

Automatic Re-enrolment Frequently Asked Questions

Q1 What is automatic re-enrolment?

A1 From June 2013, Wincanton had a statutory requirement to automatically enrol eligible employees into a qualifying pension scheme (i.e. without any requirement for an application procedure). Both the employer and employee must contribute to the scheme at a minimum level.

Every 3 years the Company must automatically re-enrol eligible staff into a pension scheme if they have previously opted out or ceased membership of the Wincanton plc Pension Scheme. The Company's automatic re-enrolment date is **1st May 2016**.

Q2 What is an eligible employee?

A2 An eligible employee is an individual who meets the following criteria:-

- Aged between 22 years and state pension age
- Earns more than £10K qualifying earnings per year
- Works in the UK
- Is not already an active member of the Wincanton plc Pension Scheme ('the Scheme')

Q3 What is the qualifying pension scheme?

A3 The Retirement Savings Section ('RSS') of the Wincanton plc Pension Scheme is the designated qualifying pension arrangement for auto-enrolled employees.

Q4 How will I know that I have been re-enrolled?

A4 Eligible employees will receive a re-enrolment letter during May 2016 to confirm that they have been automatically re-enrolled. Contributions will be made by the employee and the Company with immediate effect and will be visible in payslips from May onwards for weekly, lunar and monthly paid employees.

Q5 What do I contribute as a member?

A5 Your contribution will start at 1% of your pensionable pay above the lower earnings limit. The lower earnings limit is currently £112 per week or £486 per calendar month.

You do not pay tax on pension contributions. Contributions are paid via a salary sacrifice arrangement known as 'SMART Pensions' which should further reduce the cost impact as you will usually pay less National Insurance too. You can opt-out of SMART Pensions if you wish to.

Wincanton plc will also contribute to your pension.

Q6 What happens to the money paid into the Pension Scheme?

A6 Pension contributions will be invested for you in your own earmarked retirement savings account. You will be given access to your own online account via the Scheme website where you can track its progress.

Q7 Are there any exemptions to automatic re-enrolment?

A7 Employees will not be re-enrolled into the Scheme if they have:

- Opted out or ceased membership within 12 months of the re-enrolment date
- Given or received notice to end their employment (e.g. resignation, redundancy, dismissal etc.)

Q8 Can I opt-out in advance?

A8 No. This is specifically prohibited in the legislation. Nor should you be encouraged or be induced to opt-out.

Q9 How can I opt-out?

A9 As with auto-enrolment, employees can opt out but only once they have been automatically re-enrolled. The opt-out period is one month from re-enrolment and will be confirmed in the re-enrolment letter.

Opt out forms can be obtained from the pension website – www.wincantonpensions.co.uk – or by contacting the pension helpline – 0345 122 2032.

If the employee opts out within the opt out period, the Company must refund any contributions made and amend their record so that it is as if the employee has never been in the scheme.

Q10 Where do I find more information?

A10 Wincanton pensions helpline: 0345 122 2032

E Mail: wincantonpensions@capita.co.uk

Web: www.wincantonpensions.co.uk

The Pensions Regulator: www.thepensionsregulator.gov.uk