

BWG Foods Staff Loyalty Scheme

Scheme scope

The scheme will be made available to all employees over 18 years of age who have completed 12 months service and for the duration of their employment with BWG Foods. A fob will be issued to the employee and will also be available to one other nominated individual (as registered on the eligible employees account). The terms of this scheme will apply to all users.

Scheme overview

- The Rewards Fob will enable participants to collect points at participating stores.
- Two Rewards Fobs will be issued to each qualifying employee. Points earned on each fob will be credited to the eligible employee's account.
- 1 point will be awarded to the account for €1 spent in-participating stores in line with the Customer Loyalty Program. Full terms of the Customer Loyalty Program will apply.
- As a SPAR or MACE customer, you will be entitled to redeem your points in the normal manner through the Customer Loyalty Program at any point (full details of reward partners are available on www.bwg.ie).
- In addition, BWG Foods will issue a "One for All" voucher each December (up to a maximum of €250 per year). This will be calculated at 10% of eligible spend in the preceding 12 month period (December to November inclusive).
- Vouchers claimed as part of the Customer Loyalty Programs will not affect One for All Vouchers issued and vice versa.

Scheme operation

- Your Rewards Fob must be presented to the cashier for each purchase in order to accumulate the relevant points. Points cannot be allocated once a sale has been completed.
- Points cannot be earned and are not eligible spend in respect of purchases of tobacco products, phone top-ups, phone cards, lottery, lottery win, scratch cards, baby formula/products, vending machine purchases, gift vouchers, M50 vouchers and savings stamps. Other products may also be excluded at the discretion of the Company and/or Operator/Promoter or by operation of law.
- The Promoter reserves the right to reject any fob if it deems, in its sole discretion, that it has been forged or otherwise tampered with.
- To join the BWG Foods Staff Loyalty Scheme you need to be 18 years of age and have a minimum of one year's service in the Company. BWG Foods will make the arrangements when you meet the criteria.
- Your Rewards Fob (or other Rewards Fobs given out on your account) remain property of the Company and it must be surrendered if requested and returned upon conclusion of employment.
- Your Reward Fob is not a credit, payment or cheque guarantee card.
- In order to claim your vouchers, and obtain details of your points, please log onto www.bwg.ie to get details.



- If you have not made any purchases during a period of 6 months, you may be eliminated from the scheme. You may rejoin the scheme at any time and any points earned will remain on your account.

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- If you leave BWG Foods, you will be entitled to claim vouchers on points earned up to your leaving date. Please contact Payback directly to make these arrangements.
 - On your leaving date, or shortly thereafter, your Reward Fob will be cancelled. Any points not claimed will be lost upon cancellation.
 - It is your responsibility to report lost or stolen Reward Fobs to Payback.
 - This scheme is available in participating stores where you see the loyalty logos
 - The Company reserves the right to review this scheme.

Value Centre Cash & Carry Loyalty Scheme

- Your Reward Fob allows you and your main household shopper to 10% off purchases made in Value Centre Cash & Carries.
- To avail of this discount, your Reward Fob along with a form of photo identification must be presented at the till and the reduction will take effect at the till.
- This 10% discount excludes cigarettes and all tobacco products and will exclude purchases made on "Friends & Family Days".
- BWG Foods reserve the right to exclude promotions from this scheme.
- BWG Foods reserves the right to withdraw this scheme.
- If your Rewards Fob is cancelled for any reason, you will be unable to partake in this scheme.
- This scheme is independent to the Retail loyalty scheme. Points cannot be earned for Value Centre Purchases.

Data Protection

Any information gathered as part of the BWG Foods Staff Loyalty Scheme will be held by Payback and will be processed in the same manner as any standard loyalty scheme. Payback is the data controller operating the BWG Foods Staff Loyalty Scheme. This information as well as details of the amount and description of purchases made using the Rewards Fob, together with some analysis of such purchases may be retained by Payback. This information shall not be made available to any third party.

Information held by BWG Foods from an employment perspective shall in no way be transferable nor made available in relation to the BWG Foods Staff Loyalty Scheme. Similarly, information gathered as part of the BWG Foods Staff Loyalty Scheme shall not be used in any employment context.

At your written request, your name can be removed from the BWG Foods Staff Loyalty Scheme, at which point your Reward Fob and any other Reward Fobs given on your account will be disabled. In this event, any points earned on your account





will be lost and should you elect to rejoin the scheme you will recommence with a zero points balance.

