



## **Employee Privilege Card Scheme**

## **GLOSSARY**

**Company/Group** – means Heron and Brearley Limited and all associated subsidiary companies.

**Employee** – means a person engaged by the Company under a Contract of Employment.

**Employee Privilege Card** – means a card produced for use by employees to obtain discounts in relevant outlets when purchasing eligible goods.

**Cardholder** – the employee whom the Employee Privilege Card has been assigned to.

**Additional Benefits** – discounts available above and beyond the H&B Group discounts.

## Introduction

We recognise the dedication and hard work our people bring to the Heron & Brearley Group, helping us deliver and maintain the highest standards for our customers.

To thank you for your continued commitment, we offer the H&B Privilege Card to all our colleagues across the Group.

As part of the H&B family, you have access to exclusive rewards. The Privilege Card gives you 20% off food at our H&B dining venues together with 10% off at our partner retail outlets.

We're always looking for ways to enhance the scheme and welcome your suggestions. Above all, the Privilege Card is our way of saying a thank you for your hard work and commitment to H&B.

## Feature, Terms and Conditions

1. The Employee Privilege Card entitles holders:
  - 20% off food in all H&B and Market Town Taverns company catering outlets (see list on page 4). It can only be used by the card holder for themselves and their party. It does not include drinks. It cannot be used in conjunction with any other offers and promotions. The offer is only valid upon presentation of the card
  - 10% discount on goods purchased from Mannin Retail Ltd outlets, branded Spar and Subway, (with the exception of goods and services detailed in clause 9). The Card can only be used in Company owned stores. A list of these outlets can be found on page 5.
  - **For a trial period:** 10% off alcoholic and non-alcoholic drinks at all H&B and Market Town Taverns catering outlets.
2. Heron and Brearley staff will become eligible for an Employee Privilege Card after 3 months' service. The scheme is currently only open to Isle of Man employees. Market Town Taverns, pub staff and Trade Distribution's UK staff ARE eligible for the food offer, and we hope to expand the benefits offered to our UK employees in the future.
3. Upon receipt of the card, the employee must immediately sign the signature strip on the reverse of the card.
4. The Card is for the sole use of the employee and the number displayed on each card is linked to that employee's HR record.
5. The card must be presented to the cashier for all discounted transactions.
6. Cardholders may be asked to provide identification upon request at the point of sale. Cards will be confiscated at the point of sale if presented by an unauthorised person who is not entitled to hold that card.
7. The Card is for personal/household purchases and not goods for resale.

8. There is no limit on the amount of goods you can purchase using the discount with the exception of ineligible items as listed below.
9. The Card cannot be used for the purchase of the following:
  - i. Fuel including gas, coal, logs and sticks
  - ii. National Lottery products
  - iii. Phone cards
  - iv. Bus tickets
  - v. Tobacco products
  - vi. MEA or Sure top ups
  - vii. Selected special offers or promotion pricing
  - viii. Any other groups as and when deemed appropriate
10. Misuse of the Card will be regarded as misconduct and may result in disciplinary action being taken against you and withdrawal of the Card benefit.
11. Lost Cards should be reported immediately to the Human Resources Department either by telephone on 699400 or email to [reception@hb.im](mailto:reception@hb.im) There will be a £2 charge per replacement card. A new card can be requested through the People XD system.
12. New Cards can be requested by eligible employees who have completed 3 months service through the People XD system.
13. Should you leave the Company you must return the Card to your Line Manager by your last day at work at the latest. In any event the Card will be cancelled and will not be accepted at any outlet.
14. Please note that the issue of an Employee Privilege Card is a privilege and not an entitlement and that the Company reserves the right to vary the terms and conditions of the Scheme and to withdraw the eligibility of an individual to use the Card at its discretion.
15. The Card has no cash value and remains the property of Heron & Brearley Limited.

