



Group protection

# An overview



# What is a group protection insurance policy?

It is a policy that provides protection benefits that you as the employer have chosen for the benefit of your employees.

You are able to define the eligibility of your employees and offer the benefits on a compulsory or voluntary basis to your employees. Policies can be offered as group life or group disability or a combination of the two.

# Why have a group protection policy?

Companies in search of expansion no longer confine themselves to one location. Going global in search for new markets and business models means not only setting up a physical business presence abroad, but moving your employees there as well.

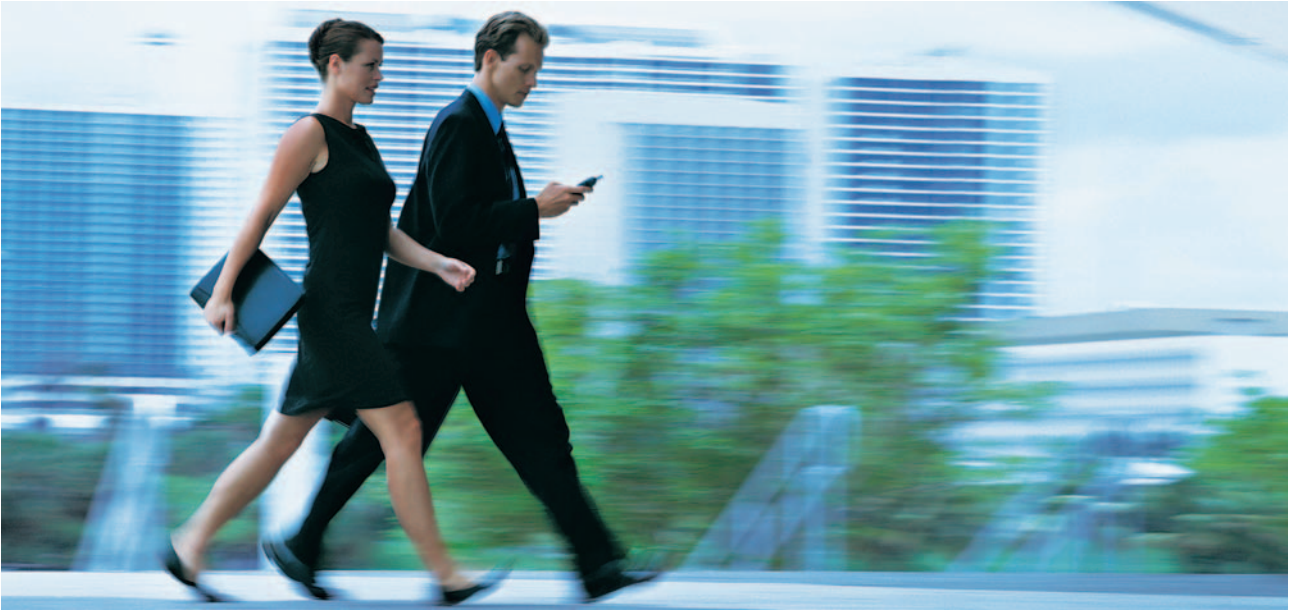
We know that employees are a company's greatest asset and when things go well for them, they go well for your company. This is one of the reasons where Zurich Life Insurance Company Limited can help give your employees peace of mind, no matter where they come from or where they are located.

Unfortunately, people get sick and accidents happen, both in and outside of work. Employees who go abroad with you want protection in case this happens. You want them to be happy and secure in the knowledge that if something unfortunate happens to them in a country that is not their own, you've got a solution that will protect them and keep their families safe.

When your employees move abroad, they expect the same kinds of benefits they get at home and you may have employees from all parts of the world working together in different locations. Finding a solution to suit them all sounds complicated, but it doesn't have to be.

Our employee benefit schemes provide flexible life and disability protection. We work with you to provide the levels and combinations of protection that you think your employees need and deserve.

We've been providing life and disability protection schemes for many years and we have established many hundreds of schemes with a wide variety of industries in that time.



### Life protection

With this cover you will receive a lump sum benefit on the death of an employee to pass onto their family or beneficiaries.

Everyone needs this type of protection, particularly expatriate employees. These highly qualified professionals, often with dependants, feel vulnerable when they move abroad. They don't necessarily know where they can get the protection and benefits they get at home. You can provide reassurance for them and their families. When you take out life protection cover with Zurich Life Insurance Company Limited, we try to keep it as simple and flexible as possible.

If one of your employees, who is a member of the scheme, dies due to sickness or accident we pay a benefit to you, the company, to pass on to their family, or whoever your employee has nominated as beneficiary. We pay the benefit as a lump sum. It really is as simple as that. If selected, we can also add an additional layer of protection by doubling the benefit if an employee dies due to an accident.

### Disability protection

Employees who work abroad often want reassurance that you will take care of them if things don't turn out for the best. They want to know that, in the event of an accident or sickness, they will not be a burden to their families or to the society in which they are living. Providing them with protection in case of disability due to an accident or sickness can be a vital part of the benefit package you offer. You can give them the reassurance they need by taking out an employee benefit scheme with us that has disability protection.

We tailor our benefit packages to suit your needs for your employees. If a member of the scheme becomes partially or totally disabled due to sickness or accident we pay a benefit to you as the company, either as a lump sum or an annuity. It's up to you.

