

KERRY

OurShare

 Yiba nengxenyi ye-Kerry



Incwajana Yabasebenzi

Sethula i-OurShare

Uhlelo lwezabelo lwabasebenzi bonke lwe-Kerry emhlabeni wonke

Kwa-Kerry sikukhathalele ukwakha indawo yokusebenza ehlanganisayo lapho uzizwa uhlonishwa, uvuzwa futhi uqashelwa ngendima yakho ohambweni lwethu.



Sibuzile ukuthi yini enye esingayenza ukufeza lezi zinto. Nasitshela. Nithe ningathanda ukuzizwa nixhumene kakhudlwana nombono wethu, amagugu kanye nenhloso yethu. Ngakho-ke ngokuhambisana negugu lethu lobunikazi, i-OurShare yithuba lakho lokuba nengxenye yeKerry.

Nacela, salalela.
Sakhe i-OurShare, indlela yokuthi wena nabo bonke ozakwethu nabelane ngempumelelo yethu.

Iyini i-OurShare?

I-OurShare uhlelo lwethu lokwabelana ngabasebenzi bomhlaba wonke. Kuyindlela yokuthi wena nawo wonke umuntu kulo lonke ibhizinisi ube ngumninimasheya kaKerry, ube nengxenye kaKerry.

Uzothola konke okudingayo mayelana ne-OurShare kule ncwajana. Sithemba ukuthi uzosijoyina kulo thuba elijabulisayo lokukhula ndawonye.

Ubani ongajoyina i-OurShare?

I-OurShare ingeyabo bonke ozakwethu base-Kerry – noma usebenza isikhathi esigcwele noma ingxenye yesikhathi. Ungajoyina i-OurShare ngoSeptemba uma:

- Ube ngumsebenzi ka-Kerry okungenani inyanga eyodwa ngaphambi kokuvulwa kwesikhathi sokubhalisela, futhi
- Uneminyaka engu-18 noma ngaphezulu.



Izici eziyinhloko

Ukujoyina i-OurShare yithuba lakho lokuba ngumninimasheya weKerry futhi ube nengxenywe kaKerry. I-OurShare uyazikhethela ngokuphelele - kuyisinqumo sakho ngokuphelele.



Ihlanganisa wonke umuntu

Faka phakathi kwe-€10 no-€200 (noma imali yendawo elingana nalokho) ngenyanga emholweni wakho osusele intela



Kulula

Thina siyakwenza okunye! Inkokhelo yakho isetshenziselwa ukuthenga amasheya kaKerry njalo ngenyanga. Buka imbiza yakho ikhula



Kuyavuzwa

Thola isabelo esisodwa esengeziwe esivela kuKerry kuwo wonke amathathu owathengayo - gcina amasheya akho iminyaka emibili ukufinyelela kula masheya angaphezulu



Kuyanika amandla

Jabulela ingxenywe yenzuzo njengemivuzo, futhi uvote emihlanganweni yabanikazi bezabelo



Kuyaguquguquka

Ungashintsha iminikeloyakho yanyanga zonke noma uyeke noma kunini

Isikhathi sakho esiwusizo

I-OurShare isebenza ngesizinda seminyaka emibili (izinyanga ezingama-24).

Uzokwazi ukujoyina i-OurShare mhla kuvula iwindi lokubhalisa ngoSepthemba. Uma ufuna ukuba umnikazi wengxenywe yeKerry, ungaphuthelwa lezi zinsuku*:

1

Ukuqala: Septhemba

Joyina...

bese uqala uhambo lwakho njengomnikazi wezabelo

3

Novemba – Okthoba

(izinyanga 2-13)

Thenga...

Sithenga amasheya akho ngenkokhelo yakho

5

Ukuphela: Okthoba

Vula...

izabelo zakho ezegeziwe - zigcine noma uzidayise!

2

Okthoba – Septhemba

(izinyanga 1-12)

Khokhela...

phakathi kwe-€10 no-€200 ngenyanga izinyanga eziyi-12 ukusuka emholweni wakho osusele intela

4

Okthoba – Septhemba

(izinyanga 1-24)

Bamba...

izabelo zakho iminyaka emibili ukuze uvule izabelo ezegeziwe

Isikhathi sihlala iminyaka emibili. Kuzoba nethuba lokungena esizindeneni esisha njalo ngoSepthemba. Kuzohlale kunokuhlangana phakathi kwezizinda ezimbili, lapho iminikelo yesizinda sokuqala iyeka njengoba kuqala eyesibili.

