



Together We Grow

OurShare

 Yiba nengxenye ye-Kerry

Ulwazi oluku-OurShare Q&A lusebenza kuwo wonke amazwe lapho i-OurShare itholakala khona. Ukuze uthole imininingwane ethile yezwe mayelana nemithetho nemibandela, ungafinyelela izinsiza zezwe lakho ku-OurShare hub.

OurShare – Yiba nengxenywe ye-Kerry

I-OurShare iwuhlelo lwethu lwabasebenzi bomhlaba wonke.

Iyindlela enhle yokukhula nathi futhi wabelane ngempumelelo yethu. Ngokuba umnikazi wamasheya e-Kerry, uthola ithuba lokuba yingxenywe yento enkulu – uzoba umnikazi wezingxenywe ze-Kerry.

Kodwa ngaphambi kokuthi unqume ukujoyina, kungenzeka ukuthi unemibuzo ethile. Kufanele uqinisekise ukuthi lolu hlelo luyakulungela – ikakhulukazi uma ungakaze uhlangane nezinhlelo zamasheya ngaphambili. Ukuze sikusize, sihlanganise le mibuzo nezimpendulo. Loluhlelo luzokusiza ukuthi wenze isinqumo esinolwazi mayelana nokuthi uzojoyina yini i-OurShare.

Sifake yonke imibuzo esicabanga ukuthi ungase ube nayo, kodwa uma unemibuzo esingakayiphenduli, xhumana ne-OurShare Champion yendawo yakho, noma Ithimba le-OurShare. Sizofaka umbuzo wakho ezinguqulweni ezizayo zale ncwadi ye-Q&A.

Siyethemba ukuthi uzojoyina ekubeni umnikazi wezingxenywe ze-Kerry, futhi uqale uhambo lwakho lokuba umnikazi wamasheya e-Kerry.

Siyabonga kusengaphambili

Ithimba le-OurShare

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1. Ukwethulwa kwe-OurShare

1.1 Kuyini i-OurShare?

I-OurShare iwuhlelo lwe-Kerry lwe-All-Employee Share Plan, olunikeza ithuba lokuba nengxenye ye-Kerry. Ungathenga amasheya e-Kerry ngemali oyinikela kuyo eholelweni lakho lenyanga, futhi uthole amasheya angeziwe uma uhlangabezana nezimo ezithile. Njengoba uba umnikazi wamasheya e-Kerry, ungabelana ngempumelelo yesikhathi esizayo futhi ubone ukuthi indima yakho ixhumene kanjani ngokuqondile nokusebenza kwenkampani nokukhula kwayo.

1.2 Iyini i-All-Employee Share Plan?

Uhlelo lwamasheya luyindlela yabasebenzi yokuba nengxenye yenkampani abayisebenzelayo ngokuba ngabanikazi bamasheya. Izinkampani ezahlukeni zinezinhlelo ezihlukile zamasheya, ezihambisana nezidingo zazo. U-All-Employee usho ukuthi ivulekile kubo bonke abasebenzi – akukhawulelwe kubantu abambalwa kuphela.

1.3 Kungani i-Kerry inikeza i-OurShare?

Kwa-Kerry sizibophezele ekwakheni indawo yokusebenza ehlanganisayo, lapho bonke ozakwethu bezizwa bebalulekile futhi beqashelwa ngendima yabo ohambweni lwethu lokuba abaholi emhlabeni ekudleni okusimeme. Ozakwethu emhlabeni wonke basitshela ukuthi bafuna ukuzizwa bexhumene kakhulu nombono wethu, amagugu ethu nenhloso yethu.

Ngakho-ke, sakha i-OurShare, ukuhlangabezana nesifiso esinamandla sokwabelana ngempumelelo yethu. Siyiqembu elilodwa, iKerry eyodwa, esekelwe amagugu ethu okuba nesibindi, umoya wobuciko, ukuhlanganisa, ukuvuleleka nokuqonda, kanye nobunikazi. I-OurShare iyithuba lokwabelana ngempumelelo esiyidalayo ngobuchwepheshe bethu nesifiso sethu sokuphumelela. Sifuna ukukhuthaza isiko lobunikazi nomoya wobuciko.

1.4 Yiziphi izinzuzo ze-OurShare?

I-OurShare iyithuba lokuba nengxenye ye-Kerry futhi wabelane ngempumelelo yesikhathi esizayo. Uma ukhetha ukujoyina, uzokwazi:

- Ukuthenga amasheya e-Kerry njalo ngenyanga ngemali oyikhokhela kuyo eholelweni lakho.
- Ukuthola isheya elilodwa elengeziwe ku-Kerry njalo uma uthenga amasheya amathathu – ungawathola la masheya angeziwe ngemva kweminyaka emibili uma kufanelekile.
- Ukubona inani lotshalomali lwakho likhula uma intengo yesheya le-Kerry inyuka.
- Ukuthola ingxenye yenqubekela phambili ye-Kerry njengama-dividends.
- Ukwazi ukuvota ezindabeni ezithinta abanikazi bamasheya.

Imininingwane eyengeziwe mayelana nalezi zinzuzo itholakala kwezinye izigaba zale ncwadi ye-Q&A.

1.5 Ubani osiza ukuphatha i-OurShare?

Sifuna ukuba nolwazi oluphelele oludingayo mayelana ne-OurShare, ukuze wenze isinqumo esinolwazi. Ngakho-ke, sihlinceke ngenethiwekhi eqinile yokweseka.

Sisebenzisana ne-Computershare ukuphatha i-OurShare egameni lethu. I-Computershare iyinkampani yangaphandle enikeza wonke umuntu ojoyina i-OurShare i-akhawunti eku-inthanethi epulatifomu yabo ebizwa nge-EquatePlus. Sithumela iminikelo yakho ku-Computershare, bese i-Computershare ithenga amasheya futhi iwafake ku-akhawunti yakho ye-EquatePlus.

2. Kusho ukuthini ukuba nengxenye ye-Kerry

2.1 Ngiyithola kanjani ingxenye ye-Kerry?

Njengazo ezinye izinkampani eziningi, i-Kerry ihlukaniswe yaba amasheya. Isheya ngalinye liyingxenye yebhizinisi, ngakho noma ubani ophethe isheya le-Kerry ungumnikazi we-Kerry. Umuntu ophethe isheya ubizwa ngokuthi umnikazi wamasheya.

2.2 Asebenza kanjani amasheya?

Wonke amasheya anenani elifanayo, amalungelo nezinsiza ezifanayo. Inani lesheya le-Kerry linqunywa ngabathengisi emakethe yamasheya. Intengo yesheya lethu ingashintsha ngenxa yezinto ezahlukene ezifana nokusebenza kwenkampani nezimo zemakethe. Kujwayelekile ukuthi intengo yesheya inyuke noma yehle njalo.

2.3 Abanikazi bamasheya bathola inzuzo ye-Kerry?

Yebo – uma senza inzuzo, ingxenye yale nzuzo iyakhokhwa kubanikazi bamasheya. Noma ubani ophethe isheya le-Kerry (kufaka phakathi ozakwethu ku-OurShare) unelungelo lenzuzo ye-Kerry. Lezi zinkokhelo zibizwa ngokuthi 'ama-dividends'. Zikhokhwa kusheya ngasinye, ngakho uma unamasheya amaningi, uthola inzuzo enkulu. Sivamise ukukhokha inzuzo kabili ngonyaka, ngoMeyi nangoNovemba – kodwa kuncike ekusebenzeni kwenkampani, ngakho-ke akusona isqinisekiso. Uma ujoyina i-OurShare, uzothola ingxenye yakho yenzuzo njengamasheya angeziwe (bheka isigaba se-Dividend Shares).

2.4 Abanikazi bamasheya bangavota ezinqumweni ezinkulu zenkampani?

Yebo – noma ubani ophethe isheya le-Kerry angavota emihlanganweni yabaphathi bezinkampani ezibhekene nezindaba ezibalulekile zenkampani, njengemigomo yenkampani nezinqumo ezinkulu zokuphathwa kwayo. Lokhu kufaka phakathi ozakwethu abajoyina i-OurShare futhi abaphethe okungenani isheya elilodwa. Isheya ngalinye lithwala ivoti elilodwa, ngakho uma unamasheya amaningi, ubananamavoti amaningi. Sizokwazisa ozakwethu abajoyina i-OurShare uma kunesikhathi sokuvota abangathatha kuso ingxenye.

