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looking forward to your future

THE ROHM AND HAAS RETIREMENT PLAN ~ UK

Your guide to benefits

JANUARY 2009

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THE ROHM AND HAAS RETIREMENT PLAN ~ UK

Your guide to benefits

1 Introduction

Contents

1 INTRODUCTION

Welcome to the Rohm and Haas Retirement Plan ~ UK (called 'the Plan' throughout this booklet). Membership of the Plan is one of the most valuable benefits offered by your employer and gives you and your family greater peace of mind, by providing:

- financial protection during your career with the *company*
- a secure income in retirement
- benefits for your spouse and *dependants* after you die.

This booklet explains your Plan benefits and reflects the law in force at the time of writing (July 2009). If you were a Plan member before 1 January 2001, any differences in the conditions that applied to membership before that date are explained in a separate supplement issued to you in February 2003.

The booklet is divided into sections that focus on specific areas of the Plan such as joining and paying contributions, benefits at retirement and what happens if you leave the Plan before retirement. We have tried to keep the use of technical terms to a minimum. Those that are needed are explained in this introductory section and appear in italics in the text.

If you change your address, please make sure you notify the trustees in writing, care of your HR Department.

Whilst we have made every effort to ensure the accuracy of this booklet, it is only a guide and will always be overruled by the legal documents governing the Plan and overriding legislation in force from time to time.

- If you are a current employee and have any questions about Plan benefits in general, or more specifically about your own benefits, please speak to your HR Department or the Pensions Manager, Kerry Merryweather, on 02476 654433.
- If you leave the Plan and become a deferred member, questions should be sent to the Plan Administrator, Post Handling Team M, Jardine Lloyd Thompson, St James House, 7 Charlotte Street, Manchester M1 4DZ.
- Pensioners should contact the Pension Payment Manager for queries about tax codes – Jardine Lloyd Thompson, PO Box 178, The Havens, Ransomes Europark, Ipswich, IP3 9SZ. For all other queries, telephone 01473 272725 remembering to quote the name of the Plan and your National Insurance number.

SPECIAL NOTE

If any special terms apply to your membership of the Plan, you will be advised of these separately. Please read this booklet in conjunction with that information.

Useful terms

Company

The principal employer, Rohm and Haas (UK) Limited, and any other employers who participate in the Plan.

Dependant

A person who, in the opinion of the trustees, is financially dependent on the member at the date of the member's death. This would include a person who shares living expenses with you, or who receives financial support from you and whose standard of living would be affected by the loss of your contribution or support.

1.2

Normal retirement date

Your 65th birthday.

Pensionable salary

This is calculated on joining the Plan and on each following 1 July and is the sum of:

- your basic annual salary (excluding bonuses, overtime and other fluctuating emoluments); plus
- your shift allowance at the same date; plus
- any commission you received from the *company* during the 12 months ending on 30 June.

The Plan applies an earnings cap (£123,600 from April 2009) on the amount of *pensionable salary* that counts when calculating your Plan contributions and benefits – see Section 2 for more details.

Final pensionable salary

This is the greater of:

- your highest *pensionable salary* received in any consecutive 12 months in the 36 months before your *normal retirement date*, or the date you retire or leave *pensionable service* if that is earlier; and
- the highest average of any 3 consecutive *pensionable salaries* in the last 10 years ending on your *normal retirement date*, or the date you retire or leave *pensionable service* if that is earlier.

Your *final pensionable salary* cannot exceed the Plan earnings cap if you joined the Plan on or after 1 June 1989. See Section 2 for more details.

Pensionable service

The number of years and complete months of service you build up as a contributing member of the Plan. If a member leaves and later returns and rejoins the Plan, each period of service will be treated separately.

State pension age

Currently 65 for men and 60 for women, this will be equalised at 65 from 2020, with the change being phased in over a period of 10 years. Women born before 6 April 1950 are not affected; women born after 5 April 1955 have a *State pension age* of 65. Women born between these dates will have a *State pension age* between 60 and 65, depending on their date of birth.

