



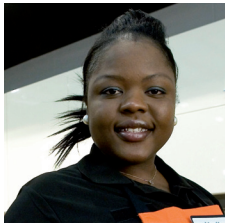
# Kingfisher Pension Scheme

Money Purchase Section

JOINING FORM



Your  
Pension  
Your  
Future



KINGFISHER

# The benefits of joining

<b>Contribution rates</b>	To join the Kingfisher Pension Scheme - Money Purchase Section (KPS-MP) you will be required to contribute 3% of Salary. This is called your Core Contribution.
<b>The Company's contribution</b>	The good news is that your Company will match your Core Contribution with a further 3% employer contribution.
<b>Choose to contribute more</b>	You can choose to pay Additional Core Contributions of a whole % of Salary. Depending on your grade and length of service, the Company may match some of your Additional Core Contributions. You can also pay Additional Voluntary Contributions (AVCs), which can be a fixed £ amount (although the Company will not match AVCs).
<b>Tax relief *</b>	If you pay income tax, you'll normally get full tax relief on your contributions.
<b>Choose when to take retirement benefits</b>	You can use your Retirement Account to buy a pension at any time from age 55 to age 75, even if you've not left the Company.
<b>Tax-free cash sum</b>	You can choose whether to take some of your Retirement Account as a tax-free cash sum upon retirement.
<b>Choice of pension</b>	You will have options over the sort of pension you buy. For example, a pension that increases each year, or a pension that provides for a partner after you die.
<b>Life assurance benefit</b>	As an employee, you already have life assurance of 2 x salary. You have the option of purchasing additional life assurance cover that would provide an additional lump sum benefit for your beneficiaries should you die while still employed by the Company.
<b>Total Incapacity benefit**</b>	You have the option of purchasing an additional benefit should you have to retire from the Company because of ill-health resulting in Total Incapacity.

\* Subject to the limits imposed by the Annual Allowance

\*\* Total Incapacity means ill-health or disability which, in the Trustee's opinion, permanently prevents you from performing any employment whatsoever.

*Want more detail?  
Download a copy of the  
Member Guide from  
our website. You will  
receive a copy should  
you decide to join the  
KPS-MP.*

# Contributions options

## Can I contribute more than my 3% Core Contribution?

Yes, you can pay Additional Core Contributions of a whole percentage of your Salary. These may be matched by the Company, depending on your grade and how long you have worked for the Company. The table shows you how much the Company will match. The maximum match available is highlighted.

You can also choose to pay Additional Voluntary Contributions (or AVCs), although these are not matched by the Company. You can choose to pay a fixed amount of your Salary or a percentage.

If you are a...	If you contribute...					
	3%	4%	5%	6%	7%	8%
Non-manager; with less than 5 years' Company service	3%	3%	3%	3%	3%	3%
Non-manager; with more than 5 years' Company service	3%	4%	5%	5%	5%	5%
Manager; with less than 5 years' Company service	3%	4%	5%	5%	5%	5%
Manager; with more than 5 years' Company service	3%	4%	5%	6%	7%	8%

Your HR adviser will be able to confirm whether you are a management grade employee.

## What does the tax relief mean to me?

The example on the right shows how a total annual contribution of £720 into your Retirement Account will cost you (in real terms) £288.

### Example:

#### If your basic annual salary is £12,000:

3% contribution	(£30 a month)	£360 a year
Less tax relief *	(-£6 a month)	-£72 a year
Real cost to you	(£24 a month)	£288 a year

#### The amount paid into your Retirement Account is:

Your contribution	£360 a year
Company contribution	£360 a year
Total into Retirement Account	£720 a year

\* Tax relief at 20% based on 2011/12 tax allowances. Tax rules may change in the future.

# Contributions options

## What additional benefits can I purchase?

You can choose to allocate part of your Core Contribution to provide an extra benefit in the event that you die, or if you have to retire due to Total Incapacity whilst employed by the Company.

The cost of each of these options is 0.25% of your Salary (so, if you choose both it will cost 0.50%). This amount will be deducted from your Core Contribution, with the remainder paid into your Retirement Account. These options are subject to agreement by the Trustee and to you satisfying certain conditions before cover can start. The extra benefit that would be paid is a multiple of your Salary depending on your age, as outlined in the table alongside.