3. I-OurShare ibhekele bani

3.1 Ubani ongajoyina i-OurShare?

I-OurShare ivulelekile kubo bonke ozakwethu be-Kerry. Ungabamba iqhaza uma:

- Uqashwe ngokuqondile yi-Kerry (ngokugcwele noma ingxenye yesikhathi). Lokhu kusho ukuthi abaqashwa ngezinkontileka abavumelekile.
- Uqashwe yi-Kerry okungenani inyanga eyodwa ngaphambi kokuvulwa kwesikhathi sokubhalisa. Lokhu kufaka noma ubani ojoyina ngaphambi kuka-1 Agasti.
- Uneminyaka engu-18 noma ngaphezulu uma ujoyina i-OurShare.
- Unayo ikheli le-imeyili (lomsebenzi noma elakho siqu) kanye nokufinyelela kwi-inthanethi.
- Usebenza futhi ukhokhelwa ezweni elibambe iqhaza.

Ukuqalwa kuka-2023	APMEA Australia, India, Indonesia, Singapore kanye ne-Thailand i-Europe Ireland, Spain kanye ne-United Kingdom
Ukuqalwa kuka-2024	APMEA China, Malaysia, New Zealand, Oman, kanye ne-UAE LATAM kanye ne-North America Brazil, Canada, Costa Rica, Mexico kanye ne-USA i-Europe Denmark, France, Germany, Italy, Netherlands kanye ne-Poland
Ukuqalwa kuka-2025	APMEA Cameroon, Hong Kong (China), Japan, Kenya, Nigeria, Republic of Korea, Rwanda, Saudi Arabia, South Africa, Tanzania, Turkey kanye ne-Uganda LATAM kanye ne-North America Argentina, Chile, Colombia, El Salvador kanye ne-Guatemala i-Europe Austria, Belgium, Czech Republic, Greece, Hungary, Luxembourg, Romania kanye ne-Sweden
Ukuqalwa kuka-2026	APMEA The Philippines, Vietnam i-Europe Ukraine

Kubasebenzi abahlala, abasebenza futhi abakhokhelwa emazweni amaningi, bheka '[Global mobility](#)'.

3.2 Kungani i-OurShare ingavulelekile kuwo wonke amazwe?

Sifuna bonke ozakwethu bakwazi ukujoyina i-OurShare, ngakho siyethula ngezigaba. Siqale ngamazwe angu-8 ngo-2023, sengeza angu-16 ngo-2024 kanye nezinye ezingu-25 ngo-2025 – okwenza kube ngu-49 konke.

Wonke amazwe akhethwe ngokucophelela ngemuva kokubuyekizwa okujulile kwezinto eziningi, kuhlenganise nemithetho yentela neyokulawula, ukuqinisekisa ukufakwa okusemthethweni nokushelelayo. Inhloso yethu ukuqalisa i-OurShare emazweni amaningi ngangokunokwenzeka, silethe leli thuba elijabulisayo kubo bonke ozakwethu be-Kerry.

3. I-OurShare ibhekele bani

3.3 Ubani ongakwazi ukujoyina i-OurShare?

Awuvumelekile ukujoyina i-OurShare uma:

- Awuhlangabezani nezimfuneko (bheka 'ubani ongajoyina i-OurShare').
- Usebenza ngesikhathi sesaziso sokuhamba – noma ngabe side kangakanani.
- Usebenza ngaphansi kwenkontileka yesikhathi esinqunyiwe futhi kulindeleke ukuthi uyeke ukusebenza kwa-Kerry ngaphambi kokuphela konyaka. Uma ufuna ukujoyina ngoSeptemba, kufanele usasebenza kwa-Kerry ngemuva kuka-31 Disemba walowo nyaka.
- Awuqashwanga ngokuqondile yi-Kerry. Lokhu kufaka abasebenzi bangaphandle, abaqashwa ngezinkontileka nabasebenzi bezinkampani zokuqasha.
- Uyinxenye yebhizinisi elitholwe yi-Kerry elingakahlanganiswa ngokuphelele.

3.4 Ingabe kufanele ngijoyine i-OurShare?

Cha, akuphoqelekele ukujoyina i-OurShare – kuyisinqumo somuntu siqu. Asikwazi ukukweluleka ukuthi kufanele yini ujoyine, kodwa sifuna ukukusiza wenze isinqumo esinolwazi. Ngakho, sifake izinsiza eziningi ku-[OurShare hub](#) – kuhlenganise nemithetho yohlelo nesibali. Uma usangabaza, ungathanda ukukhuluma nomeluleki wezezimali noma wentela.

3.5 Ingabe kudingeka kube nesikhathi esincane sokusebenza ukuze ngijoyine i-OurShare?

Sifuna i-OurShare ivulekele abaningi benu ngangokunokwenzeka, sidinga nje isikhathi esanele sokukufaka ohlelweni. Ngakho-ke, i-OurShare ivulelekile kuwe uma ususisebenze okungenani inyanga eyodwa kaKerry ngaphambi kokuqala kwesikhathi sokubhalisa. Lokhu kufaka noma ubani osebenza kwa-Kerry ngaphambi kuka-1 Agasti. Noma ubani oqala ukusebenza nathi ngemuva kuka-1 Agasti kuzomele alinde kuze kube unyaka ozayo ukujoyina i-OurShare.

3.6 Ngingajoyina uma sengiyinxenye yohlelo lwamasheya lwe-Kerry oluhlukile?

Yebo – i-OurShare ivulelekile kubo bonke, kuhlenganise nalabo asebekhona kwezinye izinhlelo zamasheya noma izinhlelo zokukhuthaza ze-Kerry. Lokhu kufaka izinhlelo zethu zokukhuthaza zesikhathi esifushane neside (STIP / LTIP).

3.7 Ngingajoyina uma ngiku-Restricted List ye-Kerry?

Uma ungumuntu 'ongaphakathi' ku-Restricted List ye-Kerry, ungajoyina i-OurShare kuphela ngesikhathi esivulekile futhi uma ungenalo ulwazi lwangaphakathi. Uzokwaziswa yiqembu le-Company Secretarial uma lokhu kukuthinta. Sicela ubheke i-Dealing in Securities Policy yethu kuwebhusayithi ye-intranet ye-myKerry ukuze uthole olunye ulwazi.

3.8 Ingabe i-OurShare iyahambisana neMithetho ye-Sharia?

Cha, i-OurShare ayihambisani neMithetho ye-Sharia.

4. Isebenza kanjani i-OurShare

4.0.1 Isebenza kanjani i-OurShare?

Ungajoyina i-OurShare ngesikhathi sokubhalisa sonyaka, esivulwa njalo ngoSeptemba. Ukhetha ukuthi ufuna ukunikela malini njalo ngenyanga unyaka wonke, bese i-payroll ithatha leyo nkokhelo emholweni wakho ngemva kwentela. Lokhu kubizwa ngokuthi inkokhelo, futhi kusetshenziswa ukuthenga amasheya egameni lakho.

Inkokhelo yakho iyakhishwa njalo ngenyanga kusukela ngo-Okthoba kuya kuSeptemba olandelayo. Futhi njalo uma uthenga amasheya, i-Kerry ikunikeza inzuzo eyengeziwe – uthola isheya elilodwa elengeziwe ku-Kerry njalo uma uthenga amathathu. Kufanele ugcine amasheya owathengile iminyaka emibili kusukela kumnikelo wakho wokuqala ukuze uvule la masheya angeziwe.

I-OurShare yakhiwe izingxenye ezintathu:

- **Amasheya Athengiwe** – amasheya owathenga ngenkokhelo yakho yanyanga zonke
- **Amasheya Afanisiwe** – amasheya owathola ku-Kerry: elilodwa njalo ngamathathu owathengile
- **Amasheya Enzuzo** – amasheya awengeziwe owatholayo uma i-Kerry ikhokha ingxenye yenqubekela phambili yayo kubanikazi bamasheya

4. Isebenza kanjani i-OurShare

4.1 Amasheya Athengiwe

4.1.1 Ngithenga kanjani amasheya?

Lokhu kuphethwe yi-Kerry egameni lakho. Uma ujoyina i-OurShare, ukhetha ukuthi ufuna ukukhokhela malini njalo ngenyanga unyaka wonke. I-payroll izothatha le nkokhelo emholweni wakho ngemva kwentela – uzokwazi ukukubona lokhu ku-payslip yakho. Sithumela le nkokhelo ku-[Computershare](#), ezothengela amasheya e-Kerry bonke abaku-OurShare emakethe evulekile.