Saqalisa i-OurShare ngo-2023. Nansi indlela izizinda zokuqala ezazibukeka ngayo kubalingani abaqala ekuqaleni:

Isizinda 1: Septhemba '23 – Okthoba '25

Isizinda 2: Septhemba '24 – Okthoba '26

Isizinda 3: Septhemba '25 – Okthoba '27

Futhi ukuze kube lula, uma usujoyinile, uzoba yingxenywe yezizinda ezizayo ngokuzenzakalelayo. Ungayeka noma kunini.

Uma ungakaqiniseki ukuthi ufuna ukujoyina kulo nyaka, kunethuba lokungena ngoSepthemba ozayo.

* Izinsuku eziqondile zalo nyaka zitholakala ku-OurShare Hub.

Indlela i-OurShare esebenza ngayo

Uzinqumela ukuthi ufuna ukufaka malini njalo ngenyanga unyaka wonke, bese i-payroll ithatha leyo mali emholweni wakho osusele intela. Lokhu kubizwa ngokuthi inkokhelo, futhi kusetshenziselwa ukuthenga izabelo egameni lakho.

Lokhu kwenzeka kusukela ngo-Okthoba kuya kuSeptemba olandelayo. Njalo ngenyanga, uthola isabelo esisodwa esingaphezulu esivela kuKerry kuwo wonke amathathu owathengayo - gcina amasheya akho iminyaka emibili ukufinyelela kulezi ezingaphezulu.

I-OurShare yakhiwe izingxenye ezintathu:

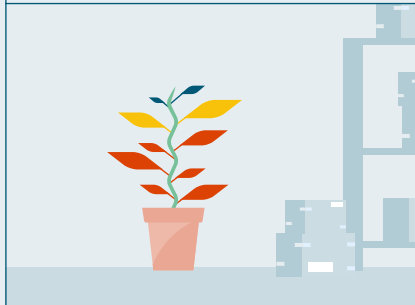
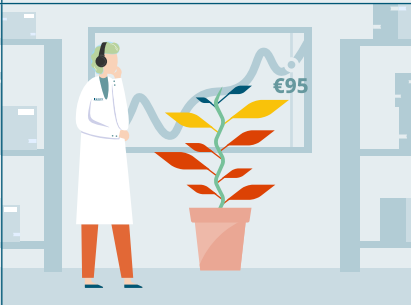
-  **Izabelo Ezithengiwe** – lezi izabelo ezithengwa ngeminikelo yakho yanyanga zonke
-  **Izabelo Ezifanayo** – uma uhlale kwaKerry futhi ugcine izabelo zakho ezithengiwe iminyaka emibili, uthola isabelo esisodwa esengeziwe kwaKerry njalo uma uthenga amathathu
-  **Izabelo Zezinzuzo** – uthola izabelo ezengeziwe uma uKerry ekhokha ingxenye yenzuzo yawo kubanikazi bezabelo



Ungase udinge ukukhokha intela ezabelweni zakho Ezifanayo nezeZinzuzo. Inani okufanele likhokhwe, kanye nendlela nesikhathi sokukhokha, kuyahlukahluka kuye ngezwe. Ukuze uthole ulwazi ngemithetho yezwe lakho, bheka 'Country Employee Tax Notes' esigabeni se-Resources [ku-OurShare Hub](#).

I-OurShare isebenza kanjani empilweni yangempela

Sikutshele kancane ukuthi i-OurShare isebenza kanjani. Manje ake sibone isibonelo esisebenzayo! Nangu uJoe.

