

# ICL Group

## Independent selection and monitoring of best in class parties

“The main reason why we chose LifeSight is their independence. Not only the cooperation with A-list partners but also the continuous monitoring of the quality of service fits well with our wishes. The partners are periodically assessed and, if necessary, better parties are added or appointed and rapid responses can be made to market developments and innovations. This way we are assured that we can offer our employees a first-class pension scheme. Good quality at a competitive price,” says Mr. Rob Haaksman, HR Manager Netherlands at ICL Group.

### The situation

ICL is a globally operating producer of specialty chemicals in the agricultural, food and industrial markets. The company has existed for more than 100 years and is one of the largest manufacturers of fertilizers and flame retardants in the world. The minerals from its own raw material reserves are converted into a wide range of products throughout the world.

ICL devises and develops innovative solutions that we use directly or indirectly almost every day. Such as crops and vegetables that grow thanks to specialized fertilizers that provide higher crop yields and thus help feed the growing world population. Or furniture and cars that have lifesaving fire retardants. The company has factories and offices in more than 30 countries, spread over 5 continents, employing a total of around 13,000 people.

ICL is a diverse, dynamic organization with short lines of communication where work is carried out respecting each other and the environment. In the Dutch locations alone, 25 different nationalities work together.

### The approach

First and foremost was the desire to take care of and invest in its employees and to support them optimally in achieving their desired pension goals. It was important for ICL that the new plan was in line with the wishes of its employees. In addition, it was essential for ICL that the new pension provider could offer an innovative and long-term targeted pension solution. That is how ICL came to LifeSight.

LifeSight is the PPI of Willis Towers Watson and offers a new generation pension product, that positions a pension as a valuable employee benefit. With an independent organizational model where the best parties in the market are combined, LifeSight offers a progressive pension solution to ICL.



## The expectation

In addition to the merge of carefully selected partners into one proposition the personal and user-friendly investment opportunities are important for ICL. Employees invest automatically in an investment mix that matches their personal characteristics and pension objectives, without being faced with complex investment choices. Investments are made specifically for a pension with retention of purchasing power. The cooperation with renowned asset managers also offers ICL employees high-quality investment funds. This makes LifeSight for ICL the administrator of a pension plan whereby the employee has the best possible opportunity of a good pension without having any understanding of investing.

## The result

ICL has introduced the new scheme as of 1 January 2017. All data was transferred to the new administration within a few weeks. The pension administration of ICL is in cooperation partner Inadmin's good hands and changes are carried out efficiently, accurately and transparently. In addition LifeSight has set up special workshops, in collaboration with ICL's pension advisor, in which the pension details in the participant portal have been reviewed together with the employees and the first steps have been taken in the personal pension planning.

## Contact

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## More details and contact information

Please contact us to learn more about what LifeSight can do for your organization.

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[www.LifeSight.nl](http://www.LifeSight.nl)

Our partners offer an integrated pension solution under the direction and flag of LifeSight. We would like to introduce them to you.

### **Achmea Investment Management**

([www.achmeainvestmentmanagement.nl](http://www.achmeainvestmentmanagement.nl)) is the asset manager of our LifeSight Matching Funds.

**Actiam** ([www.actiam.nl](http://www.actiam.nl)) is one of the asset managers of our Rendement Fund.

**Aegon** ([www.aegon.com](http://www.aegon.com)) insures the Guarantee Pension module and is our standard provider for the purchase of a pension benefit on the retirement date.

**Apple Tree** ([www.apple-tree.nl](http://www.apple-tree.nl)) provides a comparison site for the purchase of a pension benefit on the retirement date.

**BlackRock** ([www.blackrock.com](http://www.blackrock.com)) is one of the asset managers of our Rendement Fund.

**eBenefits** ([www.ebenefits.nl](http://www.ebenefits.nl)) builds and maintains our innovative employee portal and employer portal.

**elipsLife** ([www.elipslife.com](http://www.elipslife.com)) insures the death and occupational disability risks.

**Financial Life Support** ([www.financiallifesupport.nl](http://www.financiallifesupport.nl)) supports us in the personal insight interviews with individual participants.

**Inadmin** ([www.inadmin.nl](http://www.inadmin.nl)) is responsible for our participant, unit and financial administration.

**KasBank** ([www.kasbank.nl](http://www.kasbank.nl)) is our custodian for the investments.

**Legal & General Investment Management** ([www.lgim.com](http://www.lgim.com)) is one of the asset managers of our Rendement Fund.

**Nibud** ([www.nibud.nl](http://www.nibud.nl)) provides statistics in the employee portal about the average expenditure of an individual after retirement.

**LifeSight**

WillisTowersWatson 

**achmea** 

**actiam**

**AEGON**



**BLACKROCK**

**eBenefits**

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**FINANCIAL LIFE SUPPORT**

**in,admin**

**KAS BANK**  
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**Legal & General**



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