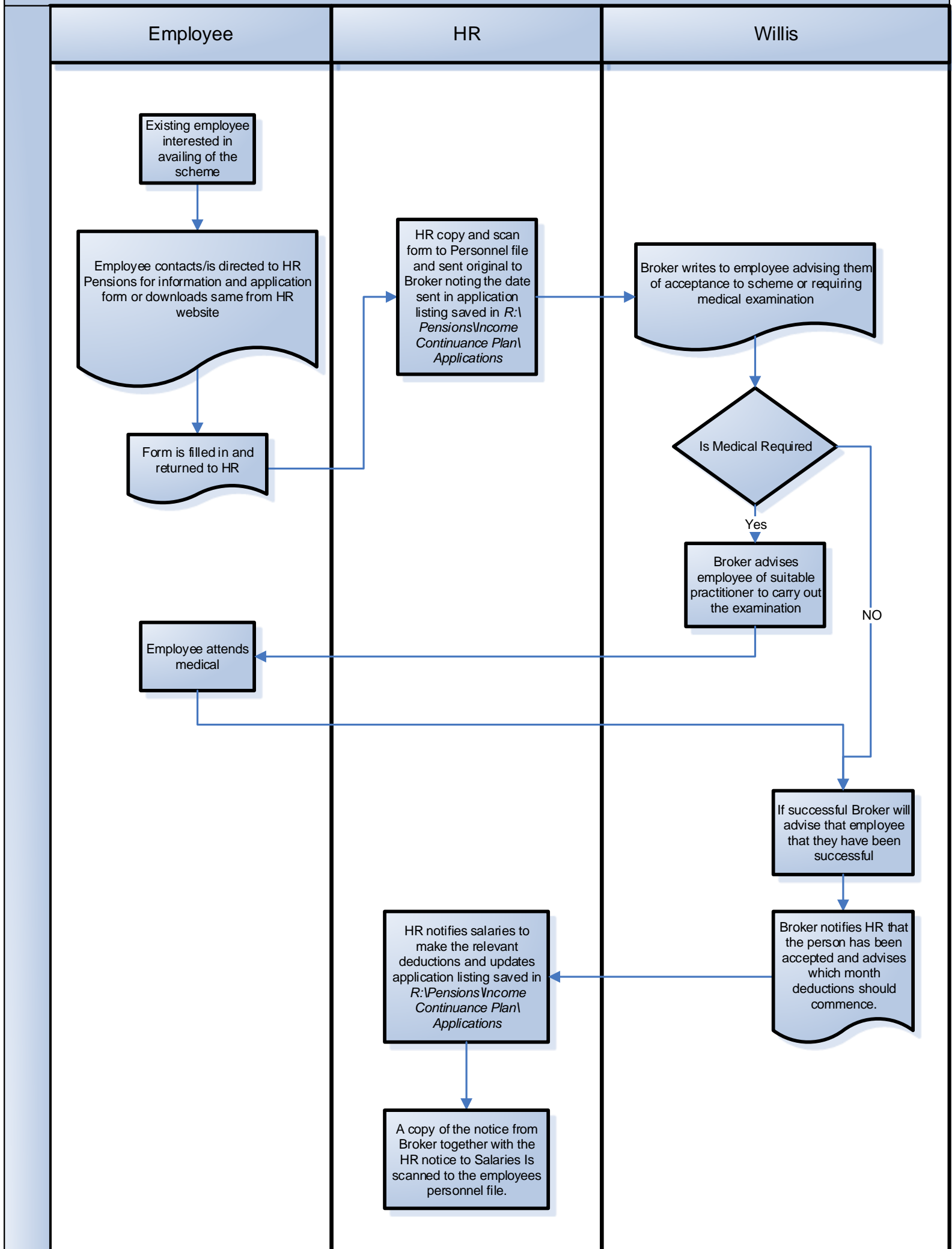
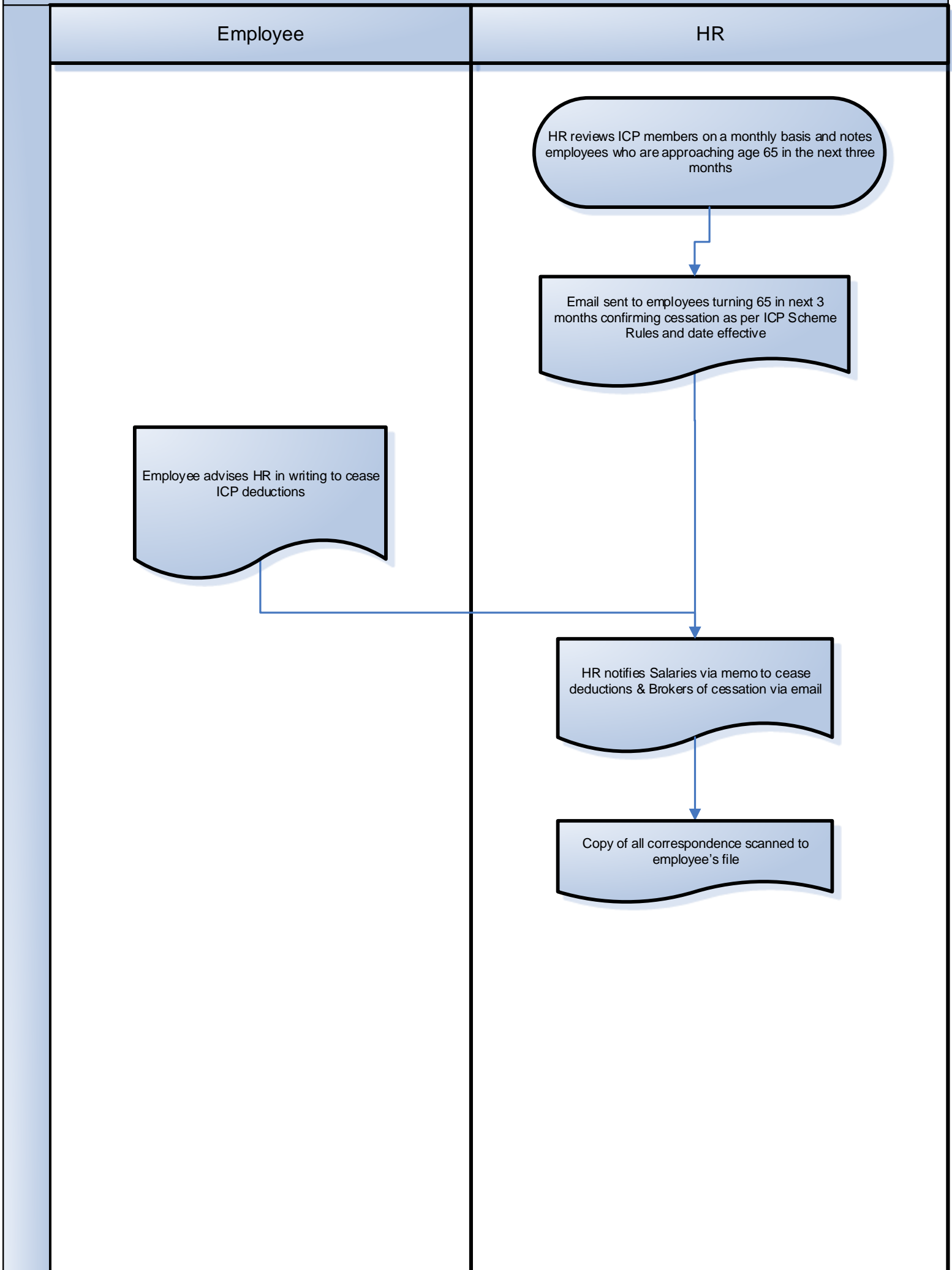


Business Objective: To ensure employees are admitted to the ICP scheme as per the terms of their contract and in line with Broker/Insurer underwriting if applicable (in relation to applications from those employed in UL over 3 months) and that all relevant parties are notified of the appropriate information as per the process.



Business Objective: To ensure employees are enabled to cease membership of the ICP scheme as per the terms of their contract



PP004.13 Income Continuance Plan – compulsory for new hires post 15th May 2009

Owner: HR Officer Pensions
Date: 8th May 2020

Business Objective: To ensure new employees are admitted to the ICP scheme as per the terms of their contract and in line with Insurance Brokers' underwriting if applicable and all relevant parties are notified of appropriate information as per the process.