### Who can be covered by the policy?

Normally an employee is covered if they satisfy the conditions of eligibility defined in the policy terms and conditions and meet the definition of 'actively at work'. This means that an employee must be actually at work on the start date of the policy and be fully capable of performing each and every duty of their present occupation. Annual leave and normal field breaks are considered to be actively at work.

### What are the benefits of offering a group protection policy?

In summary, as an employer, there are several benefits of offering a group life and/or disability protection policy to your employees:

- Retention of existing employees
- Recruitment of new employees
- Security and reassurance to employees particularly when relocating abroad
- Protection for employees families
- Peace of mind for employees

# Why Zurich?

As part of one of the world's leading providers of international insurance and protection products, we have a reputation for excellent performance and commitment to the customer.

## Zurich Life Insurance Company Limited – A brief history

Zurich Life Insurance Company Limited is part of the Zurich Financial Services Group, which can trace its roots back more than 130 years. Today, the Group is one of the world's major financial services providers, with offices in more than 50 countries and employs about 57,000 people.

The Zurich Financial Services Group has operations in a number of European countries and has a strong presence in Asia and the Pacific Basin. We have the talent, resources and financial strength to maintain our position in the international financial services market. We continue to expand the scope and representation of our activities, making use of technological advances wherever possible, for convenient access to our products.

As an international company, Zurich Life Insurance Company Limited is registered in Switzerland, which offers our customers a number of benefits.

Switzerland has long enjoyed a reputation as a leading international finance centre. With its own currency, political stability and independence from the European Union, it is a country not only at the heart of Europe geographically but also at the centre of the world financial stage.

As a truly global company, our knowledge and understanding of local markets enables us to provide the personal touch in meeting customer needs. As a major player in the international marketplace, we have continued to fulfil the expectations of both individuals and corporate clients whilst delivering innovative life and disability protection solutions.

## Stability

Switzerland benefits from political and economic stability, which has generated a favourable financial climate.

- Established in 1848, Switzerland's unique political system encourages consensus between political factions, leading to greater political harmony.
- Proportional representation ensures that a variety of opinions are heard in Parliament and no one political party has overall control over government.
- Direct democracy allows Swiss citizens the right to question government directly, creating an inclusive social environment.
- Switzerland has been awarded AAA ratings from both Standard & Poor's and Moody's, with a stable outlook for the future.
- The IMF concludes in its most recent five-yearly report on member states that Switzerland's financial stability is positive, with 'risk management, supervision and surveillance well placed and functioning'.
- Real interest rates have been lower in Switzerland than in neighbouring countries for decades.
- Switzerland traditionally enjoys low taxation levels relative to other OECD countries and the Government is actively pursuing Double Taxation Agreements with EU member states to eliminate competitive disadvantage. Switzerland established a Double Taxation Agreement with the USA in 1996.



### Security

With early insurance regulation enshrined in the Federal Law of 1908 on insurance contracts and current banking regulation still governed by the 1934 Swiss Banking Act, the Swiss Government established a pro-active stance early to maintain Switzerland's reputation as a safe-haven for international finance.

The principles of confidentiality within the Swiss financial community are renowned. However, the prevention of fraud is paramount and confidentiality is governed by rules to prevent abuse.

Switzerland was ahead of many leading financial centres when its Money Laundering Act came into force in 1998. The standards adopted internationally to combat the threat of money laundering are largely based on the Swiss regulations.

Switzerland is a founding member of the Financial Action Task Force on money laundering (FATF) created by the G7 in July 1989. Switzerland took an active part in the formulation of the 40 FATF recommendations, which form the heart of international measures to counter money laundering.

### Why Zurich Life Insurance Company Limited?

Zurich Life Insurance Company Limited provides life insurance and protection products for international investors and expatriates of many nationalities and provides a range of integrated options for employers and organisations seeking international employee benefit solutions. Our strength, financial expertise and extensive knowledge of the corporate market enable us to offer truly relevant products.

Our sales management teams work closely with our major distribution centres, providing vital support for the highly experienced consultants, distributors, sales representatives and financial advisers who provide guidance and financial services to our clients all over the world. Wherever you are, you can be sure that we're doing our utmost to provide you with an efficient and professional service, which fulfils your distinct needs.

It is in this secure and stable environment that Zurich Life Insurance Company established its group risk business in the late 60's and has continued to benefit from Switzerland's forward thinking financial attitude ever since.

For more information about Zurich Life Insurance Company Limited's group protection products please contact your relevant financial professional. For full details of the group protection products please refer to the policy terms and conditions, a copy of which is available on request.

## Branches

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## Important information

Policy owners will not be protected by the statutory compensation scheme in Switzerland.

The activities of Zurich Life Insurance Company Limited are regulated by the Federal Office of Private Insurance.

The laws of Switzerland apply to the policy and the courts of Switzerland will be used to decide any dispute.

Not for sale to residents of the USA, Switzerland or the Isle of Man.

Zurich International Life is a business name of Zurich Life Insurance Company Limited.

Calls may be recorded to help improve the quality of our service.

Zurich Life Insurance Company Limited provides life insurance products.

Registered in Switzerland number CH-020.3.927.869-4.

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Zurich Life Insurance Company Limited is part of the Zurich Financial Services Group which has representation in more than 50 countries.



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