

Annex D

Non-contractual Benefits are contained in Annex B , for those that were difficult to replicate the following alternative arrangements have been put in place.

- Childcare vouchers

A new scheme will be set up with Edenred. People will be able to continue to use any existing vouchers in hand and will be able to apply for new ones under the new scheme.

- Share schemes (SaveShare and DirectShare)

At the point of sale completion employees will be treated as 'good leavers' in respect of the policy. Details and the specific rules are provided in the scheme 'leaver's booklet'. This includes a facility to contribute up to 6 payments into the SaveShare scheme and then either exercise the option or withdraw the money.

- 'Your Rewards'

There are a number of non-contractual rewards that BT offers under the banner of 'Your Rewards'. Bt set out in their comms what these are and how they will be handled.

- Mobile phone discount

Fleet will not be able to continue to offer the discount for any BT product that an employee is currently taking so the employee discount will cease following the sale. However BT will put in place an exclusive special offer for Fleet employee if they wish to continue as mobile customers. Employees will be contacted directly to discuss the best options for them.

- Employee discounts (Beat That)

As a BT scheme, Fleet employees will cease to have access following the sale. However Fleet are keen to put in place a replacement scheme so will commence a review later this year with a view to putting something in place. Fleet will seek input into that review from its employees and would welcome the input of the CWU too as part of the review.

- Personal accident insurance

As a BT scheme access to this non contractual benefit will cease post sale. Fleet will review their position on this moving forward.

- Employee Assistance Programme (EAP)

As a BT scheme Fleet employees will cease to have access following the sale. However anyone currently using the service prior to the sale will be able to continue with the service post separation up until completion of their current treatment(s). Any replacement service will be reviewed by Fleet moving forward who would welcome any input from the CWU.

- Eye Care

In the short term Fleet Solutions will provide eye tests and single vision lens glasses to those who are DSE users or have a requirement based for safety glasses, using the expenses system for individuals to claim back the cost based on current policy. Fleet solutions will

engage a provider to supply eye test vouchers and glasses as required following the separation. BT is looking to share its leverage with Specsaver in order to provide a similar service

- Give as you earn

The current BT arrangements will cease however Fleet will review and look to put in place a replacement scheme after the sale.

- Long service awards

Length of service is not impacted by the sale. Financial long service award payments are not impacted by the sale. Non-financial awards (e.g. certificates) will be subject to review by Fleet.

- Corporate card

Fleet will continue to use Airplus as a corporate card provider. A new card will be provided and employees will be advised on how to apply for these.

- Vehicle MOT and working on own vehicle procedure

The current arrangements will continue after the sale for Fleet employees.

- BT Benevolent Fund

If Fleet employees wish to continue to contribute to the benevolent fund they will need to contact the charity direct to make arrangements. As with any ex BT employee, Fleet employees can continue to have access to the services of the charity after the sale.

- Salary Sacrifice

Salary sacrifice as a payroll facility will not be impacted by the sale, although Fleet will use a different payroll system (ADP).