THE LSM 2006 PENSION PLAN

The Member Retirement Account (MRA)

Explanatory Booklet

February 2009

Contents

Section	Page
Introduction	3
Definitions	4
1. Eligibility and joining	6
2. State Pension Scheme	7
3. Contributions	8
4. Investment of Contributions	10
5. Leaving before Retirement	16
6. Benefits on Retirement	17
7. Death	18
9. Contacts	20
10. General Information	22

Introduction

This guide explains how the defined contribution Member RetirementAccount ("MRA") section of the LSM 2006 Pension Plan ("the Plan") works and the main benefits it provides.

The guide is only a summary of the terms and conditions of the MRA and it is not intended to be a legally binding document. If there is any conflict between this guide and the Rules of the MRA, the Rules prevail.

What is a Defined Contribution Pension Scheme?

Commonly known as a 'money purchase' pension scheme, with this type of arrangement your contributions, together with those from the Company, are paid into a separate Account, which is then invested. The value of this Account at retirement will depend on a number of factors including the amount of money paid in and how well the underlying fund(s) have performed.

On retirement, the value of your Account will be used to buy retirement benefits.

The whole LSM 2006 Pension Plan is established under Trust. This means that it remains separate from the assets of the Company, and is managed by Trustees in accordance with the Plan's legal documents. The Trustees' job is to ensure the Plan is run in accordance with the Rules.

Every effort has been made to avoid using technical terms. However, the ones that are necessary to use are explained in the Definitions section.

Definitions

Account
An individual Account is opened in the name of each member of the MRA and is credited with contributions from the employee and the Company, any investment returns and any money transferred in from another pension scheme.

Actively Managed
This describes funds whose performance depends on the investment managers' judgement in stock selection (choosing which companies to invest in), usually aiming to outperform the relevant Index.

Additional Voluntary Contributions (AVCs)
Contributions paid to the MRA by the member over and above normal MRA contributions.

Annuity
The arrangement bought at retirement which pays your pension, on an agreed basis, for the rest of your life.

Bonds
These are securities issued by companies and governments. Bonds are traded and provide income in the form of interest, usually at a fixed rate.

Child
Your legitimate or legally adopted child, stepchild or, at the discretion of the Trustees, any other person to whom you stood as a natural parent who is under 18 years old, or under 23 years old and still in full-time education.

Company
London & Scandinavian Metallurgical Co Limited and its UK subsidiary companies participating in the MRA.

Death Benefit Earnings
Your gross pensionable earnings in the tax year prior to your date of death (i.e. including overtime but not gratuities).

Dependant
A person who is dependent on you at the date of your death and who has been accepted by the Trustees of the MRA to qualify for spouse's benefits while you remain unmarried.

Equities
These are shares in a company and are traded on a stock market. Shares in a company provide the shareholder with a variable income from that company's profit (known as a dividend). The value of shares can go up or down.

Gilts
These are securities issued by the UK Government which pay a fixed or inflation-linked rate of interest.

Index
Is a measure of performance of a market.

Index Funds
Are designed to perform broadly in line with a given market index.

Index-linked
The investment is linked to a particular index, which is a benchmark against which change or performance can be measured.

Lower Earnings Limit
The lower limit at which you start paying National Insurance. This is reviewed each year by the Government.

Member Retirement Account ("MRA")
Is the section of the LSM 2006 Pension Plan to which this guide relates.

Normal Retirement Date
Your 65th birthday. Note this is not necessarily the same as your State Pension Age.

Pensionable Salary
This is your gross pensionable earnings (i.e. including overtime but not gratuities) prior to any Salary Exchange, less the Lower Earnings Limit. For contributions calculation purposes it can be assessed monthly.

Pensionable Service
The number of complete years and months as a contributing member of the MRA.

Plan
The LSM 2006 Pension Plan of which the MRA is a part.

Reference Salary
This is your gross pensionable earnings (i.e. including overtime but not gratuities) prior to the deduction of any salary exchange.

Returns
This varies by investment but is the income derived from the investment together with any capital growth, in the case of Equities and property.

Risk
The possibility that an investment will lead to a gain or loss – the higher the risk, the higher anticipated rewards or potential losses, the lower the risk, the lower the anticipated rewards or potential losses.

Rules
The formal legal documentation governing the operation of the Plan, as updated/amended from time to time.

