# Your guide to GLOBAL SHARE PLANS



Sharesave and SIP

Legal, financial and taxation regulations can be different in countries outside of the UK but it's often possible to offer your global employees share incentives that are similar to those offered to your employees in the UK.

Global or country-specific share plans that comply with local legislation and practices can help your company equalise the benefits offered to employees, wherever they are based.

Global Share Plans often mirror the mechanics of traditional UK plans. They can either be approved plans that take advantage of any local taxation relief or unapproved plans that generally mirror a plan already offered to employees elsewhere within the company but without the same tax advantages. For example, if you offer the approved Sharesave Plan to employees in the UK you may wish to extend this opportunity to employees working within your overseas subsidiaries on an unapproved basis.





### **YBS Share Plans Global Sharesave Services**

- Communication and engagement campaign management
- Liaison with all key stakeholders and relevant 3rd parties
- Webinars and webcast presentations to help educate and raise awareness
- Application and maturity instruction processing
- Translated employee portal for inquiries and transacting
- Allocation of employee contributions to individual accounts (where deposits held)
- Payroll training and admin support

- Leaver administration
- Payment maintenance and closure reports
- Maintenance of Option register
- Flexible Option reporting capability (including movements reporting)
- Annual statements (where deposits held)
- Maturity share dealing and nominee services
- Continual service enhancement through proactive use of client and customer feedback

## YBS Share Plans are able to support the following plans

- Global Sharesave / SAYE
- Stock Appreciation Rights (SARS)

- Phantom plans
- US s423 plans





# WHERE IN THE WORLD



YBS Share Plans foreign currency deposit taking

YBS Share Plans are able to provide foreign currency deposit taking services in support of global share plans. We currently hold deposits in the currencies listed in the adjacent table:

Where YBS Share Plans are unable to hold particular deposits in the UK we can provide a managed service, where deposits are held locally and YBS Share Plans provide administrative support. The only countries we are unable to support are sanctioned countries such as Iraq and Russia. Countries deemed "high risk" will be considered on a case by case basis and will be subject to additional due diligence.



MANAGE OPTION REGISTERS IN **23** COUNTRIES

Currency	Deposits held at YBS Share Plans
Euro	Yes
Japanese Yen	Yes
Hong Kong Dollar	Yes
Czech Krona	Yes
Swiss Francs	Yes
Swedish Krona	Yes
Norwegian Krona	Yes
Danish Krona	Yes
Canadian Dollar	Yes
US Dollar	Yes
New Zealand Dollar	Yes
Sterling	Yes

This list is accurate at the time of going to print (but subject to change). If you would like to discuss deposit taking for any currency other than those listed then please contact us directly using the details provided overleaf.









# PUTTING YOU IN CONTROL WITH TAILORED SOLUTIONS

#### What if you want to take your SIP International?

Extending your SIP internationally can help foster engagement and a sense of common purpose amongst your colleagues around the world. International SIP mirrors the UK SIP in terms of structure, minimum and maximum contribution limits and maximum value of matching shares available. Whilst the Tax Advantaged status (i.e. contributions being deducted from pre-tax salary and relief from CGT) is limited to the UK you can still use Matching Shares to incentivise and reward overseas colleagues who commit to investing their own money in your business.

Employees can buy partnership shares with a monthly contribution of up to £150 per month equivalent in local currency.

Savings are converted from local currency into pounds sterling to buy the shares and then converted back if the shares are sold.

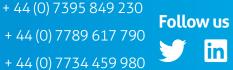
## WANT MORE INFORMATION?

If you want to learn more about YBS Share Plans and the types of share plans we administer you can contact us:-

- □ ybsshareplans.co.uk
- business\_development@ybs.co.uk

Watch our Global product video to find out more information

- Sryony Padgett-Jones + 44 (0) 7395 849 230
- Severley Johnson
- 🗞 Michelle Merola



#### **Restrictions on Use/Disclosure Information and Data**

This document is the property of Yorkshire Building Society ("YBS"). All information herein is confidential to YBS and must not be copied or disclosed to any third party without the prior written consent of YBS. The information contained herein may be used for evaluation purposes only

#### **Disclaimers of Liability**

Whilst every effort has been made to ensure the accuracy of all information and statements contained in this document, such information may be subject to change. None of the statements in this factsheet constitutes a representation for which YBS can accept any liability.

Copyright© Yorkshire Building Society 2020.

#### YBS Share Plans is part of Yorkshire Building Society.

YBS Share Plans, Yorkshire House, Yorkshire Drive, Bradford, BD5 8LJ ybsshareplans.co.uk

Yorkshire Building Society provides share plan trustee and administration services, including deposit taking all of which are subject to English law, with deposit taking being regulated by the Financial Conduct Authority. The provision of share plan trustee and administration services is not regulated by the Financial Conduct Authority. We are not responsible for share plan deposits held by local savings carriers outside the UK.

Yorkshire Building Society is a member of the Building Societies Association and is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority. Yorkshire Building Society is entered in the Financial Services Register and its registration number is 106085. Head Office: Yorkshire House, Yorkshire Drive, Bradford, BD5 8LJ. SHARE

All communications with us may be monitored/recorded to improve the quality of our service and for your protection and security.