

PENSIONS

PensionsTalk

The newsletter for members of the Lafarge UK Pension Plan

April 2020



LH A member of
LafargeHolcim



Welcome

Welcome to the April 2020 edition of *PensionsTalk*, the newsletter from the Trustee of the Lafarge UK Pension Plan, bringing you the latest news about your retirement benefits and the Plan.



Over the first few months of 2019, the Trustee was working on finalising the actuarial valuation which looked at the position of the Plan as at 30 June 2018. A special *ValuationTalk* newsletter was sent in November giving the results of the valuation, which I am pleased to

report showed an improvement in the funding level and that the Plan now has a surplus on the ongoing basis. You will find a reminder of the results of the valuation on page 10, along with an update of the position as at 30 June 2019.

The environment and climate change are issues of growing concern. While the Trustee is responsible for investing the Plan's assets in the best interests of the members, it does

take into account environmental, social and governance (ESG) factors, where appropriate. You can read more about the Trustee's policy on responsible investing on page 15.

In last year's issue of *PensionsTalk*, we told you about changes that had been made to the method for selecting Member Nominated Directors (MNDs) for the Plan – moving from an election to an interview and selection process. The result of the process was the reappointment of Arthur Cunningham (for the Lafarge Redland Pension Scheme Section) and Paul Hunter (for the Non-Lafarge Redland Pension Scheme Section) for a four-year term of office. We are grateful to them for their continued commitment of time and energy to the Plan.

We thank everyone who expressed an interest in the role and hope many more of you will consider this in future.

Two vacancies for the role of MND will arise in early 2021 and the selection process will begin again in December 2020 with the earlier publication of *PensionsTalk*, in which we will detail the steps to take, the commitment and the skills and abilities required by the Plan. More information on this can be found on page 23.

The Plan relies on receiving good advice and input from its advisers. The Trustee's review of its advisers is continuous, with time taken at each meeting to reflect on the quality of the advice received and give feedback where required. A more formal review is conducted on the minimum of a three-year rolling basis. It is not just a case of ensuring we receive good advice, but that we have the benefit of experience appropriate to the Plan's future needs. Changes will be made to our team of advisers from time to time. In 2019, the Trustee reviewed its legal adviser and was happy to reappoint Sacker & Partners LLP.

We hope you enjoy reading this issue of *PensionsTalk* and find it useful. If you have any questions or there are any topics you would like to see covered in a future issue, please get in touch using the contact details on the back page.

Roger Mountford
Chairman

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Plan highlights

During the year to 30 June 2019, the Plan paid out pensions and benefits totalling
£153.3 million

The Plan's assets increased by
£111.2 million

In total, the Plan was valued at
£3.5 billion

At 30 June 2019, there were
25,276
members in the Plan

Membership

As at 30 June 2019, membership of the Plan was as follows:

	Defined Benefit (DB)				Defined Contribution (DC)	
	LRPS Section	Non-LRPS Section	2019 Total	2018 Total	2019 Total	2018 Total
Active members	-	-	-	-	21	23
Deferred members	4,836	3,502	8,338	8,947	1,166	1,197
Pensioners /Dependants	6,131	9,620	15,751	15,962	-	-
Total	10,967	13,122	24,089	24,909	1,187	1,220

Members who are entitled to both DB and DC benefits are included in the table as if they were separate individuals, if their entitlements arose in separate periods of service. However, a number of members whose entitlements were accrued in the same period of service, mainly DB members who have DC AVCs, are presented solely as a member of a DB section. There is a large number of such members and to illustrate this, as at 30 June 2019, there were 2,502 members in total with entitlements in the DC section.

Plan finances

The table shows a summary of the Plan's financial transactions taken from the audited accounts for the year to 30 June 2019. It includes contributions paid in and benefits paid out to members. You can find the full set of audited accounts on the Plan website at www.lafargeukpensions.com

Value of Plan at start of year (1 July 2018)	£3,437.4 million
Income	+ £47.4 million
Expenditure	– £173.3 million
Change in market value of investments	+ £237.0 million
Value of Plan at end of year (30 June 2019)	£3,548.5 million

Income in the year to 30 June 2019

	Defined Benefit £'000	Defined Contribution £'000	Total £'000
The Company paid in	268	201	469
DC members paid in	-	59	59
Investment income	46,913	-	46,913
Total income	47,181	260	47,441