Salary Exchange
This is an arrangement whereby you agree to give up part of your salary in exchange for the Company making an equal additional contribution to the MRA. This is often referred to outside the Company as Salary Sacrifice.

SERPS
The State Earnings Related Pension Scheme, now replaced by the S2P.

Spouse
The person who is your legal spouse or civil partner at the date of your death.

State Pension Age
The age people normally start receiving the Basic State Pension and the benefits from SERPS (or its replacement, the S2P).

State Second Pension (S2P)
S2P replaced SERPS on 6 April 2002 to give a more generous additional State Pension to those on low or moderate incomes.

Trustees
The individuals appointed from time to time as Trustees of the Plan. The Trustees are responsible for the proper oversight and running of the Plan.

Upper Earnings Limit
The maximum level of earnings on which full National Insurance Contributions are payable. This is reviewed each year by the Government.

1. Eligibility and joining

Eligibility

You will be eligible to join the MRA if:

- you are at least 16 years of age and less than 65 years of age,
- you have at least 3 months' continuous service.

How do I join?

You join by completing an Application Form (which asks for your personal details and your investment choices) and an Expression of Wish Form. Forms are available from Payroll/HR and should be returned to Payroll after completion.

Should I join?

Membership of the MRA is voluntary and is not a condition of your employment. However, if you choose not to join you will miss out on valuable contributions from the Company, which could make a real difference to your income in retirement.

What happens if I do not join or if I opt out?

If you do not apply to join when you are first able to do so, you may only be allowed to join at a later date with the permission of the Trustees and the Company.

If you join but later opt out of membership, you will only be able to rejoin with the consent of the Trustees and Company. You must give three months' notice in writing of your intention to opt out.

If you opt out or do not join, you will only be entitled to a reduced lump sum death benefit (1 times Death Benefit Earnings). Your entitlement to other Company provided benefits may also be affected.

You are asked to confirm any decision not to join the MRA in writing, normally by completing the relevant section of the Application Form.

What if I have a previous pension entitlement?

The Trustees may accept transfer payments from other pension arrangements. If you wish to consider this option, please contact the Trustees who will be pleased to give you more information. They will urge you to seek independent financial advice before transferring any benefits.

Can I contribute to a Personal Pension Plan?

If you currently contribute to a personal or Stakeholder pension, you can continue this arrangement after you join the MRA. You can pay into as many schemes outside of the MRA as you wish (subject to a total contribution allowance set by HM Revenue and Customs each year).

If you want advice about personal or Stakeholder pensions or any other arrangements outside the MRA, please consult an Independent Financial Adviser (IFA).

Note: The Company will not contribute to a member's own external pension arrangements.

2. State Pension Scheme

Membership of the MRA does not affect your State Pension entitlement. This also means that both you and the Company will pay the full rate of National Insurance contributions.

You will accrue two kinds of pension from the State Pension Scheme in addition to your benefits from the MRA:

- the Basic State Pension (BSP),
- the State Second Pension (S2P).

The Basic State Pension is a fixed amount, not related to earnings. You may not qualify for the full rate if you do not have a complete record of National Insurance contributions.

S2P provides an additional benefit, calculated as a proportion of earnings between the Lower Earnings Limit and the Upper Earnings Limit. Shortly before you reach State Pension Age the Department for Work & Pensions (DWP) will write to you with details of your State Pension benefits. If you need this information earlier, please contact your local DWP office or visit the following website: **http://www.thepensionservice.gov.uk/resourcecentre/br19/home.asp**

It is possible to 'contract-out' of S2P, while a member of the MRA, via a personal pension plan. We recommend that you seek the advice of an independent financial adviser before considering this option.

3. Contributions

How much do I pay?
Your contributions are calculated as a percentage of your Pensionable Salary based upon your age.

The Company pays a contribution which is currently twice the relevant member contribution. The three scales of contribution from which you can choose are set out in the tables to the right.

On joining the MRA, you must initially choose which scale to base your contributions on. You may then change scales on any 1 April by completing a contribution switch form obtainable from Payroll/HR at Rotherham.

Within each scale your contributions will initially be based on your age on 1 April each year.

As you can see from the tables, as you get older, the contribution rate i.e. the percentage of Pensionable Salary paid into the MRA increases for both you and the Company.