Lawa abizwa ngokuthi Amasheya Athengiwe. Ngawakho. Ungawabona amasheya akho ku-akhawunti yakho ye-[EquatePlus](#). Lapho, ungawafinyelela kalula futhi uwathengise.

4.1.2 Sithenga kangaki amasheya?

I-Computershare izothenga amasheya ngomhla ka-15 njalo ngenyanga (noma ngosuku olulandelayo lokusebenza uma umhla ka-15 uwela ngempelasonto). Uma ujoyina ngoSepthemba, uzokwenza umnikelo wakho wokuqala ngo-Okthoba, bese amasheya akho okuqala ethengwa ngoNovemba. Lo mjikelezo uphindaphindeka njalo ngenyanga izinyanga eziyi-12.

4.1.3 Mangaki amasheya engingawathenga?

Inani lamasheya inkokhelo yakho engawathenga ingahluka. Kuncike ezintweni eziningi, kuhlenganise nalezi:

- Ubukhulu bemali oyikhokhelo, kanye
- Intengo yesheya le-Kerry ngesikhathi amasheya ethengwa, kanye
- Kulabo abangakhokhelwa ngama-Euro, izinga lokushintshisana kwemali.

Lezi zinto zonke zingahluka kumuntu nomuntu, nangenyanga nenyanga.

Ukuze ubone ukuthi lokhu kusebenza kanjani empilweni yangempela, vakashela i-[OurShare hub](#). Lapho, uzothola olunye ulwazi oluningi nezinsiza ezihlukahlukene.

4.1.4 Kwenzekani uma ngingakwazi ukuthenga isheya eligcwele?

Inkokhelo yakho yezinyanga zonke ingase ibe ngaphansi kwenani lesheya eligcwele. Kulokhu, inkokelo yakho ithenga ingxenye yesheya. Lawa abizwa ngokuthi amasheya angamagceke. Ngokuhamba kwesikhathi, lawa magceke azohlenganiswa abe isheya eligcwele.

4.1.5 Ngingawasebenzisa kanjani amasheya ami?

Uma usunawo amasheya ku-akhawunti yakho ye-EquatePlus, ungakwazi:

- Ukuwathengisa wonke noma ingxenye yawo – kodwa uma uwathengisa ngaphambi kokuthi amasheya afanisiwe avuleke, uzolahlekelwa ilawo masheya angeziwe.
- Ukuwathumela ku-akhawunti yakho yomuntu siqu yokuhweba ngamasheya.
- Ukuwabeka ku-akhawunti yakho ye-EquatePlus futhi uqhubeke nohambo lwakho njengomnikazi wamasheya e-Kerry, uthola ingxenye yenqubekela phambili yenkampani njengamasheya angeziwe, futhi uvote ezinqumweni zenkampani.

4. Isebenza kanjani i-OurShare

4.1.6 Iyini intengo yesheya le-Kerry?

Intengo yesheya lethu iyashintsha, kuya ngezinto ezahlukene ezihlanganisa ukusebenza kwenkampani nezimo zemakethe. Ungathola intengo yethu yamanje ku:

- I-OurShare Hub: kerryourshare.com
- I-dashboard ye-EquatePlus
- Kerry.com

4.1.7 Kwenzekani uma ngingakhokhelwa ngama-Euro?

Wenza inkokhelo yakho ngemali yendawo. Imingcele emincane nemikhulu yeminikelo isethwe ngama-Euro futhi iguqulelwa emalini yendawo usebenzisa isilinganiso sokushintshisana esivamile kusukela ku-1 Januwari kuya ku-31 Julayi.

Uma ukhokha ngemali yendawo, le nkokhelo uguqulelwa kuma-Euro ngaphambi kokuthi isetshenziselwe ukuthenga amasheya e-Kerry njalo ngenyanga. Amasheya akho adinga ukuthengwa ngama-Euro ngoba amasheya e-Kerry athengiswa ngama-Euro. Izinga lokushintshisana liyashintsha ngokuhamba kwesikhathi, okungase kuthinte ukuthi uthenga ama-Euro angakanani ngenyanga.

4.1.8 Inkokhelo ithatha isikhathi esingakanani?

I-OurShare iqhubeka izinyanga eziyi-12 futhi unethuba lokujoyina noma ukujoyina futhi minyaka yonke. Uma ujoyina i-OurShare ngoSepthemba, uzokwenza inkokhelo yakho yokuqala ngo-Okthoba. Inkokhelo yakho yokugcina izoba ngoSepthemba olandelayo. Ngaleso sikhathi, uzobhaliswa ngokuzenzakalelayo emjikelezweni olandelayo wezinyanga eziyi-12, ngenani elifanayo.

4.1.9 Ingabe kukhona izindleko zokuthenga amasheya njalo ngenyanga?

Cha – i-Kerry iyayikhokhela izindleko zokuthenga Amasheya Akho Athengiwe egameni lakho. Lokhu kufaka phakathi:

- Izimali ze-akhawunti yakho ye-EquatePlus
- Izimali zokuthenga nokwenza ukuthengiselana

Ulwazi olwengeziwe ngalokhu lutholakala ku-Terms & Conditions, ongazithola ku-OurShare Hub.

4. Isebenza kanjani i-OurShare

4.2 Amasheya Afanisiwe

4.2.1 Iyini i-Matching Shares?

Amasheya Afanisiwe angesinye sezici ezibalulekile ze-OurShare. Uma uthenga amasheya akho, i-Kerry ikunikeza amasheya angeziwe aziwa ngokuthi i-Matching Shares. Kunezimo ezimbalwa ezihambisana nalawa masheya angeziwe (bheka 'Ngithola kanjani i-Matching Shares?').

4.2.2 Mangaki amasheya afanisiwe engingawathola?

I-Kerry izokunikeza isheya elilodwa elengeziwe njalo ngamasheya amathathu owathengayo ngenkokhelo yakho. Inani lama-Matching Shares owatholayo lincike ezintweni ezahlukeni:

- Mangaki Amasheya Athengiwe owathengile
- Nokuthi ugcine Amasheya Akho Athengiwe iminyaka emibili.

Ungase ungabi namasheya anele okuthola i-Matching Share ephelele. Kulokhu, uzothola ingxenye yesheya. Lawa aziwa ngokuthi ama-fractional shares. Ngokuhamba kwesikhathi, lawa ma-fractional shares azohlenganiswa abe isheya eligcwele.

4.2.3 Ngiyithola kanjani i-Matching Shares?

Njalo lapho uthenga amasheya ngenkokhelo yakho, i-Kerry ibala ngokuzenzakalelayo inani lama-Matching Shares ongawathola. Ungawabona ama-Matching Shares akho angaba khona ekhula ku-akhawunti yakho ye-EquatePlus. Nokho, awukwazi ukufinyelela kulawa masheya ngokushesha – kudingeka uhlale ne-Kerry futhi ugcine Amasheya Akho Athengiwe ku-akhawunti yakho ye-EquatePlus iminyaka emibili kusukela enkokhelweni yakho yokuqala. Kukhona okuhlukile kulokhu – bheka isigaba sokuhamba ngezansi.

Isibonelo, uma ujoyina i-OurShare ngoSepthemba kulo nyaka, uzokwenza inkokhelo yakho yokuqala ngo-Okthoba kulo nyaka futhi inkokhelo yakho yokugcina ngoSepthemba wonyaka ozayo. Ngo-Okthoba olandelayo, wonke ama-Matching Shares akho azovuleka – eminyakeni emibili ngemuva kwenkokhelo yakho yokuqala, ngokusekelwe enanini lama-Purchased Shares ku-akhawunti yakho ye-EquatePlus. Uma usuwenze inkokhelo yakho yokugcina, izinyanga eziyi-12 ezilandelayo zibizwa ngokuthi 'isikhathi sokugcina', lapho ama-Matching Shares akho evaliwe.

