



2018 BELGIUM BENEFITS SUMMARY – BLUE COLLAR WORKERS

Employees are eligible for most benefits programs on the first day of employment.

Public holidays: 10 paid public holidays per year. When the holiday takes place on a weekend day, the employee is free to take up this day whenever he prefers. Employees, who work in a 5-shifts regime, need to work on holidays which are part of their work schedule.

Vacation: 20 days a year (when the employee has worked in a full-time regime the previous year). All employees receive one day off per 5 years of service with a maximum of 3 extra days. From the age of 50 years the employees get one additional day of career leave.

Extra vacation:

- additional holidays: 5 paid days/year
- CLA leave: 20,25h/year
- 5 minutes counter: 24h unpaid hours/year (only applicable for 2 & 3-shift workers and normal day shift workers)

Healthcare: This insurance guarantees, in case of hospitalization or critical illness, the additional reimbursement of expenses which are after deduction of the legal reimbursements (under national health insurance, sickness funds), still remain to be paid by the insured. The beneficiaries of this insurance are: the active employees, may also join the spouse or cohabiting partner and children who are domiciled at the home address of the employee. A personal contribution of 15 €/year per adult and 7 €/year per child has to be paid by the employee (one time deduction in January for the entire family).

Illness plan: The goal of the illness plan is to compensate the possible loss of income during the first 365 days of disability. The compensation is an addition to the social security payments of the Belgian social security and the monthly additional payment of the FBZMN (Fonds voor Bestaanszekerheid Metaalverwerkende Nijverheid) or an addition to the payment of the occupational accident insurance:

- up to a maximum of 100% of the taxable salary during the first 90 calendar days of illness,
- up to 75% of the taxable salary as of calendar day 91 until calendar day 365

To determine the number of illness days the periods of guaranteed income are included.

Disability Insurance: after the first year of illness (full / partial disability) due to illness or private accident, the employee can apply for an annuity through the disability insurance.

Annuity for full disability = 20% S1 + 75% S2

S1 = salary < 43.598,51 € (legal 'RIZIV' ceiling for illness / private accident 2018)

S2 = salary > 43.598,51 € (legal 'RIZIV' ceiling for illness / private accident 2018)

Salary = the annual salary is equal to 12 x the gross salary of the month January (average shift premiums included)

Death Insurance: In case the employee dies, the following capital will be paid out:

Married / cohabiting: 1 x the insurable annual salary

Single with children: 1 x the insurable annual salary to be divided amongst the orphans

Per child: annual orphan annuity (ends on the age of 18/25)

Contributions for this insurance are paid by the employer.

Other Benefits:

Year-end premium (statutory): In December a year-end premium will be paid (a requirement to meet certain conditions is applicable). This premium will be equal to:

- 164,47 x the hourly base salary for employees working in 5-shifts, plant continue and weekend regime.
- 175,07 x the hourly base salary for employees working in 2 or 3-shifts regime and fixed night regime.

Holiday premium (statutory): Blue-collar workers receive a holiday payment in the month of April in the amount of 15,38% of their earned gross wages in the previous calendar year.

Statutory increases: on July 1st of every calendar year, the base salary can be increased by the current inflation rate (applicable for our sector).

Sectorial increases: the base salary can also be increased based on regional agreements in the industry sector, but there are no fixed dates for those increases.

Meal vouchers: Value of 8 € (employee contribution of 1,09 €)

ECO vouchers: In the month of October, all blue collars receive ECO vouchers, for a total amount of 250 €. This amount can be prorated, depending on their work percentage.

Sport & Culture vouchers: All blue collars employed on December 1st. will receive Sport & Culture vouchers for the total amount of 100 € (pro rata in case of part time employment). These vouchers will be distributed in the month of December.

Transportation allowance: All blue collars are eligible to a raised transportation allowance representing 50% above the legal compensation

Seniority Premium (2018): All blue collar workers who have 5 years of seniority receive a gross seniority premium every year.

- 5 – 9 years of seniority: premium of 918,84 €
- 10 – 14 years of seniority: premium of € 1.437,68 €
- 15 – 24 years of seniority: premium of € 1.956,52 €
- 25 and more years of seniority: premium of € 2.475,36 €

Internet connection or gross premium: All blue collar workers can choose between a free internet connection (small personal contribution of 5 €/month VAT included) or a monthly gross premium of 21,45 €.

Mobile phone tariff plan: All blue collar workers have the opportunity to subscribe to an advantageous mobile phone tariff plan. A monthly taxable benefit in kind will be taken into account.

Onsite Cafeteria: Sodexo onsite catering at company-subsidized prices.

Gift voucher “Saint Nicholas”: 15 € per child (age until 12 years) of the employee.

Employee Assistance Programme (EAP): In 2018 an EAP 24-hours service will be provided. This service can be used by the employee and family members living in the same household. This service can be contacted for information and personal support related to family, work, stress, money matters and legal questions.