

## **Imerys UK Pension Scheme ("the Scheme")**

### **Recovery Plan**

#### **Introduction**

This Recovery Plan has been prepared by Imerys UK Pension Fund Trustees Limited ("the Trustees") to satisfy the requirements of Section 226 of the Pensions Act 2004, after obtaining the advice of Simon Mayne, the Scheme Actuary and after obtaining the agreement of Imerys Minerals Ltd ("the Principal Employer").

It follows the actuarial valuation of the Scheme as at 5 April 2014, which revealed a funding shortfall (Technical Provisions minus value of Scheme assets) of £55.4M.

#### **Steps to be taken to ensure that the statutory funding objective is met**

To eliminate the funding shortfall, the Trustees and the Principal Employer have agreed that additional contributions (i.e. contributions over and above those needed to cover benefits being earned in the future) will be paid to the Scheme by Imerys Minerals Ltd as follows:

<b>Period</b>	<b>Contributions</b>
5 April 2014 to 31 March 2015	£309,429 each month(1), plus £55,167 each month(1), plus £15,913 each month(1)
By 31 July 2014	£650,000
1 April 2015 to 31 March 2023	£377,667 each month(2)

(1) increasing by 3.0% per annum on 1 January 2015.

(2) increasing by 3.0% per annum on 1 January 2016 and each subsequent 1 January.

#### **Period in which the statutory funding objective should be met**

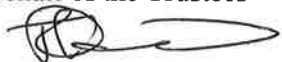
Under this Recovery Plan, if the assumptions made are borne out in practice the funding shortfall will be eliminated within 9 years of the valuation date, which is by 5 April 2023. The assumptions are:

- Technical Provisions will continue to be calculated according to the method and assumptions set out in the Statement of Funding Principles dated 31 March 2015, with financial conditions unchanged from those at the valuation effective date;
- Scheme experience will be in line with the assumptions underlying the Technical Provisions, except that the investment return during the period will exceed the valuation discount rate by 0.4% per year, on both existing assets and future contributions held in respect of final salary liabilities.

#### **Progress towards meeting the Statutory Funding Objective**

On the assumptions made, 50% of the above additional contributions will be paid in 4.5 years from 5 April 2014, which is by 5 October 2018.

Signed on behalf of the Trustees



Name: RICHARD TOWNSEND

Position: Trustee

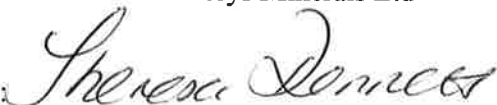
Date: 31 MARCH 2015.



DAVID OSBORNE

(This is the date the recovery plan was “prepared” for the purposes of Scheme Funding Regulation 8(6)).

Signed on behalf of Imerys Minerals Ltd

Name: 

Position: Director

Date: 31 MARCH 2015.