Scale 1

Age	You Pay	Company Pays
16-25	0.5%	1.0%
26-35	1.5%	3.0%
36-45	2.5%	5.0%
46-55	3.5%	7.0%
56 +	4.5%	9.0%

Scale 2

Age	You Pay	Company Pays
16-25	1.5%	3.0%
26-35	2.5%	5.0%
36-45	3.5%	7.0%
46-55	4.5%	9.0%
56 +	5.5%	11.0%

Scale 3

Age	You Pay	Company Pays
16-25	2.5%	5.0%
26-35	3.5%	7.0%
36-45	4.5%	9.0%
46-55	5.5%	11.0%
56 +	6.5%	13.0%

How does tax relief work?

Under current legislation, you receive tax relief on your pension contributions, which reduces the actual cost to you. For example, if you are paying tax at 20%, each £1 you contribute only costs you 80 pence; for someone eligible for higher tax relief the cost is 60 pence. The Company's payroll system automatically administers the tax relief without any action on your part.

Example:

If you are 40 years old, have a Pensionable Salary of £20,000 per year and pay your contribution based on Scale 3:

Your annual gross contribution (£20,000 x 4.5%) =	£900
But you get tax relief on your contribution at 20% =	£180
Net cost to you =	**£720**

Total contribution to the MRA	
Employee =	£900
Employer =	£1,800
Total contribution =	**£2,700**

As you can see, the total amount credited to your Account during the year is £2,700; but the net cost to you is £720.

Can I pay more?

You may wish to provide yourself with a larger pension than the MRA would ordinarily provide or may want to fund for early retirement.

You can do this by making Additional Voluntary Contributions (AVCs). These are contributions made by the member only with no additional contributions made by the Company.

To pay AVCs, first you should complete the AVC application form to confirm your AVC choices. This can be obtained from Payroll/HR in Rotherham.

AVCs must be invested in the same way as your normal contributions.

As with your standard MRA contributions, you will receive full tax relief on your AVCs at the highest rate of tax that you pay.

The Pensions Act 2004 allows all members to take their AVCs as cash subject to maximum levels (see section 6 "Benefits on Retirement").

Note: See also the supplementary documentation re: "Salary Exchange" which explains a way in which you can make your contributions even more efficient.

4. Investment of Contributions

What happens to the contributions?
Your contributions and the Company's contributions are invested in funds managed by a professional investment manager, currently Legal & General Investment Management, on behalf of the Trustees.

This money is kept completely separate from the Company's assets and will only be used to provide benefits for you.

You have a choice as to which fund(s) your Account is invested in.

You will receive a statement each year showing the value of your Account and an estimate of the pension it could buy. The investment performance of the funds will be reported each year in the Trustees' Report and Financial Statements.

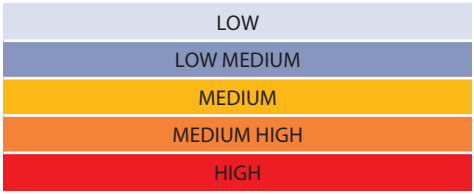
Investment decisions – something to think about
The Trustees have decided to offer a choice of investment options to members of the MRA. This section will help you think through where you might want to invest your contributions and provides information on the funds available. Neither the Company nor the Trustees are able to offer any advice or guidance about these investment choices. If you need it, you should seek independent financial advice.

The investment options you choose will directly affect the value of your Account when you retire, so it is important that you understand the aims of each fund and the risks associated with the investment performance of the funds. Your pension is a long-term savings plan, so you need to consider the likely time span over which your Account will be invested when you make your choice.

Developing an Investment Strategy – it's personal to you
While there are general investment 'principles' that may apply, every member is different and has a different set of personal circumstances. Neither the Company nor the Trustees can tell you where to invest your money but we hope to give you enough information to help you make an informed decision.

A key part of deciding your investment strategy is your capacity for risk. This is the amount of risk you are willing to take, based on your current personal situation and the amount of time you have until you need the money you are investing. For example, if you have 30 years to go until retirement, your risk capacity is usually much greater than somebody with 5 years to go until retirement.

Risk Indicator Key
To help you get a feel for the amount of risk associated with each fund, a risk indicator is given beside the description of the fund. They are specific to Legal & General's own classifications.



It is important that you review your investments periodically and make any changes if your circumstances change. You may make changes to your investment funds twice a year (i.e. at 31st January and 31st July). Please contact Payroll/HR who can explain how to switch your investments between funds.

Investment options from Legal & General
Legal & General Investment Managers have been appointed as investment managers for the MRA. They apply small investment charges to your Account.

