes to receive information about our services, we may use a third party supplier to assist us with sending you the information, and we will only provide your details to that supplier where required for this purpose. We will never share your details with other companies for marketing purposes and we will not disclose any information to your employer in respect of the above matters. For more information on how we handle your personal data, please see our [privacy notice](#).

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further information.

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# LifeSight contact information.



01737 230 473



[lifesightsupport@willistowerswatson.com](mailto:lifesightsupport@willistowerswatson.com)



The LifeSight Team, Willis Towers Watson,  
PO Box 758, Redhill, Surrey, RH1 9G



[www.lifesight-epa.com](http://www.lifesight-epa.com) / TotalReward Online (if on the network)

# further information and advice.

## **Personal budgeting and setting goals**

[www.moneyhelper.org.uk](http://www.moneyhelper.org.uk)

## **State Pensions, Income Tax and ISAs**

[www.gov.uk](http://www.gov.uk)

[www.hmrc.gov.uk](http://www.hmrc.gov.uk)

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thank you.

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