# Isle of Man/ UK catering outlets

## ISLE OF MAN

TEL:

Archibald Knox	Avondale Rd, Onchan, IM3 4EZ	613203
Brendan O'Donnells	16-18 Castle Street, Douglas, IM1 2EU	621566
Bridge	8-9 North Quay, Douglas, IM1 4LQ	675268
British Hotel	North Quay, Douglas, IM1 4LB	616663
Cat With No Tail	Hailwood Avenue, Douglas, IM2 7EA	616364
Crosby Hotel	Main Rd, Marown, IM4 2DQ	851293
George Hotel	The Parade, Castletown, IM9 1LG	822533
Haven	Station Road, Port Erin, IM9 6AB	834030
Heron	Cushag Road, Anagh Coar Road, IM2 2BZ	673481
Horse & Plough	Cooil Rd, Braddan, IM2 2QZ	626060
Manor	School Road, Willaston, Douglas, IM2 6PQ	676957
Manx Arms	Main Road, Onchan, IM3 1RD	675484
Mines Tavern	Captains Hill, Laxey, IM4 7AY	861484
Mitre	Main Rd, Kirk Michael, IM6 1AJ	878244
Oscars	28 Victoria Street, Douglas, IM1 3PZ	667917
Prospect Hotel	Prospect Hill, Douglas, IM1 1ET	616773
Queens Hotel	Queens Promenade, Douglas, IM2 4NL	674438
Railway Hotel	North Quay, Banks Circus, Douglas, IM1 5AB	670773
Raven Hotel	Ballaugh Bridge, Ballaugh, Sulby, IM7 5EG	896128
Rosemount	Woodbourne Road, Douglas, IM1 3HH	618500
Saddle	2 Queen Street, Douglas, IM1 1LQ	673161
Sam Webbs	Marina Road, Douglas, IM1 2HF	675595
Station Hotel	Station Road, Port Erin, IM9 6AE	838991
Swan Hotel	Parliament Square, Ramsey, IM8 1AH	814236
Terminus Tavern	Strathallan Crescent, Douglas, IM2 4NR	624312
Trackside	TT Grandstand, Douglas, IM2 6DA	699400
Union	Abory Street, Castletown, IM9 1LH	825286
Whitestone Inn	Station Road, Ballasalla, IM9 2DD	822334
Woodbourne	19 Alexander Drive, Douglas, IM2 3QD	676754

## MARKET TOWN TAVERNS

Arcadia	34 Arndale Centre, Otley Road, Headingley, Leeds, LS6 2UE	0113 274 5599
Bar T'at	7 Cuncliffe Road, Ilkley, LS29 9DZ	01943 608888
Bear and Billet	94 Lower Bridge St Chester, Cheshire CH1 1RU	01244 311886
Fly in the Loaf	13 Hardman Street, Liverpool, L1 9AS	0151 708 0817
Lady of Mann	19 Dale St Liverpool, L2 2EZ	0151 236 5556
Muse	16 Bank Street, Wetherby, LS22 6NQ	01937 580201
Rigby's	23-25 Dale St Liverpool, Merseyside L2 2EZ	0151 236 3269

# Mannin Retail

TEL:

Spar	7-10 Market Hill, Douglas, Isle of Man	623540
Spar	Unit C, Castlemona, Douglas, Isle of Man	675970
Spar	9 Snaefell Road, Willaston, Isle of Man	673866
Spar	Cushag Road, Anagh Coar, Isle of Man	624848
Spar	Main Road, Union Mills, Isle of Man	851284
Spar	14 Port Jack, Onchan, Isle of Man	675174
Spar / Subway	2 Hope Street, Ramsey, Isle of Man	816923
Spar	Main Road, Colby, Isle of Man	838461
Spar	Airport Garage, Ballasalla, Isle of Man	827055
Spar	Athol Street, Peel, Isle of Man	842729
Spar	12/12a Strand Street, Douglas, Isle of Man	674694
Spar	Station Road, Ballaugh, Isle of Man	897222
Spar	Station Road, Port Erin, Isle of Man	832247
Spar	The Milestone, Peel Road, Douglas, Isle of Man	620664
Spar Barneys	Balthane Industrial Estate, Ballasalla, Isle of Man	827766
Spar	70 Bucks Road, Douglas, Isle of Man	629663
Spar	Clagh Vane, 20 Balthane Square, Ballasalla, Isle of Man	824801
Spar	7 Montreux Court, Clybane Rise, Douglas, Isle of Man	670390
Spar	Hailwood Avenue, Douglas, Isle of Man	613177
Spar / Subway	84 Parliament Street, Ramsey, Isle of Man	813883
Spar	Post Office, 60 Strand Street, Douglas, Isle of Man	686141