



Salary Sacrifice Opt-out Form

Fill in this form to stop making pension contributions (and/or additional voluntary contributions) by salary sacrifice

What is salary sacrifice?

Salary sacrifice is an arrangement where Nestlé pays contributions on your behalf and you agree that your pay is reduced by the same amount each month. In this way, you and Nestlé make savings on the national insurance that you would have had to pay if you had made the contributions yourself.

Salary sacrifice might not be right for you

Although most people will benefit from salary sacrifice, in some circumstances salary sacrifice may not be suitable for you. You should be aware of the potential drawbacks and take them into account when deciding whether it's right for you. You can find more information about salary sacrifice on the Nestlé UK Pension Fund (the Fund) website at www.nestlepensions.co.uk/joining-the-fund/making-contributions

If you opt out of salary sacrifice you will still be a member of the Fund

By filling out this form you will stop making pension contributions by salary sacrifice but you will not be opted out of the Fund. This means you will still continue to save for your retirement, but the way that you save will be different so that your contributions are taken directly from your pay instead (also known as 'a net pay arrangement').

You can read more about this at www.nestlepensions.co.uk/joining-the-fund/making-contributions

If you don't complete this form, Nestlé will automatically enter you into a salary sacrifice arrangement to pay your pension and/or AVCs once you have been a member of the Fund for a whole month.

Part 1 - Your details

Please complete in **BLOCK CAPITALS**

STRICTLY PRIVATE AND CONFIDENTIAL

Title: _____	Phone number: _____
First name: _____	Date of birth: _____
Surname: _____	Personnel number: _____
Member number: _____	

Part 2 - Declaration

By signing this form, I understand that:

If I've already been entered into the salary sacrifice arrangement in order to pay my pension and/or additional voluntary contributions (AVCs), I will leave this arrangement in next available payroll. Once this happens, my pay will go back to including the amount I was paying as pension contributions and/or AVCs through salary sacrifice.

And, going forward, I will make pension savings and/or AVCs directly from my pay (which is known as 'a net pay arrangement').

If I haven't been entered into the salary sacrifice arrangement yet in order to pay my pension and/or AVCs, I will not join this arrangement at all and will continue to make pension contributions directly from my pay (which is known as 'a net pay arrangement').

I understand that this will mean a change to the terms and conditions of my contract with Nestlé and that by signing this form I agree to this change.

I agree that the Trustees will provide a copy of this form to my employer as evidence of this agreement.

Signed:

Date:

**Please return this form to: Nestlé Pensions, 1 City Place, Gatwick RH6 0PA,
or send a scanned copy to pensions@uk.nestle.com**