Expenditure in the year to 30 June 2019

Pensions paid	118,072	-	118,072
DC – flexibility payments	-	56	56
Pension commutation lump sums	6,910	971	7,881
Death benefits	649	11	660
Transfers to other schemes	25,863	755	26,618
Administration costs	3,133	120	3,253
Investment managers' fees	16,766	-	16,766
Total expenditure	171,393	1,913	173,306

DB focus

Split of the assets between Defined Benefit (DB) sections

The Plan has two DB sections: the Lafarge Redland Pension Scheme Section (LRPS) and the Non-Lafarge Redland Pension Scheme Section (Non-LRPS). In accordance with the Trust Deed and Rules, the Trustee uses a unitisation process to split the investment assets and related income and expenditure between these two sections. The total net assets for each section is shown below.

	2019 £'000	2018 £'000
LRPS total net assets	1,451,145	1,394,915
Non-LRPS total net assets	2,035,143	1,981,301

DB investments

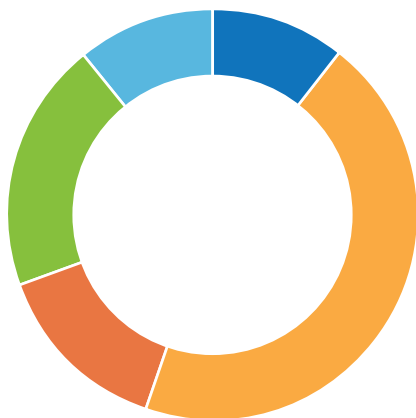
The Trustee is responsible for investing the Plan's assets in order to pay pensions to members now and in the future. Its investment strategy is set out in a document called the Statement of Investment Principles (SIP). If you would like to see a copy of the SIP, you can download a copy from the Plan website, or request one from the Pensions Team in Dorking.

The Plan's long-term strategy is to be fully funded on the 'buy-out' basis – that is, that the Plan would be in a position to purchase annuities from an insurance company that would cover all the pensions promised to members.

The Trustee has delegated responsibility for investing the Plan's assets to Willis Towers Watson, a specialist investment consultant. Their role is twofold: to advise the Trustee on an appropriate investment strategy and, once agreed, to implement the strategy under its fiduciary mandate.

Investment split

The chart shows how the assets in the DB sections were allocated to different investment types as at 30 June 2019.



Beta	10.6%
Bonds/Liability-Driven Investment and Cash	44.7%
Credit	14.3%
Diversification	19.6%
Private markets	10.7%

NB: Figures don't sum to 100% due to rounding.

Beta – this section represents exposure to equity and property markets around the world.

Bonds/Liability-Driven Investment (LDI) – a portfolio of government bonds and derivatives which move in line with the Plan's liabilities as they change in value with inflation and interest rates.

Credit – lending capital to governments and companies.

Diversification – non-traditional asset classes such as insurance and hedge funds, which are not expected to fluctuate as much as equities.

Private markets – long-term investments in private companies and infrastructure projects.

The Trustee hedged approximately 83% of the Plan's fixed and inflation-linked liabilities to protect the Plan against movements in interest rates and inflation rates. The Trustee has also hedged a large portion of its exposure to potential increases in life expectancy through two longevity swap insurance agreements. While gains in life expectancy are good news, they do increase the cost of providing pensions and the Trustee has identified this as the largest single risk to the Plan – these longevity swaps provide protection to the Plan.

DB focus continued

Investment performance

The return on the Plan's assets, both income and capital growth, is measured against a benchmark based since 2014 on the Plan's liabilities. During the year to 30 June 2019, the Plan's assets outperformed the benchmark and the overall portfolio grew by more than the value of the Plan's liabilities (the benefits due to members).

However, you should remember that in a DB plan such as Lafarge UK Pension Plan, your benefits are not directly dependent on the investment return achieved by the Plan's assets. Rather, your benefits are based on your pensionable salary and service at leaving, and the Company covers the risk of assets underperforming.

Performance to 30 June 2019

	1 year (%)	3 years (% p.a.)	5 years (% p.a.)
Plan return	9.3	6.3	11.2
Benchmark	7.9	4.4	9.1

Monitoring the strength of the covenant

One of the duties of the Trustee is to monitor the strength of the covenant of the sponsor of the pension plan. This is the ability of those companies who may in the future have a responsibility to pay contributions into the Plan to make any such payments needed to enable us to pay pensions.