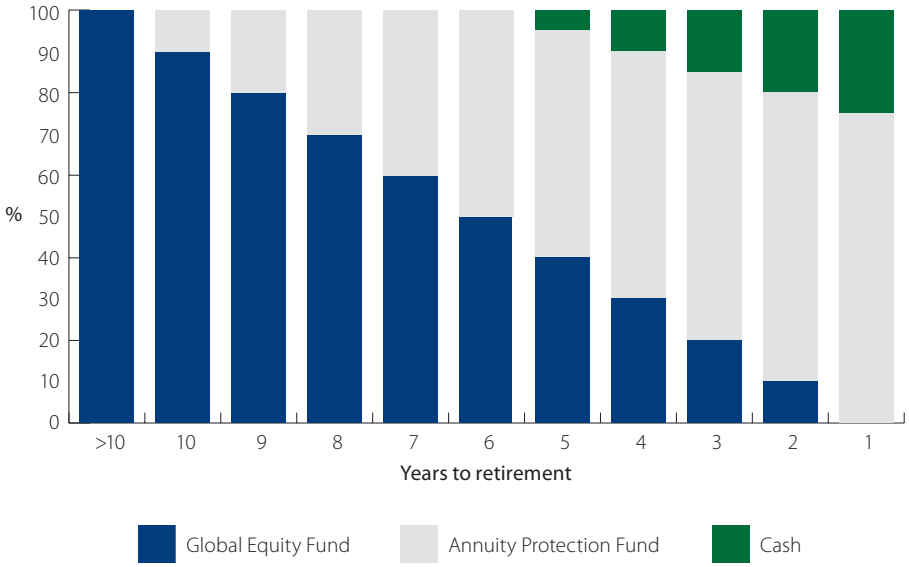
Members have a choice of two main investment options:

- 'Lifestyle' programme – contributions allocated to funds automatically
- 'Self Select' programme – you choose from a range of funds

Lifestyle programme

How does it work?

Your contributions will be invested 100% in Equities until you are within 10 years of your Normal Retirement Date. Your investments will then be gradually transferred each year (according to the graph below) to more protective funds and cash.



Equities have historically provided the best investment returns. However, these returns are also the most volatile. The Annuity Protection Fund is less volatile than Equities, but historically offers lower returns. Cash is the least volatile fund of all and has correspondingly lower returns. Therefore, by investing your Account as shown above, the programme aims to provide you with a balance between growth and security.

The funds used in the Lifestyle programme:

Global Equity Fund

- 100% Global Equity Fixed Weights (50:50) Index Fund

Annuity Protection Fund

- 50% Over 5 Year Index-Linked Gilts Index Fund
- 25% Over 15 Year Gilts Index Fund
- 25% AAA–AA–A Corporate Bond – Over 15 Year – Index Fund

Cash fund

- 100% Cash Fund

Important Note: Members with deferred benefits within the old Retirement Benefit Plan section of the Plan should be aware that the Lifestyle programme may not necessarily be appropriate to their specific circumstances. For further information on this, please refer to the previously issued announcement "MRA Lifestyle Investment and RBP Benefits" and/or to Payroll/HR in Rotherham.

Self Select Programme: you choose from a range of funds

There is a range of funds available, if you want to choose the funds that your Account invests in.

They are as follows:

Legal and General Risk Rating	Name of Fund
LOW	Cash Fund
LOW	Annuity Protection Fund
MEDIUM	Property Fund
MEDIUM HIGH	Global Equity Fixed Weights (50:50) Index Fund
MEDIUM HIGH	UK Equity Index Fund
MEDIUM HIGH	Europe (ex UK) Equity Index Fund
MEDIUM HIGH	North America Equity Index Fund
MEDIUM HIGH	UK Smaller Companies Index Fund
MEDIUM HIGH	Asia Pacific Index Fund
MEDIUM HIGH	Ethical Global Equity Index Fund

An outline summary of each fund is given on the following pages.

If you would like more information on any fund(s), please contact Payroll/HR in Rotherham.

Alternatively, you can view basic fund and performance information via the L&G website:
www.lgim.com/private/framework/security/login.jsp

The login details are as follows:
UserID: **LSM_member**
Password: **LSM06513**

LOW Cash Fund

This actively managed fund, which is used in the lifestyle programme, is likely to be of specific interest to those members who are approaching retirement and anticipate taking a cash sum.