Your age	Extra payment for Total Incapacity (x your Salary)	Extra payment on death (x your Salary)
Under age 25	16 x	8 x
25-29	14 x	7 x
30-34	12 x	6 x
35-39	10 x	5 x
40-44	8 x	4 x
45-49	6 x	3 x
50-54	4 x	2 x
55-59	2 x	1 x
60-64	1 x	0.5 x
65 +	Not available	0.25 x



# Investment options

## You have a number of choices for where to invest your Retirement Account.

You can either invest in a Lifestyle option (see below) or in a mix of funds that you choose yourself (see overleaf). If you do not choose an investment option, contributions will be invested in Lifestyle 10 year, which is the default fund for the KPS-MP. Once you have joined KPS-MP you can change your investment options at any time.



### A Lifestyle options

Lifestyling involves moving your investments automatically from higher to lower risk funds the closer you get to retirement. This is done to try to protect your Retirement Account from the ups and downs of the stock market in the run up to retirement.

There are two Lifestyle options for you to choose from. The difference between them is when the transition is made from higher risk funds investing mainly in company shares (accumulation phase) to the lower risk funds investing in gilts, corporate bonds and cash (pre-retirement phase).

Lifestyle phase	Lifestyle 5 year	Lifestyle 10 year
Accumulation Phase	50% Passive Global Equity (inc. UK) 50% Diversified Return	50% Passive Global Equity (inc. UK) 50% Diversified Return
Pre-Retirement Phase	75% Pre Retirement 25% Money Market	75% Pre Retirement 25% Money Market
Transition Start Date	5 years before retirement	10 years before retirement
Cash Transition Date	2.5 years before retirement	5 years before retirement

If you choose one of the lifestyle options, all of your Retirement Account in the KPS-MP will be invested in this way and you will not be able to choose any other investment funds. You can, however, switch out of lifestyle at any time.

# Investment options

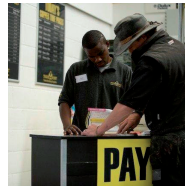
## B Investing in a mix of funds

As an alternative to lifestyling, you can invest your Retirement Account in one or more of the funds listed below.

Asset class	Fund name	Investment approach	Fund description	You may also see this fund classed as
Global Equity	Passive Global Equity (inc. UK) Fund	Passive	This fund invests in a combination of funds which invest in stock markets around the world. To reduce the impact of currency movements on the returns generated by the fund, 75% of its non Sterling currency exposure is hedged back to Sterling.	Opportunity
Global Equity	Active Global Equity (inc. UK) Fund	Active	This fund invests approximately 30-40% in the shares of UK companies and the remainder in the shares of overseas companies.	Opportunity
Multi-Asset	Diversified Return Fund	Passive	This fund invests in a wide range of assets, including company shares, high yield bonds, property, commodities and specialised alternative assets.	Opportunity
Corporate Bond & Fixed Interest	Pre-Retirement Fund	Combination of Active and Passive	This fund invests in UK government bonds (gilts) and UK corporate bonds with an average maturity period of 15 years or longer.	Conversion
Index-Linked	Pre-Retirement Inflation Linked Fund	Passive	This fund invests in UK government bonds (gilts) where the interest payable on the bond is linked to the rate of inflation.	Conversion
Cash	Money Market Fund	Active	This fund aims to provide a high level of security by investing in short-term money market instruments and fixed deposits. While this is a low risk fund, no investment strategy is without risk. As such there is a small chance this fund could have a negative return.	Investment
UK Equity	Ethical Fund	Active	This fund invests in shares of companies that meet a set of ethical criteria.	Opportunity
Global Equity	Shariah Fund	Passive	This fund invests in shares of companies around the world whose practices are consistent with Shariah principles.	Opportunity

# Your Pension Your Future

Why you want to invest in this asset and you are concerned about	Annual management charge*	
	Scheme charges	Individual policy charges
Unit price risk, inflation risk	0.35%	0.52%
Unit price risk, inflation risk	0.92%	1.09%
Unit price risk, inflation risk	0.50%	0.67%
Unit price risk	0.35%	0.52%
Unit price risk	0.35%	0.52%
Unit price risk	0.33%	0.50%
Unit price risk, inflation risk	0.53%	0.70%
Unit price risk, inflation risk	0.63%	0.80%



\*The annual management charge shown for each fund is explained in more detail in the Member Guide. The charge for each fund is taken monthly by automatic deduction of units and is current at the date of publication. For the latest information on the annual management charge, as well as detailed fact sheets for each fund, please refer to the pensions website.

# Joining the KPS-MP

You can join if you are aged at least 16 and have completed one year's service\*.