4.2.4 Ngingawathola nini ama-Matching Shares ami?

Ungawabona ama-Matching Shares akho angaba khona, futhi uwabuke ekhula ku-akhawunti yakho ye-EquatePlus. Nokho, lawa masheya avalelwe iminyaka emibili ngemuva kwenkokhelo yakho yokuqala. Kukhona okuhlukile kulokhu – bheka isigaba sokuhamba ngezansi.

Ngamamasheya owathengayo futhi owagcinayo phakathi kuka-Okthoba kulo nyaka noSepthemba wonyaka ozayo, uzowathola ama-Matching Shares akho ngo-Okthoba wonyaka olandelayo.

4. Isebenza kanjani i-OurShare

4.2.5 Ngingawasebenzisa kanjani ama-Matching Shares ami?

Njengama-Purchased Shares akho, uma usunawo ama-Matching Shares akho, ungakwazi:

- Ukugcina amasheya akho ku-akhawunti ye-EquatePlus futhi uqhubeke nohambo lwakho njengomnikazi wamasheya e-Kerry futhi uthole ingxenye yenzuzo yenkampani njengamasheya angeziwe. Futhi, uma uneshaya elilodwa eligcwele okungenani, ungavota ezinqumweni zenkampani. Ukuze uthole ulwazi olwengeziwe, bheka 'Kusho ukuthini ukuba nengxenye ye-Kerry'
- Ukuwathengisa wonke noma ingxenye yawo
- Ukuwathumela ku-akhawunti yakho yokuthengiselana yamasheya yangasese

4.2.6 Kwenzekani uma ngithengisa Amasheya Ami Athengiwe ngaphambi kokuhlangana kweminyaka emibili?

Ungumnikazi wama-Purchased Shares akho – ungawathengisa noma uwadlulisele noma yinini. Nokho, amasheya angeziwe anikezwa yi-Kerry atholakala kuphela uma ugcina amasheya akho ku-akhawunti ye-EquatePlus iminyaka emibili ngemuva kokuqala kwenkokhelo yakho. Amasheya angeziwe azosebenza kunoma yimaphi amasheya asele ku-akhawunti yakho ye-EquatePlus. Lokhu kusho ukuthi ungathengisa amanye futhi usathola angeziwe kulawo owagcinayo.

4.2.7 Ngiyayikhokha intela kula masheya?

Ungase udinge ukukhokha intela kula masheya. Inani elikhokhwayo, kanye nendlela nesikhathi sokukhokha, kuhluka kuye ngezwe. Bheka isigaba se-'Intela' ngezansi.

4. Isebenza kanjani i-OurShare

4.3 Amasheya Enzuzo

4.3.1 Iyini i-dividend?

I-dividend iyingxenye yenqubekela phambili yethu. I-Kerry iphethwe abanikazi bamasheya bayo, ngakho uma sithola inzuzo, siyikhokhela kulabo abatshale imali kithi. Lokhu kufaka nawe uma ujoyina i-OurShare. Ama-dividends ethu akhokhwa kusheya ngayinye – okusho ukuthi uma unamasheya amaningi, uthola ama-dividends amaningi. Inzuzo incike ekusebenzeni kwenkampani, ngakho ayiqinisekisiwe. Uma sikhokha, kuvamise ukuba kabili ngonyaka, ngoMeyi nangoNovemba. Ukuze uthole imininingwane eyengeziwe, bheka 'Kusho ukuthini ukuba nengxenye ye-Kerry'.

4.3.2 Uma ngijoyina i-OurShare ngiyawathola ama-dividends?

Yebo. Uma ujoyina i-OurShare uba umnikazi wamasheya e-Kerry futhi ube nengxenye ye-Kerry. Njengomnikazi wamasheya unelungelo lokuthola ingxenye yenqubekela phambili yenkampani. Noma nini lapho sikhokha ama-dividends, uzowathola kuwo wonke amasheya owathengile, kanye nanoma yimaphi amasheya angeziwe avuliwe. Ama-dividends azoguqulwa abe amanye amasheya, aziwa ngokuthi 'Amasheya Enzuzo'.

4.3.3 Ngiyawathola kanjani ama-dividends?

Uma ujoyina i-OurShare uzothola ngokuzenzakalelayo ingxenye yakho yenqubekela phambili yethu efakwa ngqo ku-akhawunti yakho ye-EquatePlus. Lokhu kuzofika njengamanye amasheya, aziwa ngokuthi Amasheya Enzuzo – ukuze ubone inqwaba yakho ikhula. Kwamanye amazwe, umthetho usiphoka ukuthi sikhokhe ama-dividends ngemali esikhundleni samasheya – uma kunjalo kuwe, uzowathola ngemali ku-EquatePlus.

4.3.4 Ngizothola malini kuma-dividends?

Inani lenzuzo ye-Kerry oyitholayo lincike ezintweni eziningi, kuhlenganise nalezi:

- Mangaki amasheya e-Kerry (noma izingxenye zawo) owaphethe
- Inzuzo esiyenzayo
- Uma sikwazi ukukhokha ama-dividends nhlobo.

4.3.5 Ngizowathola Amasheya Afanisiwe kuma-Dividend Shares?

Cha, asikuniki amasheya angeziwe kuma-Dividend Shares.

4.3.6 Ngizowathola Amasheya Enzuzo kuma-Matching Shares?

Hhayi eminyakeni emibili yokuqala, kodwa sizokhokha ama-dividends uma amasheya angeziwe evuliwe.

4.3.7 Ingabe kukhona imingcele kuma-Dividend Shares?

Cha, awekho imingcele kuma-Dividend Shares. Uma esevela ku-akhawunti yakho ye-EquatePlus, ungawathengisa noma uwadlulisele.

5. Ukukhokhela ku-OurShare

5.1 Nginganikela malini?

Ungakhokhela nganoma yisiphi isamba phakathi kwe-€10 ne-€200 ngenyanga (noma imali yendawo elingana nalokho). Lokhu kumele kube ngama-Euro aphelele – isibonelo, €12 noma €13, hhayi €12.50. Lokhu kuyafana nemali yendawo: kuzodingeka ukhethe inani eliphelele.

5.2 Ngingakhokha yonke imali yenkokhelo ngasikhathi sinye?

Cha, inkokhelo kumele ikhokhwe ngezikhathi ezithile. Lokhu kudonswa ngokuzenzakalelayo yi-payroll.

5.3 Ngingayishintsha imali engiykhokhelayo?

Yebo, ungashintsha inani olikhokha ku-OurShare noma kunini, nge-akhawunti yakho ye-EquatePlus. Kuzodingeka unikeze isaziso senyanga eyodwa ukuze i-Payroll yenze izinguquko ezidingekayo. Inani lakho elisha lenkokhelo kusamele ibe phakathi kwe-€10 ne-€200 ngenyanga (noma elilinganayo). Kunohlelo lenkokhelo nesifinyezo samadethi abalulekile ku-[OurShare Hub](#).

5.4 Kwenzekani uma ngingenayo imali eyanele yenkokhelo yenyanga ethile?

Uma imali yakho engenayo ngemuva kwentela ngenyanga ethile ingaphansi kwenkokhelo yakho, ngeke ukwazi ukhokhela ngaleyo nyanga. Inkokhelo yakho izoqhubeka njengokujwayelekile ngenyanga elandelayo, inqobo nje uma imali yakho eyanele.

5.5 Kwenzekani uma ngingumsebenzi wesikhathi esingaphelele?

Imingcele yeminikelo iyafana noma usebenza isikhathi esigcwele noma esingaphelele. Inani lonkokhelo yakho ngeke ihlukaniswe. Lokhu kungathinta isinqumo sakho sokuthi ukhokhele malini.

5.6 Kwenzekani uma ngingakhokhelwa ngokwenyanga?

Ungase ukhokhelwe masonto onke noma kabili ngenyanga. Kuzodingeka ulandele inqubo efanayo futhi ukhethe umkhawulo wenkokhelo yanyanga zonke uma ujoyina i-OurShare. I-Payroll izobala inani elifanele masonto onke noma kabili ngenyanga, bese ililinganisa kumaphuzu amabili.

