

# UK BASILDON BENEFITS OVERVIEW

Momentive offers comprehensive competitive benefits to support our employees' physical, mental, and financial well-being.



## YOUR HEALTH

### MEDICAL PLAN

**Current Provider:** Vitality Health

- Optional supplemental health insurance to NHS
- Option to add family members to the scheme
- Insurance has a core cover (in-patient and day-patient treatment), advanced cancer cover, out-patient cover, therapies cover, mental health cover, and more.

### PERSONAL ACCIDENT/BUSINESS TRAVEL INSURANCE

Insured sum (up to 4x annual base salary) may be claimed in case of an accident-causing death, permanent total disablement, or permanent disabling injuries.



## YOUR WELLNESS

### MENTAL HEALTH & EMPLOYEE ASSISTANCE PROGRAM

- 8 free and confidential face-to-face (or virtual) counseling sessions for each family member, per issue, per year
- A wide variety of resources on Child and Elder Care, Work-Life Balance, Family Services, and more

### WELL-BEING EDUCATION SESSIONS & SEMINARS

#### PERSONAL TIME OFF (PTO)

5 weeks time off (vacation, sick, personal days) with additional time based on years of service.

YEARS OF SERVICE	ANNUAL LEAVE ENTITLEMENT
Less than 5	25 Days
5 - 10	26 Days
10 +	27 Days

#### Bank/ public holidays

- 8 Days



## YOUR CAREER

### PROFESSIONAL DEVELOPMENT

- Momentive University (digital & self-directed)
- Virtual Workshops (live & interactive)
- Classroom (leadership & business skill development)



### REWARDS & RECOGNITION

Through our Inspire program, you can nominate fellow employees and receive recognition for making a difference and contributing to our Company's success.

*We Care* about the well-being and safety of our employees, their families, and the planet.



# YOUR WEALTH

## PENSION SCHEME

- Defined Contribution plan administered by Aviva
- Payments are processed via Salary sacrifice
- Standard Employer Contribution – 6% of base salary
- Minimum Employee Contribution – 4% of base salary
- Employees may increase their minimum contribution percentage

## GROUP INCOME PROTECTION

- Current Provider: Zurich
- Applies after 28 weeks after the first day of continued sickness absence
- Benefit: 75% of salary less Employment & Support Allowance (ESA) plus 2x annual base salary at the end of limited payment (60 weeks)

## GROUP LIFE ASSURANCE

- Current Provider: Canada Life
- Insured amount (4x annual base salary Death in Service benefit)
- The Free Cover Level is £1,250,000 of total benefit. (FCL is a level of sum assured that is offered without any evidence like medical tests or underwritings)

## EMPLOYEE ASSISTANCE PROGRAM (EAP)

Talk to financial experts about various financial topics, from budgeting to estate planning to elder healthcare.

## CAR ALLOWANCE

Employees satisfying the eligibility criteria of the EU MPM company car policy have the option to either choose a cash allowance or lease a company car as per their respective track/level.



# YOUR FAMILY

## MATERNITY BENEFIT

- Maximum of 52 weeks leave
- Statutory Maternity Pay (SMP) is payable for a maximum of 39 weeks
- The first six weeks of maternity leave are paid at least 90% of average weekly earnings.
- The following 33 weeks are paid at SMP or 90% of average weekly earnings, whichever is lower.
- Enhanced company maternity pay is 13 weeks of full pay. Eligible employees with over 12 months of service before the end of the preceding 15th week (Qualifying Week) before the expected due date.

## PATERNITY BENEFIT

- Paid 2 weeks' leave as per statutory law. Leave can be taken in a single week or consecutively.
- The employee must have at least 26 weeks of continuous service at the Qualifying Week.
- To be availed within the first year of the actual DOB of the child
- To be availed within one year of the actual DOB of the child



We Enable Solutions for  
a Sustainable World™