The Cash Fund invests in cash deposits and short-term investments (e.g. certain types of loan) which means it offers security of capital over the short-term, rather than capital growth in the long-term. By using this fund, the member can lock in the capital value of their Account while still getting some growth.

As an investment, cash is generally not considered suitable for longer periods, such as the whole of a working lifetime, because historically it has not been able to keep pace with price inflation.

LOW Annuity Protection Fund

This fund which is used in the Lifestyle programme, is likely to be of specific interest to members who are nearing retirement or who do not want to take too much risk, preferring an element of security.

The fund is comprised of three sub-funds:

- the Over 15 Year Gilts Index Fund (50%),
- the Over 5 Year Index-Linked Gilts Index Fund (25%) and
- the AAA-AA-A Corporate Bond – Over 5 Year-Index Fund (25%).

The first two funds invest in Gilts, which are Bonds that pay a fixed rate of interest and have the security of being issued and backed by the UK Government.

In summary, they

- track the relevant FTSE index.
- can be used to safeguard part or all of your Account

As both sub-funds invest in the same type of asset as annuity providers, the value of the sub-funds will tend to move in line with the cost of buying an annuity.

The third sub-fund is a Corporate Bond Fund. The fund mainly invests in long-dated "AAA", "AA "and "A"-rated Corporate Bonds that are denominated in British Sterling (£).

Changes in interest rates will also cause the price of the Bonds to rise and fall. The long-term returns of the Corporate Bonds are expected to exceed the return from Gilts because the investor is taking an extra risk.

MEDIUM Property Fund

This fund is likely to be more appropriate to members who are investing for the medium to long term and are willing to take an element of risk in exchange for the possibility of higher returns.

The Property Fund is actively managed rather than following an index and invests only in UK commercial property (investing in offices, retail and industrial property). Properties are selected after in-depth research which focuses on a property's quality, location and ease of letting.

Property is a good diversifier of risk when combined with Equities, as it tends to perform differently to Equities in different market conditions.

MEDIUM HIGH Global Equity Fixed Weights (50:50) Index Fund

This fund is used in the lifestyle programme and is likely to be of specific interest to members with medium to long-term investment horizons and who are willing to take an element of risk for the prospect of ultimately higher returns.

The fund invests 50% in the UK stock market with the remaining invested in overseas stock markets. This is done by investing in index Funds which follow ('track') various indices such as the FTSE All-Share Index.

The overseas Equities are invested as follows:

- 17.5% in Europe (excluding the UK),
- 17.5% in North America,
- 8.25% in Japan,
- 6.75% in Asia Pacific (excluding Japan).

MEDIUM HIGH UK Equity Index

This fund is likely to be of interest to members with medium to long-term investment horizons and who are willing to take an element of risk for the prospect of ultimately higher returns.

The UK Equity Index Fund tracks the FTSE All-Share Index and invests only in UK Equities.

MEDIUM HIGH Europe (ex-UK) Equity Index Fund

This fund is likely to be of interest to members with medium to long-term investment horizons and who are willing to take an element of risk for the prospect of ultimately higher returns.

As the name suggests this fund invests in Equities outside the UK.

MEDIUM HIGH North America Equity Index Fund

The North American Equity Index Fund aims to capture the returns of the equity market in North America. It tracks the FTSE World North America Index offering access to one of the four main regional overseas equity markets.

The Fund is likely to be of specific interest to members with mid to long-term investment horizons and who are willing to take an element of risk for the prospect of ultimately higher returns. The Fund only invests in North American Equities.

MEDIUM HIGH UK Smaller Companies Index Fund

The UK Smaller Companies Index Fund aims to capture the returns of smaller UK companies as measured by the FTSE SmallCap Index.

The Fund is likely to be of specific interest to members with mid to long-term investment horizons and who are willing to take an element of risk for the prospect of ultimately higher returns. The Fund only invests in UK Equities.

MEDIUM HIGH Asia Pacific Index Fund

The Asia Pacific Index Fund aims to capture the returns of equity markets in the Asia Pacific region excluding Japan. It tracks the FTSE World Asia Pacific (ex Japan) Index.

The Fund is likely to be of specific interest to members with mid to long-term investment horizons and who are willing to take an element of risk for the prospect of ultimately higher returns. The Fund only invests in Asia Pacific Equities.

