

UK EB Summary of Changes

Enhanced T&C's with new & improved definitions

We periodically review our Policy Terms and Conditions and the availability of policy features as part of our continuing commitment to bring you competitive UK group risk plans, and our ongoing commitment to fulfill the role of Lifetime Partner to our customers. Our intention is to provide wording that is clear, fair and not misleading.

These new updated terms will apply to all **new** business and **existing** business rate guarantee expiries, effective 1 January 2025 or after.

There follows a summary of all notable changes. Please refer to our new [Technical Guides](#) and request the latest updated Policy Terms and Conditions by emailing eb.enquiries@generali.co.uk for full details.

All Contracts

Actively at Work	<p>A refined Actively at Work definition for enhanced clarity.</p> <p>“Actively at Work means that an Employee:</p> <ul style="list-style-type: none"> • is not absent from work due to illness or Incapacity; • has not received medical advice to refrain from work and is actively following their normal occupation; and is working the normal number of hours required by their contract of employment, either at their normal place of work, or at a location to which they are required to travel for business, or have been given permission or requested to work from. <p>An Employee will be regarded as being Actively at Work if they are fully capable of so doing were it not for:</p> <ul style="list-style-type: none"> • a leave of absence previously authorised by their Employer (including but not limited to Adoption, Maternity and Paternity Leave); or • the requirement for being Actively at Work falling on a day the individual is not contracted to work (such as a weekend or public holiday), provided that they were capable of meeting the definition on the last day they were due to work.”
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Sanctions	<p>Guidance on sanctions governance have now been updated for all Policy terms and Conditions:</p> <p>“We shall not be deemed to provide cover or liable to pay any claim or provide any Benefit hereunder to the extent that the provision of such cover, payment of such claim or provision of such Benefit would expose us to any sanction, prohibition or restriction under United Nations resolutions or the trade or economic sanctions laws or regulations of the European Union, United States of America or United Kingdom.”</p>
Premium Payment Terms	<p>Now includes wording to advise that premium payment plans are available on request:</p> <p>“if the policyholder is experiencing financial difficulties and would like to discuss premium payment plans, alternative benefit levels or terms, please contact eb.enquiries@generali.co.uk.”</p>
Definitions	<p>New and updated definitions have been included to enhance customer understanding. Please see page 4 for all new and updated definitions.</p>
Defined Terms	<p>Defined terms are now in bold to help customers navigate and understand our documents more easily.</p>
Third Party Rights	<p>Explanation updated to improve understanding.</p>
Remuneration	<p>Now including a section advising how Generali UK staff are remunerated.</p>

Registered Group Life, Death in Service Pension, Excepted Group Life

Maximum Benefit increase during Temporary Absence	<p>Improved:</p> <p>The maximum allowable increase in cover in line with company pay awards whilst a Member is temporarily absent is 6% per annum. Alternative maximums may be considered on a case by case basis for example Legislative changes in minimum wage.</p> <p>We have also clarified that should pay go down cover will be kept at the same level & cover cannot be increased for benefit change or moving category.</p>
Early Retirement	<p>Clarity provided:</p> <p>Benefit is fixed at the date of retirement.</p>

Temporary Cover	<p>Improved clarity:</p> <p>Now includes wording that 90 days Temporary Cover begins from the date Generali requests medical underwriting and further explanation also included regarding when cover will not be provided:</p> <p>Temporary Cover shall be provided for a maximum of 90 days from the date Generali confirms that medical underwriting is required, and it will continue until the earliest to occur of the following:</p> <ul style="list-style-type: none"> • the date Generali advises in writing the terms on which the Member has been accepted; or • the date Generali advises in writing that they have declined or postponed the Member's application for cover. <p>In addition, cover will not apply to any member who has previously: been declined, postponed or restricted by us or another insurer; or has not provided full medical information.</p>
Lump Sum and Death Benefit Allowance (LSDBA)	<p>New definition added:</p> <p>The maximum amount of benefit that may be paid for a person from all the registered schemes they've joined, without paying tax. Any registered life assurance benefit paid above the lifetime allowance (or equivalent) is taxed at the marginal rate of the recipient .</p>
Definition of Policyholder	<p>The definition has been updated for enhanced clarity:</p> <p>"The Trustees appointed to the Scheme, or where the Employer has appointed a master Trust, the Trustees of the master Trust in respect of the Employer's section of the master Trust."</p>
Definition of Dependant	<p>The definition now references Civil Partner for clarity for Death In Service Pension:</p> <p>"The Member's Spouse, Civil Partner, Children and any other person who was, in the opinion of the Trustees and the Company, immediately prior to the Member's death either;</p> <ul style="list-style-type: none"> • financially dependent on the Member or, • dependent on the Member because of physical or mental impairment."

Group Income Protection

Deferred Period	<p>Clarity regarding what deferred period options are available</p> <p>“An Employer can select the length of the deferred period(s) from the following options; 13 weeks, 26 weeks, 28 weeks, 41 weeks & 52 weeks.”</p>
Pay Direct	<p>Now including a definition describing how Pay Direct works, when it can be agreed and the implications.</p>
Fluctuating Emoluments	<p>Clarity given where earnings are averaged over a period of time:</p> <p>Fluctuating Emoluments can be:</p> <ul style="list-style-type: none"> • Averaged over 12 months, or • Averaged over 3 years • If a member has been employed for less than that period of time, we will average earnings over the time they've been employed • If a member has been on pre-arranged temporary absence during that period of time, we will average earnings over the time they were working <p>If a cap applies to fluctuating emoluments, this will be detailed in the Policy Schedule.</p>

Amended and New Definitions

All Contracts

Actively at Work simplified (reference to Shielding & Furlough removed as these are no longer necessary).
 Annual Revision / Annual Revision Date now combined as a definition and improved for clarity.
 Anti-Selection now defined.
 Authorised Countries definition now refined, with no impact to the countries included.
 Membership now defined.
 Once Only Underwriting now defined.
 Policy Schedule now defined.
 Qualifying Lifestyle Event refined.
 UK Employer now refined.

Group Life & EGLP

Captialisation Factor now defined.
 Employer now refined.
 Lump Sum & Death Benefits Allowance now defined.
 Civil Partner now defined.
 Event Limit now defined.
 Material Fact now defined.
 Policyholder now defined.
 Scheme now defined.
 State Pension Age now defined.
 Trust now defined
 Trustees now defined.
 Termination Age now defined.

Group Life

Adoption Leave now defined.
 Dependant now defined.
 Discretionary Entrant now defined.
 Maternity Leave now defined.
 Paternity Leave now defined.
 Temporary Absence now defined.

EGLP

Child now defined.
 EGLP now defined.
 Spouse now defined.

Group Income Protection

The definition of Associated Policy now references the Policy Schedule.
 Insured Salary definition now clearer.
 Medical Underwriting definition now included.
 Partial Benefit now defined.
 Pay Direct now defined.
 Pensionable Salary now defined.
 Policyholder now defined.
 Policy Eligibility Conditions now defined.
 Rates now defined.
 Special Terms definition added to PT&C's.
 Termination Age definition now refers to the quote.
 Work definition now broadened to include working or worked.

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