5.7 Kwenzekani uma ngiku-leave ekhokhelwayo?

Ungaqhubeka nokukhokhela uma useku-leave ekhokhelwayo, njengokubeletha noma i-parental leave, i-sick leave noma i-long-service leave. Inkokhelo yakho izoqhubeka uma imali osakhokhelwa yona yanele ukukhokhela inani olikhethile.

5.8 Kwenzekani uma ngiku-leave engakhokhelwayo?

Uma ungakhokhelwa, isibonelo uma uku-sabbatical, sizomisa inkokhelo yakho. Inkokhelo izoqala futhi uma usuqala ukukhokhelwa futhi kodwa ngeke ukwazi ukukhokha inkokhelo ephuthelwe. Kwamanye amazwe, umthetho usiphoka ukuthi sivumele abasebenzi baqhubeka nokukhokha ku-OurShare. Uma kunjalo, sizokunikeza enye indlela yokukhokhela. Awukwazi ukukhokhela ngemali yezinkokhelo zomthetho, njengemali yokubeletha noma yokugula.

6. Ukujoyina i-OurShare

6.1 Ngingayijoyina kanjani i-OurShare?

Uma unekheli le-imeyili le-Kerry uzothola i-imeyili evela ku-EquatePlus ukuze uvule i-akhawunti yakho. Uma ungenayo i-imeyili ye-Kerry, kuzodingeka usinikeze ikheli lakho le-imeyili yangasese. Ungakwenza lokhu ngokuvakashela ku-OurShare Hub: kerryourshare.com bese ugcwalisa 'ifomu lokubhalisa kusengaphambili'. Ukubhalisa kusengaphambili akuphoqelekile, kusho nje ukuthi ungathola isimemo sakho se-imeyili.

Uma iwindi lokubhalisa livuliwe, uzothola isimemo nge-imeyili esinezixhumanisi zokuzibhalisela. Lokhu kuzokuyisa ku-EquatePlus, lapho ungazibhalisela khona futhi ukhethe ukuthi ufuna ukukhokhela malini njalo ngenyanga. Sizokutshela uma iwindi livuliwe futhi sikuthumele isikhumbuzo ngaphambi kokuvalwa kwalo.

6.2 Ngidinga ukufinyelela kwi-inthanethi ukuze ngijoyine i-OurShare?

Yebo, yonke imisebenzi nokuhweba, kuhlunganise nokuzibhalisela, kufanele kwenziwe ku-EquatePlus, okudinga ukufinyelela kwi-inthanethi. Uma ungenayo i-inthanethi, ungasebenzisa idivayisi yenkampani kuye ngezinhlelo ezikhona endaweni yakho yokusebenza.

6.3 Uma senginayo i-akhawunti ye-EquatePlus, ngidinga entsha ye-OurShare?

Uma usunayo i-akhawunti ye-EquatePlus, awudingi ukusetha entsha (isb. uma usuyingxenywe ye-Kerry Long Term Incentive Plan 'LTIP' noma wajoyina i-OurShare eminyakeni edlule). Uma ujoyina i-OurShare, uzokwazi ukufinyelela i-akhawunti yakho njengokujwayelekile.

Uma uke waba ne-akhawunti ye-EquatePlus nomqashi wangaphambilini, kuzodingeka usethe i-akhawunti entsha ye-Kerry.

6.4 Ngabe kufanele ngijoyine i-OurShare?

Cha. Ukujoyina i-OurShare kuyisinqumo somuntu siqu, futhi akuphoqelekile. Sifuna ukukunikeza ulwazi oludingayo ukuze wenze isinqumo esinolwazi. Asikwazi ukukunikeza iseluleko sokuthi kufanele ujoyine noma cha. Uma ungazi, kungcono ukhulume nochwepheshe wezezimali noma intela.

6.5 Ngingayijoyina i-OurShare ngemuva kokuphela kwesikhathi sokubhalisa?

Cha. Sizoba nesikhathi esisodwa sokubhalisa njalo ngoSeptemba, esizovuleka cishe inyanga – qaphela izaziso ngezinsuku eziqondile. Uma ufuna ukujoyina, kufanele ukwenze ngaleso sikhathi – uma uphuthelwe, noma ungafaneleki kuze kube sekupheleni, kuzodingeka ulinde unyaka kuze kube isikhathi esilandelayo sokubhalisa.

6. Ukujoyina i-OurShare

6.6 Ngabe ngidinga ukubhalisa futhi minyaka yonke uma ngabhalisa ngonyaka odlule?

Ukuze kube lula, uma ujoyina i-OurShare, sizokubhalisela ngokuzenzakalelayo emijikelezweni ezayo uma usafaneleka. Uzoba nenani elifanayo lenkokhelo yanyanga zonke.

Uma ukhokhela ngemali engaphandle kwama-Euro, imikhawulo emincane nemikhulu ingashintsha minyaka yonke njengoba izinga lokushintshisana lishintsha.

- Uma imikhawulo emincane emalini yakho ingaphezulu kunenkokhelo yakho yamanje, uzothola i-imeyili yokucela ukuthi ufake inani elisha.
- Uma imikhawulo emikhulu emalini yakho ingaphansi kwenkokhelo yakho yamanje, inkokhelo yakho izoncishiswa ngokuzenzakalelayo ibe semkhawulweni omusha.

Ungakhetha ukushintsha inkokhelo yakho ngesikhathi sokubhalisa minyaka yonke ngoSepthemba, noma noma yinini phakathi nonyaka.

6.7 Kwenzekani uma ngabhalisa eminyakeni edlule?

Uma wake wajoyina i-OurShare futhi usakhokhela, uzobhaliswa ngokuzenzakalelayo emijikelezweni walo nyaka. Inkokhelo yakho yanyanga zonke izohlala ifana ngaphandle kokuthi manje isingaphansi komkhawulo omncane noma ingaphezulu komkhawulo omkhulu wemali yendawo.

Inkokhelo yakho yokugcina ye-OurShare yonyaka odlule izoba ngoSepthemba, kanti eyokuqala yonyaka omusha izoba ngo-Okthoba. Lokhu kusho ukuthi ngeke kube khona ikhefu noma ukuphindaphinda.

Awuzobhaliswa ngokuzenzakalelayo, futhi kuzodingeka ujoyine ngesikhathi sokubhalisa, uma:

- Usungasayikhokheli i-OurShare
- Ukhethe ukuphuma ekubhalisweni okuzenzakalelayo.

6.8 Ngabe ngingaphinde ngijoyine uma ngabhalisa ngaphambilini kodwa ngahamba?

Yebo. Uzodinga nje ukubhalisa futhi uma iwindi lokubhalisa livuliwe.

6.9 Kwenzekani uma ngifuna ukwenza izinguquko ku-OurShare yalo nyaka?

I-OurShare iyaguquguquka, ngakho ungashintsha noma yinini. Nokho, lesi yisikhathi esihle sokubheka inkokhelo yakho futhi uqinisekise ukuthi isasebenza kahle kuwe. Kungenzeka usenlisekile ngezinketho zakho, noma izimo zakho sezishintshile.

Khumbula, ungashintsha umqondo wakho noma yinini!

6. Ukujoyina i-OurShare

6.10 Ngingenzani ngamasheya ami avela emjikelezweni wangaphambilini we-OurShare?

6.10.1 Amasheya avela ku-OurShare yangonyaka odlule

Lapho isikhathi sakho sokonga izinyanga eziyi-12 siphela ngoSeptemba, noma yimaphi ama-Matching Shares angeziwe avela kwa-Kerry azovalwa unyaka owodwa owengeziwe.

Ngenkathi Amasheya Owathengile kanye nawo wonke ama-Dividend Shares engawakho ngokushesha, uma uthengisa Amasheya Owathengile ngaphambi kokuthi ama-Matching Shares akhululwe, uzolahlekelwa ama-Matching Shares ahambisanayo.

6.10.2 Amasheya avela ku-OurShare yangonyaka odlule

Ama-Matching Shares akho avela emjikelezweni angaphambilini e-OurShare akhululwa ngo-Okthoba eminyakeni emi-2 ngemuva kokuba ujoyine. Lokhu kusho ukuthi ungakwazi:

- Ukufinyelela kuma-Matching Shares akho
- Ukuthola ama-dividends kuma-Matching Shares akho – anikezwa kuwe njenge-Dividend Shares
- Ukuthengisa noma ukudlulisa Amasheya Owathengile ngaphandle kokulahlekelwa ama-Matching Shares alingana nawo.