MEDIUM HIGH Ethical Global Equity Index Fund

The Ethical Global Equity Index Fund is designed to take account of ethical, environmental and social principles. It predominantly invests in Equities which form part of the FTSE4Good Global Equity Index.

The Fund is likely to be of specific interest to members with mid to long-term investment horizons who are willing to take an element of risk for the prospect of ultimately higher returns and who have an interest in companies which exhibit social, ethical and environmental responsibility. The Fund invests in global Equities.

5. Leaving before Retirement

Can I continue to make contributions?
If you leave the Company, no more contributions can be paid into your Account.

What happens to my Account?
If you leave the MRA before you have completed two years of Pensionable Service, you will be entitled to receive a refund of the investment value of your contributions. If you have opted to use Salary Exchange in making your contributions, then the refund must be made through the Company's payroll system, subject to tax and National Insurance. However, should you have opted out of Salary Exchange then the refund will come from the Plan's administrators and subject to tax.

In addition, if you have completed at least three months Pensionable Service when you leave, you may request a transfer value of the value of your Account instead of the refund of your members contributions described above.

If you leave the MRA after completing two years of Pensionable Service, your Account may be:

- left in the MRA where it will continue to be invested until you retire,
- transferred to a new company's registered pension plan,
- transferred to a registered personal pension plan of your choice.

Any transfer value will be calculated as the value of your Account at the date of transfer, taking account of the investment conditions at that time. Please note the value of your account can go up or down.

If you have over two years service you may request a transfer value at any time up until 12 months before you reach your Normal Retirement. If you are interested in taking a transfer, please ask for a transfer value via Payroll/HR in Rotherham.

6. Benefits on Retirement

What is my Normal Retirement Date?
Your Normal Retirement Date is your 65th birthday.

Can I take a tax-free cash sum?
You do not have to use all your MRA Account to provide pension benefits. You may choose to receive part of your Account as a tax-free cash sum, which will reduce the amount available to provide a pension. The maximum part of your Account at retirement that you may take as tax-free cash is normally 25% of the value of your account. However, the calculation of entitlement can be complicated and you will be advised of the exact amount of cash available when you retire.

What pension benefits will I receive on retirement?
When you retire, your Account (less any tax-free cash) will be used to buy retirement benefits for you. The benefits will depend on how much is in your Account, the type of pension you want and how much it costs to buy that pension when you retire. Consequently, no guarantees can be given as to the size of the pension you will receive. The type of pension you take is largely your choice. Some of the options from which you may choose are as follows:

- A pension payable for the rest of your life
- A pension for your spouse or dependants or children (payable on your death). The pension must not exceed your pension before any tax-free cash was taken.
- You may choose additional benefits, for example, a pension with a guaranteed minimum period of payment (e.g. 5 years). This means that if you die after 2 years of receiving your pension, the remaining 3 years of pension payments are paid, usually as a lump sum payment, to your beneficiaries.

When you are approaching your retirement the Trustees will write to you to explain your options and the next steps.

Can I retire early?
You can currently retire early at any time from age 50, although this will increase to 55 from 2010 in accordance with legislation. If you are incapacitated and have provided satisfactory evidence to the Trustees of the degree of incapacity, you may be able to retire before age 50.

Can I retire late?
If you remain in employment beyond your Normal Retirement Date and do not draw your benefits from the MRA, full details will be provided at your Normal Retirement Date of the options available to you.

7. Death

What happens if I die while I'm still a contributing member?

If you die before your Normal Retirement Date and while in Pensionable Service, the following benefits will be payable:

- a lump sum equal to four times your Death Benefit Earnings, normally paid tax free,
- a spouse's pension equal to 25% of your Death Benefit Earnings.

What happens if I die before retirement as an ex-employee?

If you leave the Company but keep your Account in the MRA, the full value of the Account will be paid as a lump sum to your personal representatives or Estate. The lump sum payment will be subject to HM Revenue and Customs limits.

How do the Trustees decide who to pay the lump sum to?

The Trustees have discretion as to who receives the lump sum death benefit. While the Trustees will normally follow your wishes as shown on the Expression of Wish Form, they are not bound to do so. It is very important that you keep the information on this form up to date to reflect any changes in your personal circumstances.

Are children's pensions payable?

If you die while in Pensionable Service, child pensions are payable as follows:

Number of children	Total amount of child pension payable
1	5% of Death Benefit Earnings
2	10% of Death Benefit Earnings
3	15% of Death Benefit Earnings
4	20% of Death Benefit Earnings

They remain in payment until each child reaches the age of 18, or up to age 23 whilst still in full-time education.