All you have to do is complete the joining form alongside and return it to Kingfisher Group Pensions Department, 3 Sheldon Square, Paddington, London, W2 6PX.

Once we have received your form, you will be sent a Member Guide, which contains more detailed information about the KPS-MP. If you change your mind once you have returned your form, please contact the Kingfisher Group Pensions Department.


\* Management grade employees are able to join from their first day of employment. If you are unsure whether you are a management grade employee, please refer to your HR adviser.

## Your checklist:

You should agree to all statements below before you join:

- ✓ I wish to join the KPS-MP and I agree to contributions being deducted each month from my Salary.
- ✓ I understand that I should choose the investment funds where I would like my Retirement Account to be invested and that I will be able to change how it is invested at any time after I have joined.
- ✓ I understand that if I do not choose an investment option, contributions will be invested in the Lifestyle 10 year, which is the default fund.
- ✓ I have read the Data Protection section on the Joining Form. I agree to information being used as described.
- ✓ I understand that it is important that I read the Member Guide which I will receive when I join the KPS-MP.





Your  
Pension  
Your  
Future

# Joining Form

## PERSONAL INFORMATION *you must complete this section*

Full name

Date of birth

National Insurance number

Company  Employee number

Home address

Postcode

## CONTRIBUTIONS *you must complete this section*

I agree to pay Core Contributions of  3%

I wish to pay Additional Core Contributions of  % optional

I wish to pay Additional Voluntary Contributions (AVCs) of £ .00 or  % optional

## INVESTMENT OPTIONS *you should complete section A or B (not both)*

**A** I wish to invest in the following lifestyle option *tick one box and complete your target retirement age*

Lifestyle 5 year  Lifestyle 10 year

My target retirement age is  *must be between 55 and 75.  
If blank we will assume a target retirement age of 65.*

**B** I wish to invest in the following funds *must add up to 100%*

Passive Global Equity (inc. UK) Fund	%	Pre-Retirement Inflation Linked Fund	%
Active Global Equity (inc. UK) Fund	%	Money Market Fund	%
Diversified Return Fund	%	Ethical Fund	%
Pre-Retirement Fund	%	Shariah Fund	%
<b>TOTAL</b>			<b>100%</b>

## DATA PROTECTION *you must sign the section below*

Your personal data is kept secure and only used for purposes relating to the KPS-MP. Information may be disclosed for those purposes to the Company, the Trustee's advisers, the administrators of KPS-MP or insurance companies.

Signed  Date

**ADDITIONAL BENEFITS** *completing this section is optional*

I would like to apply for additional life assurance and agree that 0.25% of Salary will be deducted from my Core Contribution.

I would like to apply for additional Total Incapacity cover and agree that 0.25% of Salary will be deducted from my Core Contribution.

*You must complete the statements below and sign the Declaration at the bottom of the page.*

	Yes	No
I confirm that at the date of signing this form I am actively employed by the group.	<input type="checkbox"/>	<input type="checkbox"/>

I confirm that I have not been absent from work for more than 5 consecutive working days in the last 12 months.	<input type="checkbox"/>	<input type="checkbox"/>
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**DECLARATION**

I declare that all the information provided by me in this form is true and complete.

Signed

Date

Please return the application form to the Kingfisher Group Pensions Department, 3 Sheldon Square, Paddington, London W2 6PX. If you need any help please ring the Kingfisher Group Pensions Helpline **08456 80 70 60** (Mon - Fri 9am - 5pm).

## If you need any help

To receive more general information about KPS-MP and investment options you may telephone the Helpline.

You will be able to speak to a fully trained Zurich representative who can give you simple, factual information. Please note financial advice is not available through the Helpline. Should you wish to speak to a financial adviser, you can locate a local independent financial adviser on the website [www.unbiased.co.uk](http://www.unbiased.co.uk).

**If you need any help please ring the Helpline on:**

**0800 500 3144**

**Monday – Friday 9am - 5pm**

Please have your National Insurance number to hand.

You can also visit our website for more information about KPS-MP at:

**[www.kingfisherpensions.com](http://www.kingfisherpensions.com)**

This leaflet is a summary of the KPS-MP and is based on current understanding of legislation, which may change in the future. It may be amended from time to time to reflect changes in legislation or the Rules of the KPS-MP.

Full details of how the KPS-MP works are contained in the Trust Deed and Rules - the legal documents governing the KPS-MP. In the event of any inconsistency between this leaflet and the Trust Deed and Rules, the terms of the Trust Deed and Rules will apply

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