

## Transfers in (DC members)

### Have you built up pension benefits in another scheme?

If you have benefits in another registered occupational scheme/s, you may be allowed to transfer them in to the BASF UK Group Pension Scheme.

The Trustee of the BASF UK Group Pension Scheme accepts transfers in to the Group & BPP defined contribution (DC) Sections whenever it can, but the legislation is complicated and it is not always possible. Nor is a transfer in always in your best interests.

Transfers in to the defined benefit (DB) section of the Scheme are not possible.

This factsheet sets out what you need to know about transferring benefits into the Scheme. The flow chart on page 3 summarises whether a transfer in to the DC section may be possible.

#### What is a transfer value?

If your previous scheme is defined contribution (money purchase), it will be the value of your account less charges (if any) your previous scheme deducts.

If your previous scheme is defined benefit (final salary), it is the cash equivalent value of your previous benefits.

#### What happens to the transfer value?

Transfers into the BASF Scheme are treated on a 'money purchase' basis. You are not credited with additional service or promised a fixed amount of pension on retirement.

The money will be invested in your DC account in your name in the funds you choose.

Details on the funds available can be found on the pension website (<http://ukpensions.basf.co.uk>), where you can download the investment guide or connect to the Zurich website. You can also ask the Scheme Administrator for information.

#### What happens at retirement?

Your transfer value plus investment return is part of your overall DC Account in the DC Section, the total of which is used to provide your retirement benefits.

#### What happens when/if I leave?

If you leave the BASF Scheme before retirement, you have two choices:

You can either keep your DC Account invested in the Scheme (which includes any amounts previously transferred in).

Or

You can transfer the full value of your DC Account (including any amounts previously transferred in) to another registered occupational or personal pension scheme.

#### What happens if I die?

On death the proceeds of your DC Account (including any amounts previously transferred in) will be used to provide benefits for your spouse or dependants. In most cases, it is paid as a tax-free lump sum to your beneficiaries.

A cash lump sum of 4 times your pensionable salary will also be paid whilst you are employed by BASF.

## Should I transfer in?

By law, no company within the BASF Group, nor the Trustee, can advise you on the relative merits of a transfer compared to the benefits you would be giving up under your previous scheme. Some questions you may wish to ask are:

- Is there any penalty if I transfer?
- Am I giving up a guaranteed pension for one that is not guaranteed?

As with all these types of decisions, you should seek independent financial advice.

It may not always be in your best interests to transfer in benefits. Before deciding to do so, you should look carefully at the benefits provided by your previous arrangement compared with the benefits you can secure in the BASF UK Group Pension Scheme.

## I want to consider transferring in what do I do now?

Complete the transfer in request form attached to this factsheet. Please note this is not an authorisation to transfer benefits. It only allows the Scheme Administrator, Willis Towers Watson, to obtain information on your previous benefits. If a transfer in is possible, you will be contacted and asked whether you wish to proceed. (Please note transfer investigations can take some time, but you can contact Willis Towers Watson at any time for an update).

By Law, you must take independent financial advice if you are looking to transfer a defined benefit pension worth £30,000 or more to a defined contribution pension scheme. You must also confirm to the Scheme Administrator, that you have taken such advice and provide details of your financial adviser before a transfer in can be made.

## What if I have a question or need more information?

If you have a question about the information in this factsheet, you can contact the Scheme Administrator.

Tel: 0113 390 7119  
Email: [basf@willisowerswatson.com](mailto:basf@willisowerswatson.com)

Willis Towers Watson  
PO Box 545  
Redhill  
RH1 1YX

You can also contact the BASF Pension Department:

Tel: 0161 488 5659  
Email: [julie.godsell@basf.com](mailto:julie.godsell@basf.com)