What happens if I die while I am drawing my pension?

On retirement you will have decided the level of pension to be provided for your spouse or other dependants on your death after retirement.

For example, if you decided that the pension to be provided should include a guaranteed minimum period of payment and you die within that period, then a cash sum would be payable to your beneficiaries.

8. Temporary Absence

What happens to my membership if I am absent from work?
Most absences from work are for a relatively short time and your membership of the MRA in these circumstances remains unchanged. If your absence is for a longer duration, contributions may cease. However, you will have the opportunity of making good these contributions (and receiving the appropriate employer contributions) on your return.

What happens on maternity leave?
Your membership of the MRA, your contribution and the Company's contributions to your MRA Account will continue during your statutory maternity leave. Company contributions will be based on your normal Pensionable Salary while you are on maternity leave.

Normally, any contributions you are making to the MRA will continue for as long as you are receiving maternity pay and will be based on the actual pay you receive. However, Salary Exchange cannot be applied to Statutory Maternity Pay.

Please note that members on additional maternity leave (unpaid) cannot make pension contributions during this period.

For information on the benefits provided during Adoption leave, Paternity leave or Parental leave please contact Payroll/HR in Rotherham.

9. Contacts

Trustees
The Trustees are responsible for the proper oversight and running of the MRA. You can contact them by writing to:

Trustees of the LSM 2006 Pension Plan
C/o London & Scandinavian
Metallurgical Co Limited
Fullerton Road
Rotherham
South Yorkshire
S60 1DL

Administrators
The Plan Administrators are responsible for the day to day maintenance of the Plan records and the calculation and payment of benefits.

You can contact them by writing to:
Post Handling Centre M
Jardine Lloyd Thompson Benefit Solutions
St James's House
7 Charlotte Street
Manchester
M1 4DZ

The Pensions Tracing Service
The Pensions Tracing Service can help you track down Pension Schemes you have been a member of in the past. The Tracing Service is free. You can contact the Tracing Service by:

Post:
Pension Tracing Service
The Pension Service
Tyneview Park
Whitley Road
Newcastle upon Tyne
NE98 1BA

Telephone: 0845 6002 537
Text: 0845 3000 169
Website: www.the pensionservice.gov.uk

To complete an online application form via the website visit
www.thepensionservice.gov.uk/atoz/atozdetailed/traceform.asp

The Pensions Advisory Service (TPAS)
TPAS is available at any time to assist members and beneficiaries of the Plan in connection with any:

- pension queries they may have,
- difficulties they have failed to resolve with the Trustees or administrators of the Plan.

TPAS may be contacted by:

Post:
TPAS
11 Belgrave Road
London
SW1V 1RB

Telephone: 0845 601 2923
Email:
enquiries@pensionsadvisoryservice.org.uk
Website:
http://www.pensionsadvisoryservice.org.uk/

The Pensions Ombudsman

The Pensions Ombudsman may investigate and determine any complaint or dispute of fact or law in relation to an occupational pension scheme. You should always try to resolve your difficulties with the Trustees of the Plan or seek the assistance of TPAS before approaching the Pensions Ombudsman. The Pensions Ombudsman may be contacted by:

Post:
The Pensions Ombudsman
11 Belgrave Road
London
SW1V 1RB

Telephone: 020 7834 9144
Fax: 020 7821 0065
Email: enquiries@pensions-ombudsman.org.uk
Website: http://www.pensions-ombudsman.org.uk/

The Pensions Regulator

The Pensions Regulator (TPR) replaced the Occupational Pensions Regularity Authority (OPRA) in April 2005 and has responsibility for work based pension schemes in the UK.

TPR has wider powers than OPRA and a defined set of statutory objectives. TPR is tasked with taking a proactive approach to regulation and may directly intervene in the running of pension schemes. TPR can be contacted by:

Post:
The Pensions Regulator
Napier House
Trafalgar Place
Brighton
BN1 4DW

Telephone: 0870 606 3636
Fax: 0870 2411 144
Email:
customersupport@thepensionsregulator.gov.uk
Website: www.thepensionsregulator.gov.uk

10. General Information

LSM 2006 Pension Plan documents
The MRA is set up under a Trust and is administered by the Trustees in accordance with the Trust Deed and Rules for the LSM 2006 Pension Plan. You are entitled to see copies of the legal documents governing the Plan, free of charge, upon request to the Trustees.