Summary of main Plan benefits

CONTRIBUTIONS

Employee

Currently 8% of *pensionable salary*

Employer

The *company* contributes the balance of the cost of providing benefits

BENEFITS

On retirement

Normal retirement date is age 65

- Pension for life linked to *final pensionable salary* and *pensionable service*
- Annual pension increases

Options

- Tax-free cash sum in exchange for lower pension
- Retire early from age 50 (55 from 2010) if *company* and trustees agree, with reduced pension
- If you joined the Plan before 1 December 2006, retire early from age 60 if *company* and trustees agree, with unreduced pension

On ill-health grounds

Ill-health pension (with annual increases) may be payable if you have to give up work due to ill health

On death in service

- Cash sum of 4 times *pensionable salary*
- Refund of your contributions plus interest
- Pensions for your spouse or *dependant* and up to 2 children
- Annual pension increases

On death after retirement

- Spouse's or *dependant's* pension
- Annual pension increases

If you leave the Plan

- **Up to 3 months' *pensionable service*** Refund of your contributions (less tax and State pension adjustment)
- **Between 3 months and 2 years' *pensionable service*** Refund of your contributions (less tax and State Pension adjustment) or transfer value
- **2 or more years' *pensionable service*** Deferred pension or transfer value

General Information

- Basic State Pension is payable on top of Plan pension if you have enough National Insurance contributions or credits.
- Plan members are contracted out of the additional part of the State pension scheme.
- References to 'spouse' throughout this booklet includes Registered Civil Partners.

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2 Joining and contributions

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2 JOINING AND CONTRIBUTIONS

JOINING THE PLAN

You are eligible to join the Plan on the day you join the *company*, if:

- you are a permanent or temporary employee with a UK contract of employment of at least 3 months; and
- you are aged at least 16 but are under 65.

The principal employer may allow you to join the Plan even if you do not meet these conditions.

To join, please complete an Application form (enclosed for new joiners) and return it to your HR Department. Please ensure that you also complete an Expression of Wish form (see Section 4 – 'Making your wishes known') to indicate to the trustees how you would prefer any death benefits to be paid. Once completed, please return the form to your HR Department in the special envelope provided.

Opting out/not joining the Plan

You do not have to join the Plan. If you are a contributing member you may opt out at any time.

If you do not wish to join the Plan please ask your HR Department for a Refusal form and return your completed form to them. This confirms that you (and your spouse if appropriate) understand you will not receive any of the retirement benefits that the Plan provides. Restrictions may apply to your membership if you ask to join at a later date and, in particular, both the *company* and the trustees must agree that you can join and may require evidence of health, which may need to be approved by the insurance company.

If you wish to opt out, you must give one month's notice in writing. If you leave the Plan but not the *company*, you will only be allowed to rejoin if the principal employer and the trustees agree.

IMPORTANT NOTE: If you do not join the Plan, or if you opt out at any time, you will not be covered for any lump sum death in service benefits.

Transferring benefits from a previous pension arrangement

The Plan does not currently accept transfer payments from other HM Revenue & Customs registered pension arrangements.

Contributing to other 'registered' pension arrangements

As well as contributing to the Plan, you can choose to join or continue paying contributions to any other pension arrangement (such as a personal or Stakeholder pension) registered for tax purposes with HM Revenue & Customs.

HM Revenue & Customs gives everyone an Annual Allowance (£245,000 on 6 April 2009 and increasing to £255,000 by 2010 before being reviewed again in 2015). This is the maximum pension contribution that can be paid by you, or that your pension savings can increase each year, without triggering tax liabilities.

For most people, this means that the only practical limit on pension contributions is how much you earn, allowing you to contribute as much as you wish and get tax relief on up to 100% of your taxable earnings towards a pension. Regardless of your income, you can pay up to £3,600 each year as pension contributions.

It will be your personal responsibility to make sure that you remain within the Annual Allowance (see 'Making comparisons with the Annual Allowance' on page 2.4 of this Section).