Lapho ama-Matching Shares akho ekhululwa, unezinketho ezi-3:

1. Uwabeke, uqhubeke nokujabulela izinzuzo zokuba umnikazi wamasheya e-Kerry.
2. Uwathengise, futhi uhlomule empumelelweni ayisize ukudala.
3. Uwathumele, ku-akhawunti yakho yomuntu siqu yokuhweba ngamasheya.

Ungabuka futhi uphathe amasheya akho ku-akhawunti yakho ye-EquatePlus. Kukhona olunye ulwazi esigabeni sokukhululwa ku-OurShare Hub (oluzayo).

6.11 Ingabe i-OurShare ayinabo ubungozi?

Inani lamasheya e-Kerry lingakhuphuka noma lehle, futhi amazinga okushintshisana nawo ayashintsha. Asikwazi ukubikezela intengo yesheya noma izinga lokushintshisana, ngakho kukhona ingxenye yobungozi. Njenganoma iyiphi imali efakwe kumasheya, ungathola okuncane kunalokho okufakile.

Kufanele ucabange kahle ngobungozi obungaba khona kanye nesimo sakho sezimali, izidingo nezinhloso zakho ngaphambi kokujoyina i-OurShare. Nakuba i-Kerry ingakwazi ukuhlinzeka ngeluleko lezimali, sinikeze ngezinsiza mayelana ne-OurShare – kubalulekile ukuthi uthole isikhathi sokuzifunda ukuze wenze isinqumo esinolwazi.

7. Ukuphatha amasheya

7.1 Ngingawabuka futhi ngiwaphathe kanjani amasheya ami?

Uma ujoyina i-OurShare, uzoba ne-akhawunti yakho ye-EquatePlus ephephile, yomuntu siqu. Lapho, ungabona imininingwane yawo wonke amasheya onawo avela ku-OurShare. Uzokwazi ukuqapha amasheya owathengile – Amasheya Owathengile, Amasheya Enzuzo kanye nama-Matching Shares akhululiwe. Uzokwazi futhi ukubona ama-Matching Shares avaluwe (bheka 'Matching Shares'), kanye nesikhathi azotholakala ngaso.

7.2 Ngingaqinisekisa kanjani ukuthi ngithola noma yiziphi izaziso nezibuyekezo mayelana namasheya ami?

Uzothola izibuyekezo nezaziso ezivela ku-EquatePlus nge-imeyili noma ngohlelo lokusebenza. Ukuze uqinisekise ukuthi uthola lezi zibuyekezo, kufanele ulande uhlelo lokusebenza, futhi ugcine imininingwane yakho yokuxhumana ibuyekiwe ku-EquatePlus. Lokhu kubaluleke kakhulu uma ungenayo i-imeyili yomsebenzi ye-Kerry.

7.3 Ngingawathengisa noma ngiwadlulisele amasheya?

Yebo, ungathengisa noma udlulisele amanye noma wonke amasheya akho ku-akhawunti yakho ye-EquatePlus nganoma yisiphi isikhathi.

Kuzo zonke izinkathi eziyizinyanga eziyi-12, kuzodingeka ugcine Amasheya Owathengile iminyaka emibili kusukela kumnikelo wakho wokuqala ngaphambi kokuthi ama-Matching Shares akhululwe. Uma uthengisa noma yimaphi Amasheya Owathengile ngaphambi kwesikhathi, uzolahlekelwa ama-Matching Shares ahambisanayo.

Lapho uthengisa amasheya akho, kufanele kuhambisane nenqubomgomo yethu ye-Dealing in Securities. Ungayibona esigabeni Sezinsiza ku-[OurShare Hub](#).

7.4 Ingabe kukhona izimali zokuthengisa noma zokudlulisa amasheya?

Yebo, lapho uthengisa noma udlulisa amasheya akho, kuzodingeka ukhokhe izimali zokuthengiselana. Imininingwane yalezi zimali iyatholakala ku-EquatePlus.

Lapho uthengisa amasheya akho ku-EquatePlus, uzobona ukuhlukaniswa okuphelele kwezimali ezihambisanayo, kanye nenani lemali ozoyithola ku-akhawunti yakho yasebhange.

Izimali zokuthengiselana zimi kanje:

- Imali Yokuthengisa Amasheya (Ikhomishini/Imali Yokuhweba)
- Imali Yokudluliselwa Kwamazwe Ngamazwe (Wire Fee) *kuphela uma kudluliselwe ku-akhawunti engeyona ye-euro
- Ukuguqulwa Kwemali (Imali Yokushintshisana) *kuphela uma kudluliselwe kumali engeyona ye-euro

Lapho uthengisa amasheya, le mali yokuthengiselana izothathwa enanini lokuthengisa. Lokhu kusho ukuthi ngeke kudingeke ukhokhe lutho kusengaphambili. Esikhundleni salokho, uzokhokhelwa inani lamasheya owathengisile, kususwe imali yokuthengiselana.

Ungadlulisa amasheya ku-akhawunti yakho yokuhweba ngamasheya uma kudingeka. I-EquatePlus izoqinisekisa imali yokudlulisa lapho beqedela isicelo, ozodinga ukuyikhokha ku-inthanethi lapho uqedela ukudlulisa.

7. Ukuphatha amasheya

7.5 Ngingathenga amasheya kwezinye izinkampani nge-akhawunti yami eku-inthanethi?

Cha. Ama-akhawunti e-EquatePlus atholakala kuphela ukuphatha amasheya agcinwe kwa-Kerry.

7.6 Ngingathola imali esikhundleni samasheya e-Kerry?

I-OurShare ikunikeza ithuba lokuthenga amasheya e-Kerry – akukho okulinganayo ngemali.

8. Ukuhamba

8.1 Ukuhamba ku-OurShare

8.1.1 Ngingayiyeka i-OurShare?

Yebo, ungahoxisa ukubamba iqhaza kwakho futhi uphume ku-OurShare nganoma yisiphi isikhathi. Kuzodingeka unikeze isaziso senyanga eyodwa ku-EquatePlus, ukuze i-payroll ibe nesikhathi esanele sokwenza ushintsho. Kuzodingeka ulinde kuze kufike isikhathi sokubhalisa esilandelayo ukuze ujoyine futhi.

Uma uphuma ku-OurShare, usazogcina Amasheya Athengiwe, futhi uzoba nelungelo lokuthola Amasheya Afanisiwe ahambisanayo, ngokuhambisana nemingcele evamile.

8.1.2 Ngingayimisa inkokhelo?

Unganciphisa inkokhelo yakho noma uphume ku-OurShare kodwa awukwazi ukuyimisa okwesikhashana. Okuwukuphela kokuhlukile uma ungakhokhelwa yithi (bheka umbuzo mayelana ne-leave engakhokhelwayo).

8.1.3 Ngingayibuyiselwa inkokhelo yami ngaphambi kokuthengwa kwamasheya?

Cha, asikwazi ukuyibuyisela imali yenkokhelo.

8.2 Ukuhamba kwa-Kerry

8.2.1 Kwenzekani uma ngihamba kwa-Kerry?

Uma ushiya kwa-Kerry ngeke usakwazi ukubamba iqhaza ku-OurShare, ngakho inkokhelo yakho izomiswa. Ungagcina noma yimaphi Amasheya Athengiwe kanye nawo Amasheya Enzuzo, kanye nawo Amasheya Afanisiwe avuliwe. Nokho, uzolahlekelwa noma yimaphi Amasheya Afanisiwe avaliw (ngaphandle uma kunezimo ezithile ezisebenzayo).

Ungagcina amasheya akho ku-akhawunti yakho ye-EquatePlus ngemuva kokuhamba kwa-Kerry, futhi uwathengise noma uwadlulisele noma inini. Asikho isikhathi esinqunyiwe sokuwasusa ku-akhawunti yakho ye-EquatePlus, nakuba singase sisethule esikhathini esizayo.