The Trustee's specialist covenant adviser, Penfida, assists with this work. The Trustee has agreed arrangements with the LafargeHolcim group under which Penfida can make enquiries of the group management in order to inform its analysis. Penfida reports regularly to the Trustee on the financial strength of the group. As reported in *ValuationTalk*, Penfida upgraded the assessment of the covenant for the 2018 valuation, implying improved security for members' benefits.

Summary Funding Statement

The assets of the Lafarge UK Pension Plan (the Plan) are held separately from the Company. Every three years, the Plan is required to undergo a valuation. The latest valuation was performed as at 30 June 2018 and was completed in May 2019.

The valuation provides a snapshot view of the Plan's funding position. It compares the value of the Plan's liabilities with the value of its assets, assessed at the same date, and identifies any funding shortfall or surplus. Although there are a number of different ways to measure the funding position, this report gives the results of two methods used by the Plan actuary:

- the ongoing basis (which shows what might happen if the Plan continues with business as normal), and
- the solvency basis (which shows what might happen if the Plan were to be wound up or discontinued).

The valuation relates chiefly to deferred and pensioner members with DB benefits. For PensionBuilder*plus* members, liabilities are equal to the accumulated balances held in each individual's investment account.

The Trustee discusses and agrees with the Company how to value the Plan's liabilities and, if there is a shortfall, agrees how this will be met over time. This is known as a Recovery Plan.

The 2018 valuation showed that the overall funding level had improved during the inter-valuation period from 95.2% to 101.1%. The shortfall of £148 million had become a surplus of £36 million.

Summary Funding Statement continued

Latest position

The actuary carries out less detailed annual updates in the years that fall between the full valuations. The results of the 2019 update are included in the table below, along with the 2018 valuation results, and show that the funding position of the Plan as a whole has improved again. Over the year to 30 June 2019, gilt yields fell and inflation expectations increased, both of which act to increase the value placed on the liabilities of the Plan. However, as a result of the Trustee's hedging programmes, the assets also increased in value to a broadly similar degree.

	2018 valuation	2019 update
Value of past service liabilities	£3,340 million	£3,445 million
Assets at market value	£3,376 million	£3,486 million
Surplus	£36 million	£41 million
Funding level	101.1%	101.2%

Latest position on the funding of the two sections

LRPS Section	2018 valuation	2019 update
Value of past service liabilities	£1,423 million	£1,485 million
Assets at market value	£1,395 million	£1,451 million
Shortfall	(£28 million)	(£34 million)
Funding level	98.0%	97.7%

Non-LRPS Section	2018 valuation	2019 update
Value of past service liabilities	£1,916 million	£1,959 million
Assets at market value	£1,981 million	£2,035 million
Surplus	£65 million	£76 million
Funding level	103.4%	103.9%

The Trustee has observed that the comparative funding of the sections has oscillated over the years but that, in recent years, the trend has been more favourable to the Non-LRPS Section. The Trustee is monitoring this trend to see if it is likely to continue, and initial indications are that this variance stems mainly from the different maturities of the two sections.

The membership of the LRPS Section is younger on average than that of the Non-LRPS Section, which means that changes in market conditions have had a greater impact on the value of the liabilities for the LRPS Section. To date, the Trustee has not had a different hedging programme for each section but will keep this under review.

Because of the small shortfall in the funding level on the LRPS Section, there is a Recovery Plan in place and the remaining shortfall is expected to be cleared by June 2021, through the expectation of investment returns being greater than those assumed by the actuary in the calculation of the liabilities. The actual timing of reaching full funding may, of course, be affected by short-term volatility in markets.

Valuation on a solvency basis

Although neither the Trustee nor LafargeHolcim has given any notice or has any intention of winding up the Plan, the Trustee is required by legislation to advise members what their position would be if the Plan had to be wound up. At 30 June 2018, the estimated amount identified by the Plan actuary, which might be sufficient to secure all members' benefits with an insurance company if the Plan had wound up, was approximately £4,119 million. This would leave a shortfall of £743 million which compares to a shortfall of £1,256 million at the previous valuation.

The solvency basis is the measure which estimates how much an insurance company would require in order to take over responsibility for the payment of all the Plan's benefits. Due to a number of factors, this is a very high amount and so there is a large shortfall on this measure. The shortfall is, in fact, the amount the Group would be required to pay into the Plan if the Plan were to be wound up.