Plan earnings cap

If you joined the Plan on or after 1 June 1989, your Plan contributions and benefits are limited by a Plan earnings cap, £123,600 from April 2009. This will increase each subsequent April in line with the rise in the Retail Prices Index in the 12 months to the previous September.

Part-time employees

If you work part-time, your benefits will be adjusted to reflect your part-time employment.

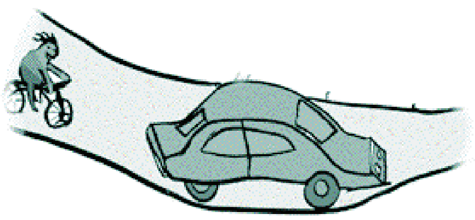
CONTRIBUTIONS

How much do I pay?

You currently contribute 8% of *pensionable salary*.

The actual cost to you is less than this. Your contributions are deducted from your earnings before Income Tax is calculated, so you automatically get full tax relief on them at the highest rate of tax you pay.

You also pay reduced National Insurance contributions. On pay between the Earnings Threshold and the Upper Accrual Point set by the government, your National Insurance contributions are currently reduced by 1.6%, as shown in the example on the next page.



Contribution example			
Pensionable salary at 1 July		£25,000	
Earnings Threshold from 6 April 2009		£6,475	
Upper Accrual Point from 6 April 2009		£40,040	
Your annual contribution is 8% x £25,000	=	£2,000	
Less tax relief at £2,000 x 20%	=	£400	
Less National Insurance reduction (£25,000 – £6,475) x 1.6%	=	£296	
Net cost to you (£2,000 – £400 – £296)	=	£1,304	a year

If you complete 40 years' *pensionable service* as a member of the Plan, you have the option to stop contributions to the Plan. If you choose this option, your *pensionable service* will be restricted to 40 years. However, your *pensionable salary* will be amended in line with earnings each subsequent 1 July up to *normal retirement date*. In addition, your life assurance cover will continue to *normal retirement date* if you remain employed by the *company* until then. If you wish to continue contributions, your benefits must remain within the Lifetime Allowance (see page 3.1 – 'Lifetime Allowance') to avoid paying any extra tax.

How much does the *company* pay?

The *company* pays whatever is necessary to ensure that the Plan can meet its commitments. The *employer* contribution rate is agreed by the *company* and the trustees based on advice obtained from the Plan's actuary, a professional adviser appointed by the trustees, who makes regular assessments of the Plan's financial health.

Additional Voluntary Contributions (AVCs)

The Plan's AVC arrangement was closed in June 2008. Plan members with existing AVC funds can choose to leave these invested until they retire, or transfer them to another HM Revenue & Customs registered pension arrangement. If you leave your AVC funds invested until you retire, you should continue to monitor your investments on a regular basis. You can switch your investment funds if and when you feel that this is appropriate to your individual needs. An Investment Switch form is enclosed with this booklet.

Within your HM Revenue & Customs Annual Allowance you are free to contribute to as many pension arrangements as you want, in addition to your membership of the Plan.

If you would like to top up your Plan benefits we recommend speaking to an Independent Financial Adviser (IFA) who can help you decide the most suitable investment for your circumstances.

If you are seeking independent financial advice for the first time, check out the IFA Promotion website for the names and addresses of up to four recommended advisers in your area – **www.unbiased.co.uk**. If you do not have Internet access, check your Yellow Pages for details of local IFAs.

Making comparisons with the Annual Allowance

It is your responsibility to monitor the growth in your pension savings against the Annual Allowance. If the value of your total Plan pension benefits (and contributions to any other HM Revenue & Customs registered pension arrangement) increases by more than the Annual Allowance in any year, the excess will be subject to an 'annual allowance charge' at the rate of 40%.

You can compare your Rohm and Haas pension benefits against the Annual Allowance by multiplying the increase in your annual pension by 10. You will then need to add any other extra pension contributions you might be making.