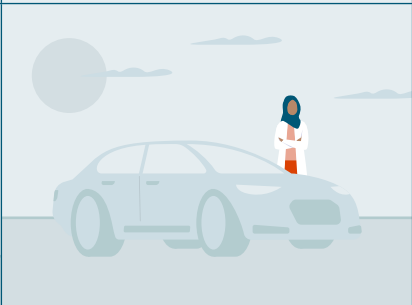
				
UJoe ungumsebenzi ophatha imishini emugqeni wokukhiqiza wokumboza.	UJoe ujoyina i-OurShare futhi unquma ukufaka u-€45 ngenyanga .	Ake sithi intengo yesabelo sikaKerry ihlala ku-€90 ngesabelo sonyaka wonke. Ngakho-ke, njalo ngenyanga, uJoe uthenga uhafu wesabelo. € 45 ÷ € 90 = 0.5 amasheya	Ekupheleni konyaka uJoe usefaka u-€540. 0.5 izabelo/ngenyanga x 12 izinyanga = 6 izabelo	Sinika uJoe isabelo esisodwa esengeziwe njalo ezabelweni ezintathu azithengile. 6 ÷ 3 = 2 izabelo ezengeziwe
				
Sekunonke, uJoe usengumnikazi wezabelo eziyi-8 eKerry kanye nanoma yimaphi amasheya afakwe kwizabelo ezikhokhelwayo.	Ngemva kweminyaka emibili, uJoe angagcina noma adayise izabelo zakhe! Ake sithi ngaleso sikhathi, intengo yesabelo sikaKerry ikhuphuke yaya ku-€95 ngesabelo .	Amasheya kaJoe manje aselingana nemali engango- € 760 (amasheya ayi-8 x € 95). Le yinzuzo ye- € 220 (inani le- € 760 - iminikelo ye- € 540), cishe ukubuya kwe-40% kanye namasheya ezabelo.	UJoe unquma ukugcina izabelo zakhe ukuze aqhubeke nohambo lwakhe njengomnikazi wezabelo kwaKerry.	Unentshisekelo yokuvota emihlanganweni futhi athole ingxenye yezuza uma kukhokhwa izinzuzo ezengeziwe.

Sicela uqaphele lezi zibonelo zithatha ngokuthi:

- Intengo yesabelo sikaKerry ihlala ku-€90 ngesikhathi sokunikela. Empeleni ingashintsha – ingehlana noma inyuke.
- Intengo yesabelo inyuka ekupheleni kwesikhathi sokubamba. Kodwa intengo yezabelo ingehlana noma inyuke. Inzuzo incike entengweni ngesikhathi sokuthengisa. Inzuzo ingase ibe ngaphansi kwentela – bhaka umhlahlandlela wentela wendawo. Qaphela: Amasheya kaKerry athengiswa ngama-euro. Uma wenza umkhokhelo wakho ngenye imali, uzogququlwa ube ngama-Euro ngaphambi kokuba usetshenziselwe ukuthenga amasheya eKerry. Amanani okushintshaniswa akhuphuka futhi ehla ngokuhamba kwesikhathi, okungathinta ukuthi mangaki ama-Euro onawo njalo ngenyanga ukuthenga amasheya eKerry.

I-OurShare isebenza kanjani empilweni yangempela

Usubonile indaba kaJoe... manje ake sibheke ukuthi i-OurShare isebenza kanjani ku-Amira

				
U-Amira usebenza eqenjini lethu le-RD&A.	U-Amira ujoyina i-OurShare futhi unquma ukufaka u-€135 ngenyanga .	Ake sithi unyaka wonke, intengo yesabelo sikaKerry ingu-€90. Lokhu kusho ukuthi u-Amira uthenga izabelo eziyi-1.5 ngenyanga. €135 ÷ €90 = 1.5 izabelo	Ekupheleni konyaka u-Amira usefakile u-€1,620, ethenga izabelo eziyi-18 (1.5 x 12 = 18 izabelo)	Sinika u-Amira isabelo esisodwa esengeziwe njalo ezabelweni ezintathu azithengile. 18 ÷ 3 = 6 izabelo ezengeziwe
				
Sekukonke, u-Amira manje unazo izabelo ezingama-24 kuKerry kanye nezinye ezivela ezinzuzweni ezikhokhiwe.	Ngemva kweminyaka emibili, u-Amira angagcina noma adayise izabelo zakhe! Ake sithi ngaleso sikhathi, intengo yesabelo sikaKerry ikhuphuke yaya ku-€105 ngesabelo .	Lamasheya angama-24 ka-Amira manje aselingana nenani elingu-€ 2,520 (amasheya angama-24 x € 105). Inzuzo ye- € 900 (inani le- € 2,520 - € 1,620 imikhokhelo) (ciske i-55% yokubuya) kanye namasheya ezabelo.	U-Amira unquma ukudayisa izabelo zakhe – ufuna ukusebenzisa le mali ukuthenga imoto yakhe yokuqala.	U-Amira uthole ukuthi i-OurShare iyindlela enhle yokusebenza ngohlelo lwezezimali. Unentshisekelo yokungena esigabeni esilandelayo ngoSeptemba.