Summary Funding Statement continued

Pension Protection Fund

The Government set up the Pension Protection Fund (PPF) to pay benefits to members of Defined Benefit pension schemes in circumstances where a scheme is wound up and the scheme and the participating employers do not have enough money to cover the cost of buying all members' benefits with an insurance company. In these circumstances, the pension benefits you would receive from the PPF may be less than the full benefit you have earned in the Plan, depending on your age and when your benefits were earned.

Payments to the Group

We can confirm that there have not been any payments to the Group from the Plan in the previous 12 months.

The Pensions Regulator

The Pensions Regulator is responsible for regulating work-based pension schemes in the UK. Its aims include protecting members' benefits and promoting good scheme administration. You can find more details at www.thepensionsregulator.gov.uk

We need to tell you if the Regulator has used its powers in relation to the Plan over the last year, for example, by changing the way future benefits build up, or the way the funding target is worked out, or amending the employer contribution rate. We are pleased to confirm that the Regulator was sent details of the valuation and agreed Recovery Plan and has not used its powers in relation to the Plan over the last year.

Where can I find out more?

You can request more details of the valuation from the Pensions team in Dorking. The following documents are available on the Plan website (www.lafargeukpensions.com):

- The Statement of Funding Principles
- The Recovery Plan
- The Schedule of Contributions.

DC focus

DC Governance

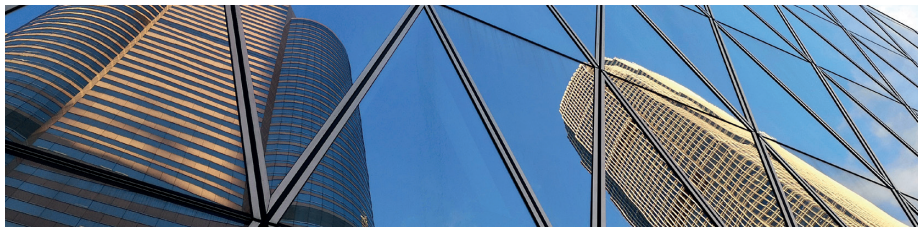
During 2019, the Trustee spent a great deal of time considering how to improve the governance of the DC Section, including communication materials and the range of retirement options that can be made available to members with DC funds at a reasonable cost. We expect some important changes to be made over the next few months and a separate announcement will shortly be sent to members with DC benefits explaining these changes.

Chair's DC governance statement

The Chair's annual governance statement (as required by pensions law), is included on pages 47 to 53 of the Trustee's full Report and Accounts, which you can find on the Plan website. It is also available in the PensionBuilder*plus* section of the Plan website.

The impact of charges over a lifetime

The level of charges has an impact on investment returns, and it is important to understand how they build up over time. The Chair's statement provides a table to illustrate the impact of charges. It shows three example members investing in different Legal and General (L&G) funds and how the charges would affect the accumulated fund values over their lifetime.



DC focus continued

DC investment returns

The table below shows the annualised investment return achieved by the L&G funds available through the Plan over the previous 12-month, three-year and five-year periods to 30 June 2019 (before the deduction of fees and charges).

We should, of course, point out that the value of investments in these funds can go down as well as up. You can download detailed factsheets and up-to-date performance figures via the Plan website: www.lafargeukpensions.com

Investment returns to 30 June 2019	1 year (%)	3 years (% p.a.)	5 years (% p.a.)
Global Equity (30:70) Index	5.10	11.48	8.69
UK Equity Index	0.68	9.2	6.47
World (ex UK) Equity	11.08	14.43	13.89
Over 15 Year Gilts Index	7.17	3.13	9.62
Bonds Over 15 Year Index	9.51	5.31	8.52
Over 5 Year Index-Linked Gilts Index	9.14	6.05	10.09
Pre-Retirement Fund	7.55	4.22	7.52
World Emerging Markets Equity Index	8.04	12.31	9.36
Diversified Fund	7.98	8.42	8.64
Cash Fund	0.68	0.43	0.44

Investing in a better future

Pension plans are the largest and most influential investors in the UK. The Lafarge UK Pension Plan has over £3.4bn in assets; of these, around 22% are invested in assets where we can measure the real-world impact of sustainability.

For the rest of the Plan's assets, which are invested in things like bonds, hedge funds and cash-like investments, these impacts are less measurable, but we do monitor their performance using an ESG framework.

What is ESG?

ESG stands for environmental, social and governance. They are the three main factors that socially responsible investors consider.