Example – how the Annual Allowance works

Kevin's *pensionable salary* is £30,000 a year (and for ease of illustration does not change the following year). He has recently paid off his mortgage and has savings in the bank. Kevin decides to pay 50% of his *pensionable salary* to a Stakeholder pension on top of his normal Plan contribution. Because he receives tax relief on the full amount, Kevin's contributions to the Stakeholder pension are worked out as:

Actual contribution		=	£12,000
Plus reclaimed tax	£15,000 x 20%	=	£3,000
Gross contribution	£30,000 x 50%	=	£15,000

The increase in the value of Kevin's Plan pension is worked out as follows:

1 year's Plan pension	1/60 x £30,000	=	£500
Value	£500 x 10	=	£5,000

Kevin's total pension contribution plus the increase in the value of his Plan pension is £20,000 – well within the 2009/10 Annual Allowance of £245,000 – showing how it provides more opportunity to save for retirement and take advantage of the tax relief on offer.

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3 Retirement benefits

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3 RETIREMENT BENEFITS

Pension at *normal retirement date*

Your pension at *normal retirement date* is worked out as follows:

Final pensionable salary ÷ 60 x *pensionable service* = your pension

The example below shows how you can work out your pension.

Pension example

Assume you reach *normal retirement date* and have completed 25 years' *pensionable service*, with a *final pensionable salary* of £25,000.

Your annual Plan pension is:

£25,000 ÷ 60 x 25 = £10,417 a year

Lifetime Allowance

The government allows favourable tax treatment for all your pension savings made within a Lifetime Allowance – £1.75 million from April 2009 and increasing to £1.8 million from 2010 before being reviewed again in 2015. It is your responsibility to make sure that the total capital value of your pension savings, from all pension arrangements throughout your working life, is within the Lifetime Allowance. Any benefits you build up above this amount will be subject to a 'lifetime allowance charge' at the rate of 25% if the excess benefits are taken in pension form or 55% if taken as a lump sum. As a rough guide, if you were to draw your pension from April 2009 it would need to be more than £87,500 a year to go over the Lifetime Allowance.

If you have benefits from several sources, you must add them all together and compare their total value with the Lifetime Allowance. You may have to get in touch with the pension schemes of previous employers and other pension providers to find all the information you need.

- For current contributing Plan members, the value of the benefit is calculated as 20 times the annual amount of the pension when it comes into payment, plus the amount of any tax-free cash that is taken. If you are a current Plan member, your annual benefit statement will show your estimated pension at *normal retirement date*.
- Pensions which came into payment before 6 April 2006 are valued at 25 times the annual amount of pension being paid.
- For pension benefits on a money purchase basis, (e.g. personal or Stakeholder pension plans) the value is the total fund amount at the time the benefits come into payment.

Example – rough guide to calculating Lifetime Allowance total after April 2006

Rohm and Haas Plan pension	= £10,000 a year x 20	= £200,000
AVC fund (current value)		= £25,000
Previous employer final salary pension	= £4,500 a year x 20	= £90,000
Stakeholder pension fund		= £15,000
Lifetime Allowance total		= £330,000

As you can see, the total value in this case is well below the £1.75 million (2009/10) Lifetime Allowance, so there is no additional tax charge.

Your tax-free cash sum

At retirement, you may take part of your benefits as cash, normally paid tax free within limits.

If you decide to take part of your Plan benefits as a tax-free cash sum your own pension will be reduced. The amount of the reduction will depend on cash option factors calculated by the Plan's actuary. The factors used are changed from time to time.

Tax-free cash example

As a very rough guide, the maximum tax-free cash is between 4 and 5 times the annual pension at age 65. This is based on the current cash option factors, which depend on age and sex, and are variable.

If the rules in force prior to April 2006 allow you to take a higher tax-free cash sum, this option will continue to apply.

Taking AVCs as tax-free cash

If you started paying AVCs before 8 April 1987 you can opt to take your whole AVC fund as tax-free cash.

If you started paying AVCs on or after 8 April 1987 you can take up to 25% of your AVC fund as tax-free cash.