Sicela uqaphele lezi zibonelo zithatha ngokuthi:

- Intengo yesabelo sikaKerry ihlala ku-€90 ngesikhathi sokunikela. Empeleni ingashintsha – ingehlana noma inyuke.
- Intengo yesabelo inyuka ekupheleni kwesikhathi sokubamba. Kodwa intengo yezabelo ingehlana noma inyuke. Inzuzo incike entengweni ngesikhathi sokuthengisa. Inzuzo ingase ibe ngaphansi kwentela – bheka umhlahlandlela wentela wendawo. Qaphela: Amasheya kaKerry athengiswa ngama-euro. Uma wenza umkhokhelo wakho ngenye imali, uzogququlwa ube ngama-Euro ngaphambi kokuba usetshenziselwe ukuthenga amasheya eKerry. Amanani okushintshaniswa akhuphuka futhi ehla ngokuhamba kwesikhathi, okungathinta ukuthi mangaki ama-Euro onawo njalo ngenyanga ukuthenga amasheya eKerry.

Ungajoyina kanjani



Ngaleli thuba elijabulisayo lokuba umnikazi wezabelo kwaKerry, qaphela isimemo sakho siqu. Uma ungumusha ku-OurShare, uzothola i-imeyili ngoSeptthemba evela computershare_plan_managers@mailservice.computershare.co.uk, equkethe isixhumanisi nolwazi lokungena ku-akhawunti yakho ye-EquatePlus. I-EquatePlus iyipulatifomu ephethwe yi-Computershare, uchwepheshe wethu okhethiwe wohlalo lwezabelo. Lapha ungajoyina, ukhethe ukuthi ufuna ukufaka malini, wenze izinguquko futhi uphathe izabelo zakho uma usuqalile ukuzithenga.

Uma ungenayo i-akhawunti ye-EquatePlus okwamanje, ukungena okokuqala kufana nokuvula i-akhawunti yasebhang. Kuzodingeka uqedele izinyathelo zokungena ukuze uvule i-akhawunti yakho – senze umhlahlandlela wesinyathelo ngesinyathelo ukukusiza ngalolu hlo.



Awunayo i-imeyili yase-Kerry?

Vakashela i-OurShare Hub: kerryourshare.com ukuze ubhalise kusenekhathi futhi usitshale nge-imeyili yakho yangasese. Uzodinga nenombolo yakho yomsebenzi nosuku lokuzalwa. Lokhu kusitshela ukuthi ucabangela ukujoyina – akukho siphosokubhalisela, kusho nje ukuthi uzothola isimemo sakho nge-imeyili. Xhumana nomphathi wakho noma umphathi womugqa uma udinga usizo ukuthola inombolo yakho yomsebenzi.



Usuvele wajoyina i-OurShare? Nakhu ongakulindela kulo nyaka

Ukuze kube lula, uma wajoyina i-OurShare phambilini, uzobhaliswa kabusha ngokuzenzakalelayo kulo nyaka – ngaphandle kokuthi wakhetha ukuphuma noma wayeka inkokhelo yakho.*

Inkokhelo yakho izoqhubeka

Uzohlala ukhokhela inani elifanayo njalo ngenyanga (ngaphandle kokuthi umkhawulo omncane noma omkhulu ngemali yakini ushintshile – sizokutshela uma kunjalo).

Ukukhokhela kwakho kokugcina kwe-OurShare yonyaka odlule kuzoba ngoSeptemba, kanti okokuqala kulo nyaka kuzoba ngo-Okthoba. Lokhu kusho ukuthi ngeke kube nezikhala noma ukuphindaphinda kweminikelo yakho yanyanga zonke.