8.2.2 Isebenza kanjani inkokhelo yami yokugcina?

Inkokhelo yakho yokugcina izophuma emholweni wakho wokugcina. Kuya ngesizathu sokuhamba kwa-Kerry, ungase uqhubeke uwathole Amasheya Afanisiwe angeziwe.

8.2.3 Ngingaqinisekisa kanjani ukuthi ngisaziswa ngemuva kokuhamba?

Ukuze uqinisekise ukuthi uthola zonke izibuyekezo ezidingekayo kufanele ugcine imininingwane yakho yokuxhumana ibuyekeziwe ku-EquatePlus – uma sidinga ukukuthinta, sizokwenza lokho nge-imeyili kuqala.

8. Ukuhamba

8.2.4 Ngingawathola amasheya afanisiwe uma ngihamba kwa-Kerry?

Kuncike ekutheni uhamba nini kwa-Kerry. Amasheya afanisiwe asevele avuliwe ngawakho. Nokho, awukwazi ukuthatha amasheya afanisiwe asavaliwe. Kukhona izimo ezithile lapho i-Kerry izokunika khona amasheya afanisiwe asavaliwe. Lezi yilezi:

- Ukuthatha umhlalaphansi
- Ukuxoshwa ngenxa yokwehliswa kwesikhundla
- Ukushona ngesikhathi usebenza
- Ukukhubazeka, ukugula noma ukulimala okukhulu
- Ukuqedwa kwenkontileka yesikhathi esinqunyiwe, uma lokhu kusemvumelwaneni sokuqala
- Ibhizinisi – noma ingxenye yalo – lishintsha abanikazi (isb. lithengiswa kwenye inkampani).

Uzowathola amasheya afanisiwe ngesikhathi obuvame ukuwathola ngaso – imvamisa eminyakeni emibili ngemuva kokuqala kweminikelo yakho.

8.2.5 Ngisawathola ama-dividends uma ngihamba kwa-Kerry?

Yebo. Uma usenamanye amasheya, usengumuntu ophethe amasheya e-Kerry futhi unelungelo lokuthola ama-dividends noma nini lapho i-Kerry iwakhokha.

8.2.6 Kwenzekani uma ngihamba kwa-Kerry bese ngibuya?

Uma uhamba kwa-Kerry bese ubuya, uzokwazi ukujoyina i-OurShare futhi ngesikhathi sokubhalisa esilandelayo (uma usafanelekile). Nokho, uzobhekwa njengomuntu omusha ku-OurShare. Awukwazi ukuqhubeka nokubhaliswa kwakho kwangaphambilini.

9. Intela

9.1 Ingabe kunezinzuzo zentela uma ujoyina i-OurShare?

Azikho izinzuzo zentela ku-OurShare. Inkokhelo yakho ithathwa emholweni wakho osusele intela. Lokhu kungenxa yokuthi sifuna i-OurShare ifane emhlabeni wonke, futhi itholakale ngale migomo efanayo kuwo wonke ozakwethu – ukuze sibe ndawonye futhi kube nokulingana.

9.2 Amasheya abekwa kanjani intela?

Lokhu kuhluka kuye ngezwe. Ilizwe ngalinye linezinhlinzeko zalo zokubeka intela emasheyeni ezikhathini ezahlukene phakathi nempilo ye-OurShare.

I-Kerry, njengomqashi wakho, ingadingeka ukuthi ibikele igunya lentela ngamasheya aphethwe. Singadingeka futhi ukuthi sithengise amanye amasheya akho ukukhokhela noma iyiphi intela noma umshuwalense wezenhlalakahle owedlule.

Ungadinga futhi ukubika amasheya akho njengengeniso ebekwe intela ku-return yakho yentela noma utshele igunya lentela ngamasheya akho.

Inani lentela ekumele likhokhwe, kanye nendlela nesikhathi sokukhokha, kuhluka kuye ngezwe. Ukuze uthole ulwazi olunzulu mayelana nemithetho yezwe lakho, bheka 'Country Employee Tax Notes' yethu, etholakala ku-[OurShare Hub](#). Lokhu kuzokusiza uqonde izidingo zentela yezwe lakho nezibopho zakho siqu. Sicela uqaphele: kungase kube nezinguquko ezizayo emthethweni wentela wezwe lakho, ezingase zithinte wena maqondana namasheya akho.

9.3 Yiziphi izintela ezikhokhwayo ezingxenyeni ezintathu ze-OurShare?

Amasheya Athengiwe

Inkokhelo eyenziwa emholweni osusele intela ukuthenga amasheya athengiwe. Ngakho-ke ukhokha intela enanini olichithayo, ngakho akufanele ukhokhe intela kuwona kuze kube uyawathengisa. Uma uthola inzuzo lapho uthengisa amasheya akho, kwamanye amazwe kukhona intela ekumele ikhokhwe kuleyo nzuzo.

Amasheya Afanisiwe

Emazweni amaningi, awudingi ukukhokha intela phakathi neminyaka emibili lapho amasheya afanisiwe evaliwe futhi engathengiswa.

Lapho amasheya afanisiwe esengawakho ngemuva kweminyaka emibili, azoba ngaphansi kwentela emazweni amaningi. Kuzodingeka ukhokhe intela enanini elibekwe intela lamasheya afanisiwe uma uwathola. Lokhu kuzoncika esimweni sakho sentela siqu kanye nezwe obekwa kulo intela.

I-Kerry inesibopho, emazweni amaningi, sokuqinisekisa ukuthi intela yabasebenzi noma umshuwalense wezenhlalakahle uyakhokhwa. Sizokwenza lokhu uma uthola amasheya afanisiwe. Indlela evame ukusebenza ngayo ukuthi sithengise amasheya afanisiwe anele ukukhokhela noma iyiphi intela ekumele ikhokhwe. Inani lamasheya afanisiwe ozowathola lizoba amasheya afanisiwe akho minus noma yimaphi amasheya athengisiwe ukukhokhela intela.

9. Intela

Amasheya Enzuzo

Emazweni amaningi, ama-dividends abhekwa njengengeniso, ngakho noma yimaphi ama-dividends noma amasheya enzuzo owatholayo angase abekwe intela. Inani lentela lizoncika ezweni lakho nasemazingeni entela akho siqu.

I-Kerry iyinkampani ebhaliswe e-Ireland, futhi ngaphansi komthetho wentela wase-Ireland kuyimpoqo ukuthi inkampani ikhiphe i-Dividend Withholding Tax (DWT) engu-25% kuma-dividends akho ngaphambi kokuba ama-dividends atshalwe kabusha kumanye amasheya akho. Kuye ngesimo sakho siqu, ungase ube nelungelo lokubuyiselwa intela evela ku-Irish Revenue.

Uma kukhona ukungaqiniseki, kufanele ukhulume nochwepheshe wezezimali noma wentela mayelana nemithelela yentela yokujoyina i-OurShare. Bangaxoxa ngokwenzeka uma kuba nezinguquko emthethweni wentela wezwe ezingase zithinte indlela yokubekwa kwentela.

9.4 Ingabe kukhona izidingo zokubika kwabezintela kimi?

Amazwe amaningi anemithetho yawo yendawo yokubika amasheya, ikakhulukazi amasheya enkampani yangaphandle noma amasheya aphethwe ngaphandle kwezwe.

Ukuze uthole ulwazi olunzulu mayelana nemithetho yezwe ngalinye, bheka i'Country Employee Tax Notes' yethu, etholakala ku-OurShare Hub: kerryourshare.com. Sicela uqaphele, kungase kube nezinguquko emthethweni wezwe ezingase zithinte noma zishintshe izidingo zokubika ongase ube nazo. Uma kukhona ukungaqiniseki, kufanele uhlole nochwepheshe wezezimali noma wentela siqu.

10. Ukuthuthela kwamazwe ngabalingani (ukuhamba emhlabeni wonke)

10.1 Ngabe ngiyafaneleka ukujoyina i-OurShare uma ngisesikhundleni sokuthunyelwa?

Ukufaneleka kwakho ukujoyina i-OurShare kuzoncika ezintweni eziningi, ikakhulukazi lapho uqashwe khona futhi usebenza khona. Uzomenywa ukuba ujoyine inqobo nje uma usafanelekile ekuqaleni kwewindi lokubhalisela. Njengomsebenzi ohambayo, kufanele uqashwe, ukhokhelwe futhi usebenze ezweni elibambe iqhaza.