Extra pension for *dependants*

You may choose to give up part of your pension to provide extra benefits for one or more of your *dependants* on your death. You must apply before you actually retire, and acceptance requires the consent of the trustees. If you wish to consider this option, please contact your HR Department.

YOUR EARLY AND LATE RETIREMENT OPTIONS

Early retirement

You can take your Plan benefits at any time from age 50 (age 55 from 6 April 2010) and receive an immediate (reduced) pension, provided the *company* and the trustees agree.

Your pension will be based on your *final pensionable salary* and *pensionable service* at the date of your retirement, but reduced for early payment.

If you joined the Plan before 1 December 2006 and retire at age 60 or later, you may be able to receive a pension as described above, but with no early retirement reduction.

At retirement, you will have the same options to exchange part of your pension for a tax-free cash sum, or to provide extra pension for your spouse or a *dependant*, as explained on page 3.2 of this Section.

Ill-health early retirement

You may retire at any time on the grounds of ill health and receive an immediate pension if, in the opinion of the trustees, you are unable to carry out your normal job for the *company* or your ill health seriously impairs your earnings capacity.

The pension will be based on your *final pensionable salary* and *pensionable service* at the actual date of retirement, but may be reduced for early payment. However, if satisfactory medical evidence is provided, the trustees and *company* may agree to pay the pension without applying the full reduction.

If your health improves again before you reach *normal retirement date*, the pension may be reduced or suspended until your *normal retirement date*.

Late retirement

You can put off taking your pension until after your *normal retirement date*, subject to your contract of employment continuing.

If you choose to do this, you can either:

- Continue your contributions to the Plan and build up further benefits. Your Plan benefits will be based on your *final pensionable salary* and *pensionable service* when you actually retire.

OR

- Stop your contributions at *normal retirement date*. Your pension will be based on your *final pensionable salary* and *pensionable service* at *normal retirement date*, increased on the advice of the Plan's actuary to allow for late payment.

If you die on or after your *normal retirement date*, but before you start to receive your pension, benefits will be payable as though you had retired on the day before you died without giving up any pension for a lump sum.

Pension payments and increases

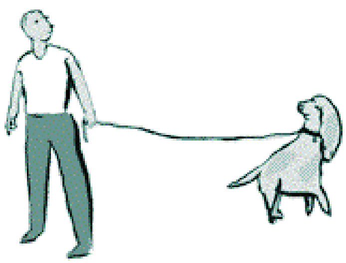
Your pension is paid by bank transfer in monthly instalments, starting at retirement. The first instalment is paid at the end of the month following your retirement and is then paid monthly in advance for the rest of your life. Once your retirement pension starts, the monthly payments are treated for tax purposes as earned income. If you are subject to UK Income Tax, this will be deducted under the PAYE system before payment of your pension. No National Insurance contributions are deducted from pensions in payment.

Once in payment, all pensions earned prior to 1 January 2009 are currently increased each year on 1 April, by the rise in the Retail Prices Index over the year ended on the previous 30 September, up to a maximum of 5% in any year.

Increases to pensions earned on or after 1 January 2009 are currently based on the rise in the Retail Prices Index over the year ended on the previous 30 September, up to a maximum of 3% in any year.

If your Plan membership covers periods of service up to 5 April 1997, you will be entitled to a guaranteed minimum pension. In that case, your pension above the guaranteed minimum pension will be increased as above, and the guaranteed minimum pension will be increased as required by the contracting out laws.

If a pension has been in payment for less than a full year on 1 April, any increase will be pro-rated.



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4 Death benefits

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4 BENEFITS ON DEATH

DEATH BEFORE RETIREMENT

If you die before your *normal retirement date* while in *pensionable service*, the following benefits are payable.

Lump sum

A lump sum of 4 times the higher of:

Your *pensionable salary*

Or

Your basic annual salary at the date of death, plus any shift allowance and commission received in the 12 months prior to your death.

Contribution refund

In addition, a refund of your contributions to the Plan including interest at the rate of 4% a year compound, will be paid.