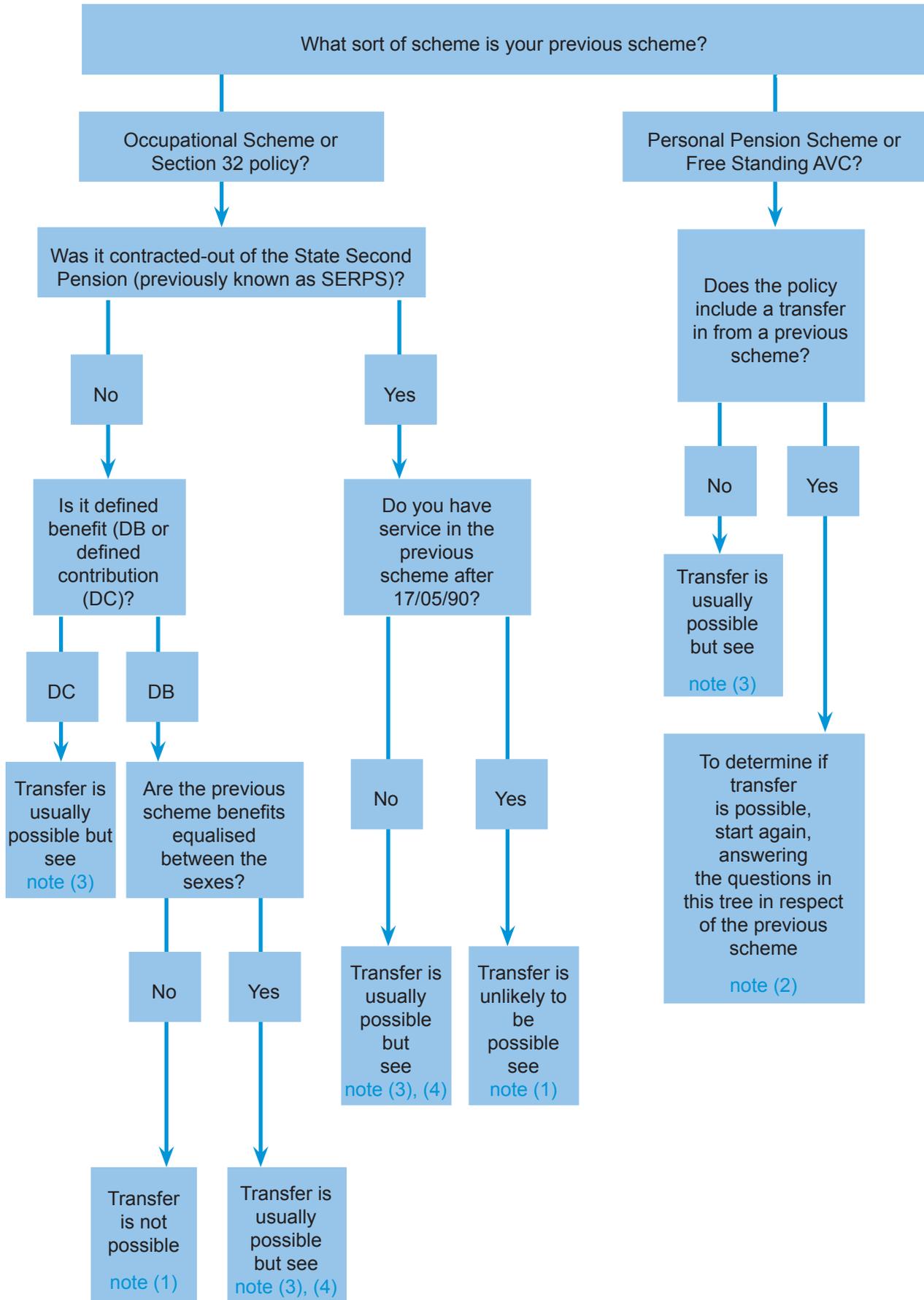
Tel: 0161 488 5704  
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Website: <http://ukpensions.basf.co.uk>

BASF Pensions Trustee Ltd  
PO Box 4  
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Cheadle Hulme  
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Cheshire  
SK8 6QG

The flowchart below summarises whether a transfer in to the Group or BPP DC Section may be possible.



**Notes:** Bracketed numbers refer to notes to this chart on page 4.



## Notes to the flowchart on page 3

### Note 1

The Trustee has decided that transfers in from occupational schemes, which include defined benefits for a period of service after 17 May 1990 with another employer, will not be accepted by the BASF Scheme unless the benefits are fully equalised between the sexes.

This is because, under European Law, pension schemes must provide benefits on a sex-equalised basis for service after 17 May 1990. Whilst the rules of many pension schemes have been amended to comply partly with this requirement, some contracted-out schemes do not yet provide contracted-out benefits on a fully equalised basis. If the Trustee of the BASF Scheme were to accept a transfer from another scheme in this situation, it is likely that the BASF Scheme would become

responsible for equalising the benefits earned in the previous scheme. The Trustee does not believe that it is in the interest of the BASF Scheme to accept transfers in for contracted-out benefits earned after 17 May 1990, unless the scheme they come from will confirm in writing that their scheme has been fully equalised between the sexes and agree to make good any problems found in the future.

### Note 2

Transfers into a personal pension and then onwards into the BASF Scheme may carry the obligations of the first scheme forwards onto the BASF Trustee. If, for instance, the initial transfer was not equalised, the BASF Trustee would become responsible for equalising the benefit. For this reason the

questions posed by the chart must be answered twice in such cases once for the current insurance/ personal pension policy and for the previous scheme.

### Note 3

Until clear precedents are established, it is the Trustee's policy not to accept transfers with a divorce court earmarking or pension sharing order attaching.

### Note 4

You must take independent financial advice for defined benefit transfers worth £30,000 or more.





We create chemistry

## BASF UK Group Pension Scheme - Group & BPP DC Sections ("the Scheme")

# Transfer-in request form

**Your details** (please complete in BLOCK CAPITALS)

<b>Surname:</b>	<b>Title:</b>
<b>Forename(s):</b>	<b>Date of birth:</b>
<b>National Insurance No:</b>	<b>Email Address:</b>
<b>Employee No:</b>	<b>Mobile Telephone No:</b>
<b>Company/site:</b>	

### Previous Scheme details

<b>Name of previous scheme:</b>	
<b>Name/address of previous scheme administrator:</b>	
<b>Postcode:</b>	<b>Previous scheme reference No:</b>

### Member's authority

I hereby authorise you to provide any information relating to my pension entitlements to the Trustee of the BASF UK Group Pension Scheme or Willis Towers Watson, in order to investigate any transfer of benefits that may be possible.

<b>Signed:</b>	<b>Date:</b>
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### This form should be returned to:

BASF UK Group Pension Scheme, Willis Towers Watson, PO Box 545, Redhill, RH1 1YX or  
basf@willistowerswatson.com