Every year members will receive a benefit statement and the Trustees Annual Newsletter. If you leave the MRA you will automatically be given a statement of your rights and options.

HM Revenue and Customs registration
The LSM 2006 Pension Plan is a registered scheme as defined in Part 4 of Finance Act 2004. To retain this registered status the Plan must meet certain requirements, as monitored from time to time by HM Revenue and Customs.

Internal Dispute Resolution Procedure
Pension schemes must have an internal procedure for resolving disputes between scheme beneficiaries and the Trustees.

You can get a copy of the Plan's procedure from Payroll/HR .

Amendment or termination
The Company fully intends to keep the MRA in force indefinitely, but may at any time discontinue contributions. Should the MRA be wound up, the assets of the MRA would be used by the Trustees to provide benefits in accordance with the Rules.

The Company may amend the Rules or contribution rates (or both) from time to time as required.

Trustees' annual report & financial statements
The MRA is managed by Trustees. The Trustees are responsible for the MRA's administration and for the investment of the money in the fund. Details of the Trustees and their advisers, as well as the MRA's audited financial statements and an investment statement, are published annually in the Trustees' report. A copy is available on request from the Payroll/HR.

Funding
The Company is liable to make good any unpaid contributions if:

- the Company goes bankrupt or into liquidation,
- the MRA is wound up.

Assignment of benefits
Benefits under the MRA are personal and cannot be assigned or charged, e.g. they cannot be used as security for a loan. The only exception to this rule is where a court order is granted on divorce to assign benefits to a spouse.

Guide versus legal documents
In the event of any ambiguity, this guide will always be overruled by the legal documents governing the MRA and any overriding legislation in force at the time.

Change of address
It is very important that the Trustees are kept informed of your latest address, or they may not be able to trace you to issue your benefit statements or, indeed, pay the benefits when you are due to retire. You should notify Payroll/HR if your address changes.

Change in marital/Civil Partnership status
It is the responsibility of all members (including members who have left the Company) to notify the Trustees immediately of any change in their marital/ Civil Partnership status. Again, you should notify the Trustees via Payroll/HR.

Pension from a previous employer
There may be a restriction on your pension from the MRA if you are entitled to pension benefits from another pension arrangement. If this restriction applies, you will be notified when you retire by the administrators.

Data Protection Act 1998
The Trustees are data controllers for the purposes of the Data Protection Act 1998.

To enable the MRA to be run efficiently, the Trustees hold certain personal information about each MRA member, including your name, date of birth and any other information that is needed to calculate the benefits provided for you and your dependants under the MRA. This information is only available to the Trustees, the Company, the administrators of the MRA and, where appropriate, the Trustees' other professional advisers. It may be used by them only for the purpose of calculation and provision of benefits and for the proper running of the MRA.

So that our records stay accurate and up to date, you should notify Payroll/HR of any alterations to your personal details.

Pension sharing on divorce/dissolution
Pension sharing is a form of splitting retirement benefits between divorcing spouses or civil partners following a dissolution of a civil partnership. The Welfare Reform and Pensions Act 1999 allows for a pension-sharing order to be made in such cases. In case of a pension-sharing order being made, any pension benefits awarded to an ex-spouse/civil partner will be transferred out of the MRA.

Statement of Investment Principles
The Trustees of the MRA are required, under the Pensions Act 1995, to prepare and periodically review a written statement of the principles governing the decision about how to invest the MRA funds. The necessary written statement has been produced, in consultation with the MRA's investment advisers, and is available for members to inspect. Should you wish to see a copy of the written statement, please contact the Trustees.

Further Information

We have tried to keep the guide as straightforward as possible, but if you have any questions or would like more information about any aspect of the Plan or, specifically, the MRA please contact the Trustees at Rotherham:

London & Scandinavian Metallurgical Co Limited
Fullerton Road
Rotherham
South Yorkshire
S60 1DL

Please note, however, that neither the Trustees nor the Company are able to give financial advice.

If you want independent financial advice, you can find the names of local independent financial advisers by telephoning **0800 085 3250** or by logging on to **www.unbiased.co.uk**







Issued on behalf of London & Scandinavian Metallurgical Co Limited,
and on behalf of the Trustees of the LSM 2006 Pension Plan
February 2009

2009-008