Spouse's or *dependant's* pension

A spouse's pension is payable, equal to one half of your pension based on your *final pensionable salary* at the date of your death and the *pensionable service* you could have completed by *normal retirement date*. The pension is paid for the rest of your spouse's life.

If your spouse is more than 10 years younger than you, his or her pension will be reduced by an amount agreed on the advice of the Plan actuary.

If no spouse's pension is payable, a *dependant's* pension may be paid instead.

Children's pensions

For each child who qualifies, up to a maximum of two, a pension equal to one half of the spouse's pension is payable. If there is no spouse and only one child, the pension will be equal to the spouse's pension.

Children's pensions are payable to age 18 (or 23 if continuing in full-time education or vocational training).

If any children are dependent on you because of disability, the trustees may continue payment for a longer period.

Making your wishes known

Lump sum death benefits are paid at the discretion of the trustees. As a result, under current legislation, they do not form part of your estate and can normally be paid free of inheritance tax.

To guide the trustees, please complete an Expression of Wish form setting out details of the person(s) you would like to receive any lump sums payable. The Expression of Wish form is not binding on the trustees but they will use your wishes as a guide.

Please make sure you complete a new Expression of Wish form if your circumstances change or if you change your mind at any time. A form is included with this booklet and additional forms are available from your HR Department. Forms should be returned to them in the special envelope provided. Please add a letter if you wish to provide additional information.

DEATH AFTER RETIREMENT

On your death after retirement, the following benefits are payable.

5-year guarantee

If you die less than 5 years after you start to receive a pension, the unpaid balance of 5 years' pension, at the rate you were receiving when you died, will be paid as a lump sum. The trustees decide to whom this lump sum should be paid.

If you retire aged 70 or over and die in the first 5 years of retirement, the unpaid balance of your pension can only be paid as a lump sum if you are aged less than 75 on death. Otherwise, your *dependants* will receive the balance of the 5-year guarantee as continuing pension payments.

Spouse's or *dependant's* pension

A spouse's pension becomes payable equal to one half of your pension including any increases up to the date of your death, but before any reduction to provide a cash sum or extra *dependant's* pension. This pension will be paid to your spouse for the remainder of his or her lifetime.

If your spouse is more than 10 years younger than you, his or her pension will be reduced by an amount agreed on the advice of the Plan actuary.

If you die leaving no spouse, the pension may be payable to someone who was financially dependent on you at the date of your death, subject to the agreement of the trustees.

PENSION PAYMENTS AND INCREASES

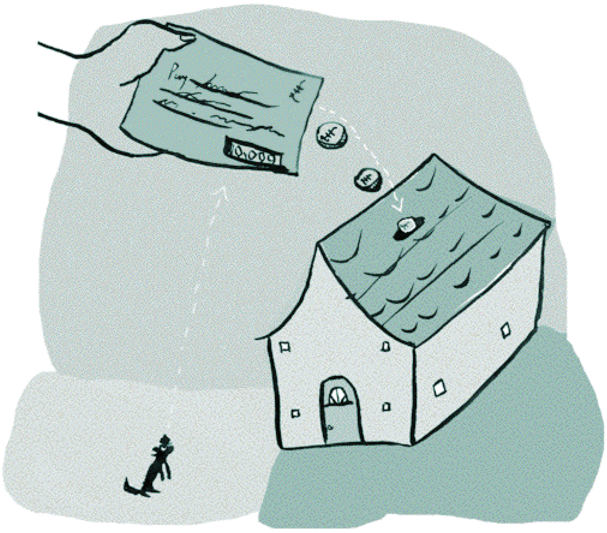
Your pension is paid by bank transfer in monthly instalments, starting at retirement, and is paid in advance for the rest of your life. Once your retirement pension starts, the monthly payments are treated for tax purposes as earned income. If you are subject to UK Income Tax, this will be deducted under the PAYE system before payment of your pension. No National Insurance contributions are deducted from pensions in payment.