- **Environmental:** Companies that monitor their energy use, carbon footprint, waste, pollution and natural resource conservation
- **Social:** Companies that treat their employees and other stakeholders fairly
- **Governance:** Companies that conform to a high level of responsible and transparent management, including the factors of leadership, executive pay, auditing and employee relations.

Recently, there has been an increase in investment funds that set and conform to ESG standards when selecting their investments. Also, recent evidence has found that companies that have good ESG management may be better long-term investments, meaning they could deliver better returns for the Plan as well.

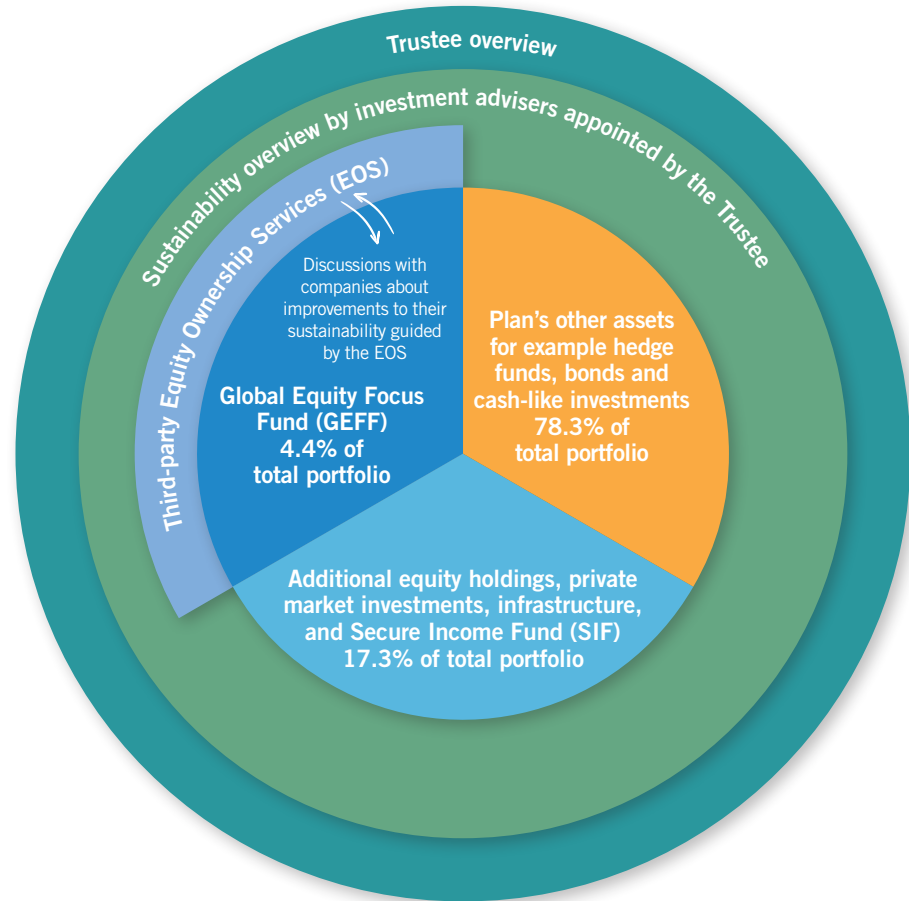
It's the responsibility of UK pension trustees to carefully choose where they invest and consider ESG standards when selecting their investments. These objectives must be formally stated in a document known as the Statement of Investment Principles, which can be found on the Plan website.

Investing in a better future continued

How we look after our investments

The Plan's money is invested in different assets, such as equities (shares), bonds and cash-like investments. As part of its regular reviews, the Trustee, along with its advisers, reviews the standards that our investments meet.

The Trustee uses an investment adviser to help set the target percentage of different investment types based on the cashflow needs of the Plan for paying pensions and investing for growth. ESG considerations are an important part of the investment advice the Trustee receives and the diagram opposite illustrates this approach.



Equity funds

When choosing equity funds, the Trustee and its advisers consider sustainability and ESG standards in three main ways:

1. Stewardship: who checks the sustainability of our investments?

The investment advisers use a skilled third party for the GEFF, as well as their own experts, who specialise in assessing the sustainability of the potential investments and engaging with companies to encourage positive growth.

2. ESG: are ESG standards considered?

Each investment is assessed for sustainable risk and given a rating which is considered when the Trustee reviews the investments.

