

ZAMBIA.

octagon
AFRICA

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Guaranteed Financial Security

EMPLOYEE BENEFITS SERVICES

Zambia Institute of Human
Resource Management

:alexforbes
insight · advice · impact

Who we Are.....

- ❑ Octagon is formerly Alexander Forbes Financial Services Limited.
- ❑ We have been in Zambia since 2006
- ❑ We are licensed Private Pension Funds Administrators and Brokers under the supervision of the Pensions & Insurance Authority.

Our Services



01. Employee Benefits, Administration and Consultancy

Stand-Alone Schemes, Multi-Employer Schemes and Individual Pension Plan. Administering assets in excess of ZMW 1 billion and membership of over 6000 members



03. Actuarial Services

Preparation of an Investment policy statements (IPS) for schemes, Actuarial valuations of defined benefit schemes, Gratuity valuation, Asset Consulting



02. Insurance Broking

Through strategic partnerships we provide Risk Benefit Services



04. Training

Trained over 5,000 Trustees and 60,000 Members



Over
1.3 Billion USD
Assets In
Administration





So What Are Employee Benefits

Definition:

Rewards given to employees or group of employees for maintaining membership in the organization.

Purpose:

1. Attract employee
2. Retain employee
3. Improve performance

Benefits and services constitute another means for keeping employees happy and contented.

The **objective** is **employee security and**

Reasons Why Employers Should Consider Employee Benefits

Supplement to NAPSA but Alternative to Severance Pay and Gratuity which are both very costly and time-consuming

Insurance (medical/GLA/Funeral/) and pension/savings as an employment benefit translates to a healthier workforce, which translates to improved quality of production and efficiency.

Improved employee retention and attracting employee talent. Particularly important in certain industries where employees have to maintain key relationships with clients as a result of service offering and proposition;

Improves the work culture between employees and the employer;



Pension Scheme Vs Terminal Benefits

- ❑ Pension Scheme
Allows the Employer
to Manage Employee
Liability **immediately**

- - ❑ **SEVERANCE PAY RISK
TRANSFER**

- ❑ Terminal Benefits &
Severance are in
house accruals which
can be expensive for
employers.

- ❑ Risk of default is high
in case of high
liabilities - leading to
possible litigation

**Outsourced
Pension Schemes
are the longterm
sustainable
solution!**

*Creates a Win Win for both
the Employer & Employees*

The logo for Octagon Africa is centered within a large white circle. The word "octagon" is written in a bold, blue, sans-serif font, with the letter "o" in the middle of "octagon" colored orange. Below "octagon", the word "AFRICA" is written in a smaller, blue, all-caps, sans-serif font.

octagon
AFRICA

What you
Should
Expect from
Octagon

24/7 Access to Member Individual
Accounts

Annual Member AGMs and Benefit
Statements

Free Member Wellness Trainings -
Financial Literacy and Health talks

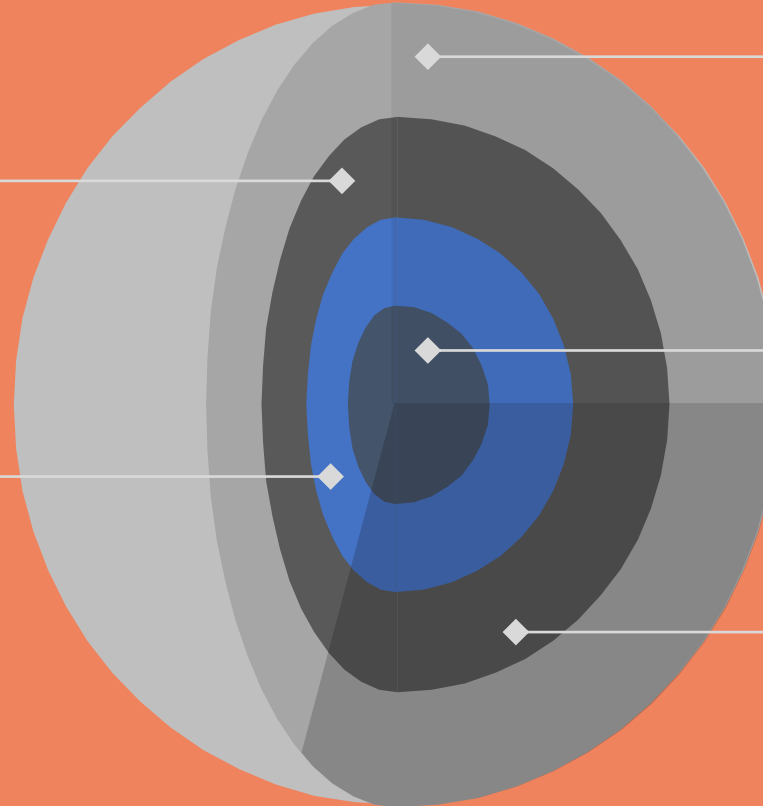
Quick Turn Around Times - *Timely
Claims Settlements*

Why Octagon??

Core Values

Integrity-employees can track their own contribution

Respect- due regard for employee wishes and regards.



Customer Intimacy- We meet you at your point of need regardless of size of the entity

Innovation- State of the art system that is 100% transparent

Empathy- show employees that even beyond their retirement you care

Contact Us



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Thank You.