Ungashintsha inani lenkokhelo yakho

I-OurShare iyaguquguquka, ngakho ungashintsha inani lakho lenyanga nganoma yisiphi isikhathi. Manje yisikhathi esihle sokuhlola ukuthi inani lakho lamanje lisasebenza yini. Ungenza noma yiziphi izinguquko ku-akhawunti yakho ye-EquatePlus.

Uma wajoyina i-OurShare eminyakeni emi-2 edlule, Izabelo Zakho Ezifanayo zizovuleka kulo nyaka!

Kusukela ngo-Okthoba, uzokwazi ukufinyelela Izabelo Zakho Ezifanayo – futhi uthengise Izabelo Zakho Ezithengiwe zalelo zinga le-OurShare ngaphandle kokulahlekelwa Izabelo Ezifanayo.

Awudingi ukuphuthuma – izabelo zakho ziphephile ku-akhawunti yakho ye-EquatePlus kuze kube yilapho wenza isinqumo. Kukhona olunye ulwazi mayelana nokwenzekayo lapho izabelo zakho zivuleka encwadini yethu yokuvula. Ungayithola ku-OurShare Hub (ezofika maduze).

Bheka umhlahlandlela wethu wokuthi ungayisebenzisa kanjani i-akhawunti yakho ye-EquatePlus, lapho ungahlola khona futhi uphathe izabelo zakho.

* Uma wake wajoyina i-OurShare kodwa wayeka inkokhelo yakho, noma wakhetha ukuphuma ekubhalisweni okuzenzakalelayo, ngeke ubhaliswe kabusha ngokuzenzakalelayo kulo nyaka. Usengakwazi ukubamba iqhaza – vele ujoyine kabusha ngesikhathi sokubhalisela. Uma unemibuzo mayelana nokuphuma noma ukujoyina kabusha, ungaxhumana ne-OurShare Champion yakho.

Ufuna ukwazi okwengeziwe?

Ucabangela ukujoyina i-OurShare kodwa unemibuzo embalwa?

Sesizame ukuqagela imibuzo ongase ube nayo futhi sinikeze izimpendulo. Uzoyithola le mibuzo nezimpendulo esigabeni esithi 'Imibuzo yakho iphenduliwe'. Vakashela isigaba sezinsiza [ku-OurShare Hub](#).

Ngingazibona kuphi izabelo engizithengayo?

Kwenzekani uma ngishiya uKerry?

Kwenzekani uma ngithuthela kwelinye izwe?

Ngizodinga ukukhokha intela ezabelweni zami?



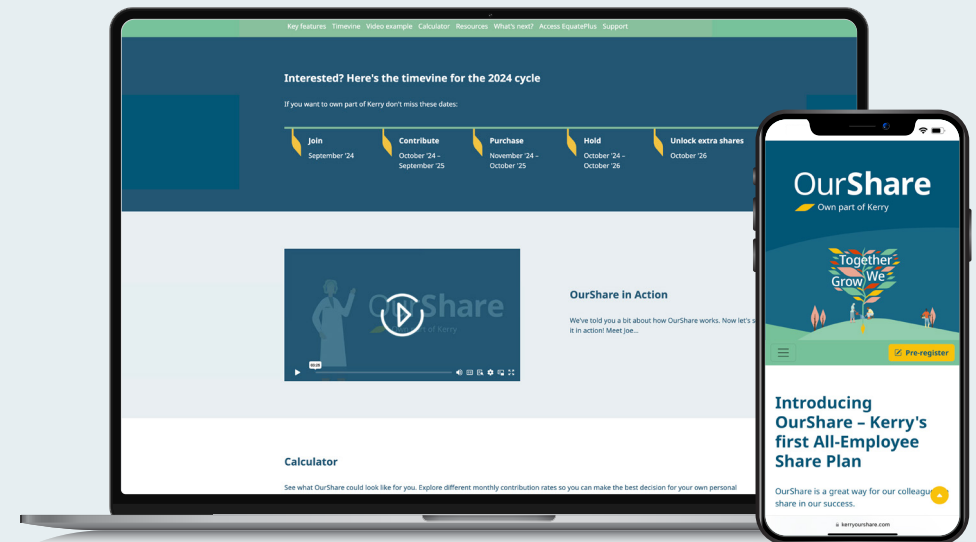
I-OurShare Hub

Umhlahlandlela wakho kuzo zonke izinto eziphathelene ne-OurShare

I-OurShare Hub iyikhaya lazo zonke izinsiza ze-OurShare. Lapho, uzothola izinsiza eziningi ezihlanganisa:

- Imibuzo Yakho Iphenduliwe: izimpendulo zemibuzo evamile mayelana ne-OurShare.
- Isibali ukukusiza ubone ukuthi izabelo zakho zingaba nenani elingakanani
- Umhlahlandlela othi 'Indlela Yokwenza' ukukuhola ekubhaliseleni i-OurShare
- Ikhophi yemithetho yohlelo lwethu

Khumbula ukufaka uphawu **Iwe-OurShare Hub!**



Udinga usizo olwengeziwe?

Siyethemba ukuthi i-OurShare oyijabulele njengathi! Uma unemibuzo engakaphendulwa lapha, sicela uxhumane neQembu le-OurShare: ourshare@kerry.com.

Ungaxhumana nomeluleki wakho wendawo we-OurShare, ozokujabulela ukukusiza. Ungathola ukuthi ungubani ku-OurShare Hub.

Ngemibuzo mayelana nepulatifomu ye-EquatePlus, sicela uxhumane ne-Computershare – imininingwane itholakala [ku-OurShare Hub](#).





OurShare

 Yiba nengxenywe ye-Kerry

Sicela uqaphele:

1. Akekho oyilungu le-Kerry Group plc noma omunye wabasebenzi bayo, izikhulu, abamele noma abaxhumanisi abakunikeza noma yiluphi uhlobo lwezeluleko zokutshala izimali, intela noma olunye ulwazi mayelana ne-OurShare.
2. Ukuthi uyahlanganyela noma cha ku-OurShare kuyisinqumo somuntu siqu futhi ngeke kube nomthelela ebudlelwaneni bakho bokusebenza.
3. Inani lezabelo ze-Kerry kanye nanoma yikuphi ukutshalwa kwezimali ongakwenza lingehla noma lenyuke. Ukusebenza kwentengo yezabelo esikhathini esedlule akusona isiqinisekiso sokusebenza kwentengo esizayo.
4. Inani lezabelo ozitholayo njalo ngenyanga usebenzisa iminikelo yakho lizohluka kuye ngentengo yezabelo kanye nezinga lokushintshisana ngesikhathi sokuthenga.
5. Amazinga okushintshisana angashintsha. Uyavuma ukuthi i-Kerry Group plc noma izikhulu zayo, abasebenzi, abamele noma abaxhumanisi bayo abanakuba nesibopho nganoma yiluphi ushayeka olubangelwa ukunyakaza kwezinga lokushintshisana noma ukubambezeleka ekuthengiseni noma ekudluliseni izabelo.
6. Ulwazi olunikeziwe mayelana nokubamba kwakho iqhaza ku-OurShare lusebenza njengesiqondiso kuphela futhi aluhloselwe isimo sakho siqu. Uma ungabaza ukuthi kufanele yini ujoyine, kufanele uthintane nochwepheshe abaqeqeshiwe bezimali abazimele. I-Kerry Group plc ayinakuba nesibopho nganoma yisiphi isenzo esithathwe ngenxa yolwazi olunikeziwe.
7. Ukubamba kwakho iqhaza ku-OurShare kuncike emithethweni yoHlelo, Isivumelwano Sezinzuzo kanye nanoma yimiphi eminye imibhalo efakiwe ngokubhekisela, etholakala ku-OurShare Hub. Kuzo zonke izimo, kuhlenganise nokungqubuzana nolwazi olunikezwe kule webhusayithi noma kwezinye izindlela zokuxhumana, imithetho yoHlelo izothatha indawo.
8. Ngezinye izikhathi, ozakwethu bangase bazi ulwazi olungakabi sesidlangalaleni, olungase luthinte intengo yezabelo zethu (isb., imiphumela yezimali yonyaka ezayo). Uma lokhu kukuthinta, kungase kuthinte ikhono lakho lokuhweba ngezabelo ze-Kerry. I-Kerry Group plc ingase ikuthinte uma lokhu kukuthinta. Bona Inqubomgomo Yethu Yokuhweba Ngezabelo ukuze uthole eminye imininingwane.