10.2 Ngikhokhelwa ezweni elibambe iqhaza, kodwa ngisebenza ezweni elingabambi iqhaza; ngingakwazi ukujoyina i-OurShare?

Uma usebenza ezweni elingabambi iqhaza, ngeke ukwazi ukujoyina okwamanje. Uzomenywa ukuba ujoyine esikhathini esizayo lapho i-OurShare isiqalisiwe endaweni yakho yokusebenza (inqobo nje uma uhlangabezana nezinye izimfuneko zokufaneleka). Sicela ubheke ithebula elingezansi ukuze ubone izibonelo:

Umsebenzi	Izwe Lomsebenzi	I-Payroll Yomsebenzi	Izwe Lokusebenza	Ukufaneleka
Umlingani A	Indonesia	Indonesia	Indonesia	Ufanelekile – Umsebenzi Wasekhaya
Umlingani B	Indonesia	Indonesia	United Kingdom	Ufanelekile – Umsebenzi Ohambayo Emhlabeni Wonke (amazwe womabili abamba iqhaza)*
Umlingani C	Indonesia	Indonesia	Vietnam	Akafanelekile – Izwe Lokusebenza alibambi iqhaza.* Kuzomele ulinde isigaba esizayo.

*Amazwe Abamba Iqhaza:

- **APMEA:** Australia, Cameroon, China, Hong Kong (China), India, Indonesia, Japan, Kenya, Malaysia, New Zealand, Nigeria, Oman, Republic of Korea, Rwanda, Singapore, South Africa, Saudi Arabia, Tanzania, Thailand, Turkey, Uganda, United Arab Emirates.
- **Europe:** Austria, Belgium, Czech Republic, Denmark, France, Germany, Greece, Hungary, Ireland, Italy, Luxembourg, Netherlands, Poland, Romania, Spain, Sweden, United Kingdom.
- **LATAM neNyakatho Melika:** Argentina, Brazil, Canada, Chile, Colombia, Costa Rica, El Salvador, Guatemala, Mexico, United States of America.

10.3 Kwenzekani uma ngijoyina i-OurShare ngoSeptemba bese ngithuthela kwelinye izwe phakathi nesikhathi sohlelo?

Lokhu kuzoncika ezweni ovela kulo nalapho uthuthela khona. Ngokufingqiwe:

1. Uma uthuthela ezweni elingabambi iqhaza, ngeke ukwazi ukuqhubeka nokubamba iqhaza. Kulesi simo, lokhu okulandelayo kuzosebenza:
 - a. Zonke izinkokhelo ezizayo ngepayroll zizoyeka
 - b. Uzogcina zonke Izabelo Ozikhethile ezithengwe egameni lakho
 - c. Uzohlala ufanelekile ukuthola noma yiziphi Izabelo Ezifanayo ezihambisana nalokho okwenzile kuze kube usuku lokudlulisela. Lezi zabelo zizovuleka ngokujwayelekile ngemva kwesikhathi sokubamba seminyaka emibili (ngaphansi kwezimo ezijwayelekile).
2. Uma uthuthela kwelinye izwe elibambe iqhaza futhi imali yakho iholelwa ngenye imali, ngeke ukwazi ukuqhubeka nokubamba iqhaza. Kuzosebenza okufanayo nalokho okuchazwe ku-1 ngenhla.
3. Uma uthuthela kwelinye izwe elibambe iqhaza futhi imali yakho iholelwa ngemali efanayo (isb. Ireland ukuya eSpain noma okuphambene), ukubamba kwakho iqhaza ku-OurShare kuzoqhubeka ngokujwayelekile.

10. Ukuthuthela kwamazwe ngabalingani (ukuhamba emhlabeni wonke)

10.4 Izwe engihlala kulo njengamanje alinalo iqhaza ku-OurShare. Ngingakwazi ukujoyina i-OurShare uma ngithuthela ezweni elibambe iqhaza?

Uzomenywa ukuba ujoyine i-OurShare ngesikhathi sokubhalisela sonyaka (ngokuvamile ngoSeptemba) uma uhlangabezana nezimfuneko zokufaneleka.

11. Incazelo Yamagama

Sifuna zonke izincazelo ze-OurShare zibe sobala futhi zibelula, ukuze uzazii kahle. Nokho, lawa magama angase asetshenziswe:

Uhlelo Lwezabelo Lwabo Bonke Abasebenzi. Inzuzo enikeza wonke umsebenzi ithuba lokuba yingxenye futhi abe nezabelo enkampanini ayisebenzelayo. Lolu hlelo luyingxenye yohlelo olubanzi lwezinkokhelo. Sesiqambe uhlelo lwezabelo lukaKerry ngokuthi OurShare.

Imihlangano Jikelele Yonyaka (AGMs). Imihlangano yabanikazi bezabelo lapho iBhodi Yabaqondisi iphakamisa izinto ezidinga ukuvunywa. Abanikazi bezabelo bangavota ukuvuma noma ukuphikisa uma bengavumelani nesiphakamiso.

Computershare. Inkampani yangaphandle ephethe ukuphathwa kwe-OurShare. Sithumela izimali zakho ku-Computershare – bese ithenga izabelo futhi izibeka ku-akhawunti yakho ye-EquatePlus.

Inkokhelo. Imali oyikhethayo ukuyifaka ku-OurShare njalo ngenyanga evela emholweni wakho osusele intela.

Izabelo Zenzuzo. Imali ekhokhwa kubanikazi bezabelo ngenxa yokutshala kwabo imali enkampanini. Imvamisa ikhokhwa kabili ngonyaka, kodwa kuncike esinqumweni seBhodi Yabaqondisi.

EquatePlus. Ipulatifomu yokuphatha esiyisebenzisayo ukuphatha i-OurShare. Iqhutshwa ngumhlinzeki wethu, i-Computershare.

Izinga Lokushintshisana. Izinga elinquma ukuthi uthola malini uma ushintsha imali eyodwa uye kwenye – lingakhuphuka noma lehle.

Izabelo Ezincane. Izabelo ezingaphelele enkampanini. Zikuvumela ukuthi utshale imali ngaphandle kokuthenga izabelo esigcwele – ziwusizo uma izabelo esisodwa sibiza kakhulu. Cabanga ikhekhe eliphelele njengezabelo eziphelele, izabelo esincane siyisiqephu salo.

Isikhathi Sokubamba. Isikhathi seminyaka emibili lapho Izabelo Ezifanayo zivalekile. Ngemva kwalesi sikhathi, lezi zabelo sezitholakala ukuze uzigcine, uzidayise noma uzidlulisele.

Izabelo Ezivaliwe. Izabelo Ezifanayo onazo, kodwa ongakwazi ukuzidayisa noma ukuzidlulisela isikhathi esithile. Zivalelwe isikhathi sonke sohlelo lweminyaka emibili.

Izabelo Ezifanayo. Lezi izabelo ezengeziwe ozithola kwaKerry: uthola izabelo esisodwa kwaKerry njalo uma uthenga izabelo ezintathu. Awukwazi ukuzithola ngokushesha – funda ukuthi ungazivula kanjani esigabeni se-‘Matching Shares’.

OurShare. Uhlelo lwethu lwezabelo lwabasebenzi emhlabeni wonke. Sifuna ukukhula ndawonye, ngakho sinikeza bonke ozakwethu ithuba lokuba yingxenye ye-Kerry.

Izabelo Ezithengiwe. Lezi izabelo ozithenga ngeminikelo yakho njalo ngenyanga evela emholweni wakho osusele intela.

Izabelo Ezivuliwe. Lezi izabelo Ezifanayo ezisuke sezivuliwe – ungazigcina noma uzidayise njengoba uthanda. Zivuleka ngemva kwesikhathi sokubamba seminyaka emibili.

Ukuvuleka/Ukuba Ngokwako. Lawa magama angase abonakale ku-akhawunti yakho ye-EquatePlus noma emithethweni ye-OurShare. Asho usuku lapho Izabelo Ezifanayo zivuleka khona ngemva kwesikhathi sokubamba. Ngakho, izabelo zakho zivuleka ngosuku lokuvuleka.