

Reward System Industry Benefits

The Alpina Group, the merger combination of the Heilbron Group and Voogd & Voogd Group, is an organization in development. Part of this development is the harmonization of the employment conditions of the individual companies that now belong to the group.

The most important principle within the new policy on terms of employment is that none of the remuneration components may contain incentives that could lead to the customer's interests being neglected or that could lead to careless customer treatment. Of course, this also applies to any variable remuneration components.

For certain commercial and management positions, the Alpina Group wants to reach an uniform, unambiguous (individual) performance-related reward system that fully complies with the criteria of the Controlled Reward Policy in accordance with the Dutch Remuneration Policy (Financial Enterprises) Act i.e. that the performance criteria on which the variable reward is based include achievable goals and measures over which the employee has some direct influence. They do not encourage taking (excessive) risks when selling products/services, take into account the interests of customers and are in line with the company strategy and values of the organization. To determine the level of the variable reward, both quantitative and qualitative aspects are taken into account. The amount of the total variable remuneration may not exceed 20% (bonus cap) of the fixed salary. The variable remuneration must also be at least 50% dependent on non-financial criteria