Paid for financial advice for eligible Lafarge UK Pension Plan members

Why financial advice is important

If you are considering retirement, there are various options available to you for taking your benefits from the Lafarge UK Pension Plan. As this is an important decision, it's important to take time to understand all the options available to you, as well as considering yours and your family's personal circumstances and retirement goals.

The Trustee of the Plan has selected Origen Financial Services to provide you with advice on these options and we have an in-depth knowledge of the Lafarge UK Pension Plan.

Our advice will help you to understand the options available to you and provide you with a recommendation based on your personal circumstances to help you make your decision.

What are my benefit options at retirement?

Take my benefits

You can take your benefits as regular pension payments, or a combination of pension and a cash lump sum.

Transfer out

Transfer to an alternative pension provider. These options include:

- Income drawdown, a way to take regular income from a personal pension fund whilst the rest remains invested.
- Buying an annuity (or enhanced annuity depending on your health) with an insurance company to give you a guaranteed, fixed income based on your own situation.

Defer retiring?

If our recommendation is that you defer retiring, we will provide reasons why we have recommended this option.

Scanning the QR code here will take you to a short video explaining your retirement options.
Alternatively, please visit **www.tinyurl.com/OrigenFRO**

About Origen

Origen is one of the UK's leading national financial advisers, with a history of providing advice for 140 years. We have received numerous awards in recognition of our service, including Retirement Planning Advisory Firm of the Year for the last eleven consecutive years. Origen is fully authorised and regulated by the Financial Conduct Authority.

Although the Trustee has appointed Origen and is paying our fees, our advice is entirely independent from the Trustee and is based on your own circumstances.

Am I eligible for 'paid for' financial advice?

If you have benefits in the Lafarge UK Pension Plan (even though you no longer work for Lafarge), are aged at least 55 years, have a transfer value of at least £10,000 and are a UK Resident, then you have the opportunity to receive paid for advice. You can use your own adviser, however you would need to pay for your own advice. N.B there is no legislative requirement for you to receive financial advice on a transfer unless your transfer value is £30,000 or more but even if the value is lower, taking advice is still encouraged.

How to take advice from Origen

If you have decided that now is the right time to take advice from Origen on your retirement options, here's what happens and when.

Step 1 Register on to the Origen Member Portal

If you wish to take advice from Origen you should register on to the Origen member portal by following this link: Lafarge.origenportal.co.uk/register or alternatively you can scan this QR code with the camera on your phone or tablet, and enter the following PIN code: 2531 when prompted.

Alternatively you may return your consent form found in your member pack to the Lafarge Pensions team. We will typically book in your appointment up to one week in advance, to allow time for us to receive your pension details. We will email or post a pack to you with your appointment details, your adviser's CV and a short financial questionnaire to complete.

Step 2 Complete your financial questionnaire

We will ask you to complete a financial questionnaire so that your adviser fully understands your personal circumstances and financial objectives. We may also ask for information regarding your partner's financial circumstances if this applies, so we can build a complete picture of your financial position.

Whilst some of the questions we ask may seem a little intrusive at first, the more we know about you the better we can help. However if you are unsure how to answer certain questions, please don't worry as we can discuss this during your appointment.

Step 3 Your initial advice appointment

Your adviser will go through your answers in the questionnaire and discuss your retirement objectives and personal circumstances in more detail. It is also important that you fully understand the options available, so please ask as many questions as you wish. The initial appointment usually takes about an hour but it could take longer. In some circumstances, a second appointment or further discussion may be required after your initial appointment.

Step 4 Our recommendation

If our advice is to take your benefits in the Lafarge UK Pension Plan, we will issue you with a recommendation report and explain the option that best suits you.

If the position is unclear, your adviser will call you to discuss whether transferring out is in your best interest. They will undertake further financial analysis and issue you with a recommendation report on whether to transfer to drawdown or an annuity or to remain and either take the scheme pension or defer retirement.

Step 5 Making your decision

Your adviser will call you to discuss the recommendation with you. If you decide to proceed Origen will help you with any actions required.

Scanning the QR code here will take you to a short video explaining what happens during your advice journey with Origen. Alternatively please visit **www.tinyurl.com/Origenvideo5**.

Preparing for your advice session

Here are some things you can do to get the most out of your advice appointment:

Write down your aspirations – imagine the life you'd like your pension benefits to support. Take some time to think about what your retirement might look like.

- Have you a dream holiday in mind?
- Where do family and friends fit in?
- Have you any debts that you would like to pay off?
- Do you want to volunteer or work part time?

Gather all the facts – your Origen adviser understands your **Plan benefits.** However, this may not be the only income you'll have when you retire, for example:

- Other pension savings - if you've lost track of any previous pensions, you can get help at **www.gov.uk/find-pension-contact-details**
- State Pension - please get a forecast for you and any spouse/partner at **www.gov.uk/check-state-pension**, so we can fully understand your overall State Pension payments.
- Savings & Investments

When and how you take all these other types of retirement income will influence the choices you make.

Write a list of questions – pensions can be complicated; it's important that you ask everything and there's 'no such thing as a silly question'. Your adviser can answer questions on all areas of financial planning, such as:

- Tax
- Mortgages / debt repayment
- Wills
- Savings
- Long term care

They're all important and could have a bearing on your pension decision.

Finally, make sure the timing is right

If you are not ready to retire or do not want advice on how to take your benefits please think carefully before accessing our Retirement Advice Service. You only get one round of 'paid for' advice, so make sure the time is right for you.

How we've helped other members

We support pension scheme members like you every day and we are here to help. Scanning the QR code here will take you to some real member cases and show how the information we gathered helped each member to get the most appropriate advice.

Alternatively to view this page, please visit **www.tinyurl.com/Origencasestudies** .

Getting in touch

Company Pensions Team

If you have any questions regarding your Lafarge pension benefits, you can contact the team directly.

- Ask about retirement forms
- Request a revised quote
- Query your personal details in the pack
- Ask specific questions on your pension benefits.

Email: **Lafarge@ISIO.com**
Telephone: **0800 488 0540**

Origen Financial Services

If you wish to book an appointment with Origen or if you need our help following your appointment, our contact details are:

Email: **Lafarge@Origenfs.co.uk**
Telephone: **0800 124 4884**
Lines are open Monday to Friday, 8.30am to 5.30pm.

Other support available

www.MoneyHelper.org.uk – this is a free guidance service provided by the Government-backed Money and Pensions Service and includes Pension Wise.

The service provides financial guidance, but does not offer advice and therefore cannot recommend what you should do based on your individual circumstances.