3. Long-term planning: are these investments a profitable choice for the long term?

The Trustee's investment advisers have dedicated resources for planning ahead and considering the long-term impacts.

Good for you, good for us

Given the size and influence of pension plans, such as our Plan, the money we invest can have a positive effect on global communities, industry direction and the environment.

Not only do we invest in equities that conform to sustainability standards, but our investment advisers and stewards engage with the companies in which we are invested to encourage positive change for the future. Our investment steward has engaged with the markets on: the environmental impact of palm oil, the risks associated with the rise of artificial intelligence, and human rights.

The impact of the Plan's funds

The Secure Income Fund (SIF), in which we invest to generate regular income, has invested in assets with positive social impacts. So far, the SIF has:

- housed 1,230 vulnerable people in specialist accommodation
- provided 7,400 high quality hospital beds
- diverted 1.8 million tonnes of waste from landfill.

Just one of the companies included in our private market portfolio powered 134,012 households, using a solar farm built in the wake of the Fukushima disaster. The farm now powers nearly as many households as one of the nuclear reactor units it has replaced. This returned 2.6 times the amount we had invested at the time it was sold.

The GEFF engaged with 33 companies on nearly 100 ESG issues in just three months.



Plan news

Looking after your data

The Trustee takes looking after your personal data very seriously. In order to run the Plan, the Trustee holds your personal information in accordance with legal requirements. This means that it is responsible for what personal data needs to be processed and how.

The Plan website includes the full privacy notice which is updated from time to time as the law and best practice develop. Following the latest review in 2019, only minor changes were required, mainly to update the range of advisers and providers that help the Trustee and the Company with the running of the Plan.

GMP equalisation – an update

Following a High Court ruling in October 2018, relating to the Lloyds Banking Group pension schemes, a complex legal issue called GMP (guaranteed minimum pension) equalisation requires DB pension schemes to ensure that GMP benefits are equal for men and women. A full explanation was given in *PensionsTalk* 2019.

There are a number of uncertainties on how to comply with the ruling and further legal guidance is expected which will give clarity in 2020. The guidance is both from HMRC on taxation matters and from the courts via a further judgement relating to the Lloyds Banking Group. The Trustee will write to any members who might be affected to advise that their benefits may be adjusted, but that the process will take time and any top-up is likely to be small.

Plan news continued

Is your Nomination Form up to date?

It is important that you keep your Nomination of Beneficiaries up to date with your personal circumstances. We keep details of your wishes on record so that in the event of your death, we can easily and quickly identify anyone you have nominated to receive any lump sum that may be payable.

If you would like to complete a new Nomination of Beneficiaries form, please contact the Pensions Team in Dorking or download a form from the Plan website: www.lafargeukpensions.com

Could you spot a pension scam?

Pension scams can be hard to spot and we would like to remind members to continue to be vigilant. Scammers can be articulate and financially knowledgeable with credible-looking websites, testimonials and materials that are hard to distinguish from the real thing.

According to the Financial Conduct Authority, pension scammers stole an average of around £90,000 per victim in 2018. For this reason, in January 2019, the Government introduced a ban on cold calling about pensions. If someone contacts you out of the blue about your pension, it is best simply to hang up. The Pensions Regulator advises members to:

- reject unexpected offers
- check who you are dealing with
- resist being pressured or rushed into making a decision
- get impartial advice and information.

You can find out more about pension scams and how to avoid them, as well as what to do if you think you are being targeted by scammers, at www.fca.org.uk/scamsmart.

Why not try out the FCA's pension scam awareness quiz?
Go to www.fca.org.uk/scamsmart/pensions-scam-quiz

Lafarge/Blue Circle pensioner clubs

Why not stay in touch with former colleagues by participating in one of the many regional clubs that have been set up for former Lafarge and Blue Circle employees? Contact details for some of the clubs are included below, and further details can be found on the Plan website. If you run a club for former colleagues that you would like advertised, please write and let us know.

Aspdinians Club (Gravesend, Kent)

Founded in 1971, the purpose of the club is to maintain contact with former Blue Circle or Lafarge colleagues. The club meets every two weeks and holds three luncheons during the year. For more information, please contact John Jago (President) or Gina Jago (Chairperson) on **01732 823617**.

