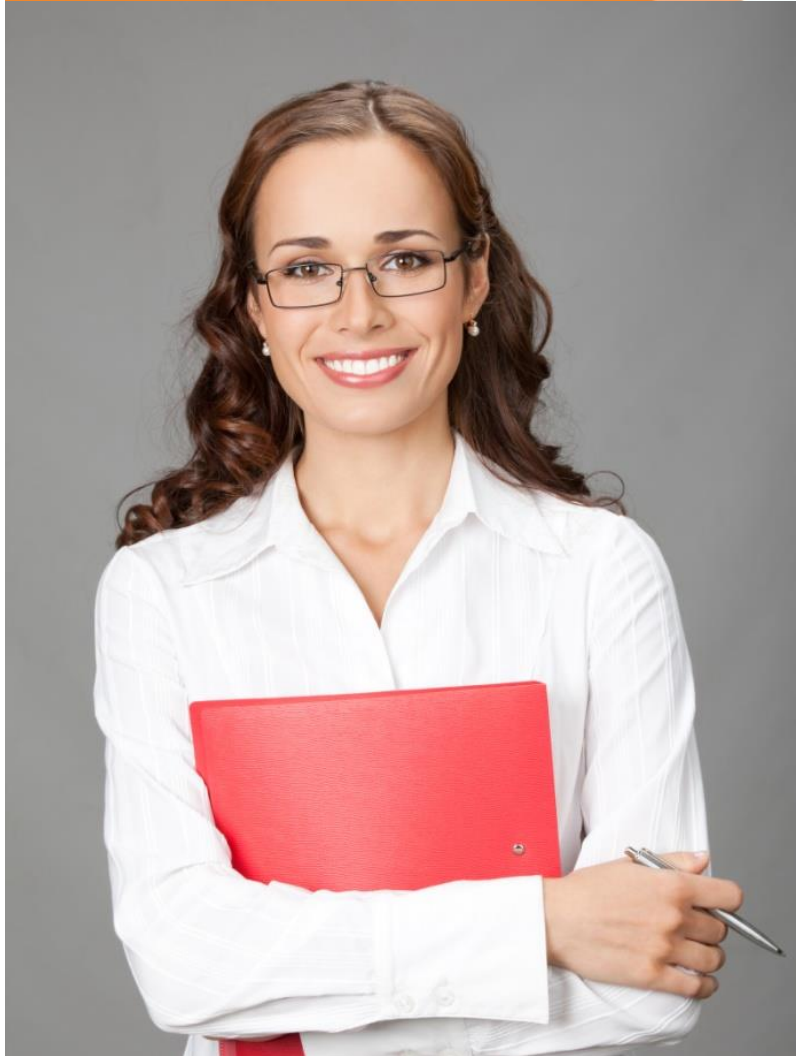


PayWell 2013

21st year



pwc

Remuneration Strategy and Employee Benefits Report

Content

1.	Remuneration strategy	3
1.1.	Employee remuneration strategy – target market position	3
1.2.	Evaluation of employee performance and salary review	5
1.2.1.	Methods of employee performance evaluation	5
1.2.2.	Frequency of employee performance evaluation process	8
1.2.3.	Salary reviews	8
1.2.4.	Planned and actual salary increase	9
1.3.	Variable pay	10
1.3.1.	Performance based pay	10
1.3.2.	Time - related bonuses and overtime	17
1.3.3.	Fixed and flexible working hours	19
1.3.4.	Other financial compensation	20
1.3.5.	Incentive for absence reduction	22
1.3.6.	Starting salary	22
1.3.7.	Retirement bonus and redundancy pay	24
2.	Employee benefits	25
2.1.	Costs of employee benefits	25
2.2.	Flexible employee benefit scheme	26
2.3.	Social benefits	27
2.3.1.	Above-standard health care	27
2.3.2.	Higher sickness allowances	27
2.3.3.	Annual leave	28
2.3.4.	Maternity and parental leave	28
2.3.5.	Days Off	29
2.3.6.	Contribution to recreation	29
2.4.	Capital benefits	29
2.4.1.	Contributions to insurance	29
2.4.2.	Loans with beneficial terms	31
2.5.	Catering, accommodation and transportation to work	32
2.5.1.	Catering and refreshments at work	32
2.5.2.	Accommodation and moving arrangements	32
2.5.3.	Contributions to transportation to work	32
2.6.	Other employee benefits	33
2.6.1.	Social, cultural, and sport events	33
2.6.2.	Childcare	34
2.6.3.	Use of mobile telephones	35
2.6.4.	Presents	36
2.6.5.	Education	37
2.6.6.	Other benefits	38
3.	Company cars	39
3.1.	Car fleet management	39
3.2.	Classes of assigned cars	40
3.3.	Purchase price of cars	40