Circle 2001 Club (Central Southern England)

The Club has a membership of over 80 former employees of the Blue Circle Group and Lafarge Cement pensioners. It holds four lunches a year in central southern England. For more information, please contact John Drabble on **0118 942 9020** or **drabble0@btinternet.com**

Early Retirement Club (Gravesend, Kent)

Originally founded in 1982 for the male retirees of Blue Circle Northfleet, the Early Retirement Club celebrated its 37th year in 2019. It meets regularly throughout the year and has an annual membership fee. For more information, please contact either: Jim Pearce on **01474 355816** (**jimpearce@blueyonder.co.uk**) or Roger Endean on **01474 355084** (**rend@btinternet.com**).

Portland 82 Club (South East England)

The Club has approximately 69 members comprising former employees of the Blue Circle Group and Lafarge Cement. The club meets for lunch three times each year and new members are always welcome. For more information, please contact Bob Last on **01634 849988** (**bobfjlast@gmail.com**).

Sir George Earle Benevolent Fund

For almost 100 years, the Sir George Earle Benevolent Fund provided assistance to current and former UK employees of Blue Circle Industries (and after 2008, some companies within Lafarge) and their families, who were suffering financial hardship.

As communicated to potential beneficiaries in September 2018 and mentioned in last year's *PensionsTalk*, the administration of this Fund was transferred to the United Kingdom Community Foundations (UKCF). A copy of the communication giving a full explanation of why the changes were necessary is on the Plan website (www.lafargeukpensions.com/page/sir-george-earle-fund).

As the administration of the charity is no longer handled by the Pensions Team in Dorking, if you wish to make an application as a former employee or dependant of an employee under the hardship scheme, you should contact UKCF directly to request an application pack.

Please remember that the purpose of the Fund is not to offer financial and debt relief funding. Any grants given are

intended to fund items of equipment or adaptations to the homes of current and former employees of Blue Circle in the UK and Lafarge UK, their relatives, spouse, partner or dependants, in cases of financial hardship. All equipment and adaptation should meet the criteria of 'improving the applicant's quality of life or helping maintain their independence in their own home'.

Contacting the fund administrator

Email: sirgeorgeearle@ukcommunityfoundations.org

Write to:

Sir George Earle Fund
Unit 1.04 Piano House
9 Brighton Terrace
London SW9 8DJ

Completed forms should then be returned to the UKCF, together with the appropriate supporting documents.

Managing the Plan

The Plan is run by a Trustee company called Lafarge UK Pension Trustees Limited. The directors and pensions executive team of this company are listed below:

Independent chairman

Roger Mountford

Company Appointed Directors

Bob Andrews

Dyfrig James

Nick Peall

Kimberley Wood

Member Nominated Directors

Arthur Cunningham (LRPS)

Steve Taylor (LRPS)

Paul Hunter (Non-LRPS)

Les Waining (Non-LRPS)

Pensions Administration

Manager

Daryl Paine

Trustee Secretary

Anne Perkins

Assistant Trustee Secretary

Steve Hammer

Could you help run the Plan?

Member Nominated Directors serve a four-year term of office. There are two constituencies – the Lafarge Redland Pension Scheme (LRPS) Section and the Non-Lafarge Redland Pension Scheme (Non-LRPS) Section. Every two years, one vacancy arises in each constituency. The next selection process will take place in 2021 and will begin in December 2020 with the publication of *PensionsTalk*, detailing the steps to take, the commitment and the skills and abilities required by the Plan.

Trustee Directors are required to complete the Pensions Regulator's e-learning programme, the Trustee Toolkit: <https://trusteetoolkit.thepensionsregulator.gov.uk> and applicants who have completed all or some of the modules of learning within this programme are viewed favourably by the Trustee Board. With this in mind, if you want to get ahead of the game, it is recommended that you start this sooner rather than later. It is an interesting course which may benefit your own personal understanding of the pensions world.

Contact us

If you have any questions about the Plan or your benefits, please get in touch.

Call us:

01306 872100

Email us:

info@lafargeukpensions.com

Write to us:

Lafarge Pension team
Park Lodge
London Road
Dorking
Surrey RH4 1TH

Go online:

www.lafargeukpensions.com

Keep in touch!

It is essential that you remain in contact with us, notifying us of any change of address or difficulty with delivering post to you. If you are receiving a pension from the Plan, lack of contact from you may result in your pension being suspended. If you are not yet receiving your pension and we do not have your up to date address, this is likely to cause delays when your benefits become payable. You may also miss out on receiving important communications from us. If you would like to provide us with your email address, this may help if we are unable to contact you by post.



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