Once in payment, all pensions earned prior to 1 January 2009 are currently increased each year on 1 April, by the rise in the Retail Prices Index over the year ended on the previous 30 September, up to a maximum of 5% in any year.

Increases to pensions earned on or after 1 January 2009 are currently based on the rise in the Retail Prices Index over the year ended on the previous 30 September, up to a maximum of 3% in any year.

If your Plan membership covers periods of service up to 5 April 1997, you will be entitled to a guaranteed minimum pension. In that case, your pension above the guaranteed minimum pension is currently increased as above, and the guaranteed minimum pension will be increased as required by the contracting out laws.

If a pension has been in payment for less than a full year on 1 April, any increase will be pro-rated.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5 If you leave the Plan

5 If you leave the Plan

5 IF YOU LEAVE THE PLAN

LEAVING THE PLAN

Up to 3 months' *pensionable service*

If you leave the Plan before your *normal retirement date*, having completed less than 3 months' *pensionable service*, you will receive a refund of your own contributions plus interest at the rate of 4% a year compound. The refund will be subject to tax (currently at the rate of 20%). The interest will be taxable as income.

Your share of the cost of reinstating you into the State Second Pension, for the period of your contracted-out membership of the Plan, will also be deducted from your refund.

Between 3 months' and 24 months' *pensionable service*

If you leave the Plan before your *normal retirement date*, having completed more than 3 months' but less than 24 months' *pensionable service*, you will be offered:

- a refund as above

OR

- a transfer of the cash value of your Plan benefits, to be made to another HM Revenue & Customs registered pension arrangement.

Unless you confirm your preference within 3 months of being notified of your options, a refund of your Plan contributions will be paid automatically.

If you leave the Plan and receive a refund of your contributions, your share of the cost of reinstating you into the State Second Pension, for the period of your contracted-out membership of the Plan, will also be deducted from the actual amount repaid to you.

You will not then be entitled to any pension or other benefits from the Plan.

If you have transferred in benefits from a previous employer's pension scheme and/or from a personal pension arrangement, the trustees cannot normally give you a refund of contributions. You will have the same options as someone with 2 or more years' *pensionable service* (see below).

With 2 or more years' *pensionable service*

If you leave the Plan after completing at least 2 years' *pensionable service*, you will be entitled to:

- a preserved pension which you can leave in the Plan until you retire,

OR

- a transfer of the value of your benefits to another HM Revenue & Customs registered pension arrangement.

You do not have to decide at once whether or not to request a transfer – you have until 12 months before your *normal retirement date* to make a decision.

Preserved pension example

Assume you leave the *company* and have completed 12 years' *pensionable service* with a *final pensionable salary* when you leave of £25,000.

Your annual Plan pension at date of leaving is:

£25,000 ÷ 60 x 12 = £5,000 a year

During the period between the date you leave and your *normal retirement date*, your pension will normally be increased by the rise in the Retail Prices Index up to a maximum of 5% each year. However, if your Plan membership covers periods of service up to 5 April 1997, you will be entitled to a guaranteed minimum pension. In that case, your pension above the guaranteed minimum pension will be increased as above, and the guaranteed minimum pension will be increased as required by the contracting out laws.

Transferring your benefits

If you are entitled to a preserved pension, you will have the option to transfer the cash value of your pension rights to:

- your new employer's pension plan, if a suitable one exists and is prepared to accept such a transfer
- a personal or Stakeholder pension.

The transfer value (referred to as the 'cash equivalent' in legislation) is calculated in accordance with legal requirements and actuarial guidance. It will be guaranteed for 3 months from the date of the quotation. The trustees have directed that transfer values do not take account of additional discretionary benefits that might be granted to members.

If you would like an estimate of the transfer value of your benefits, you may request one at any time, but not more than once in any 12-month period. This estimate is officially called a "statement of entitlement to a guaranteed cash equivalent" (this also applies to active Plan members). Please apply to the Plan Administrator, Post Handling Team M, Jardine Lloyd Thompson, St James House, 7 Charlotte Street, Manchester M1 4DZ.

A charge may be made if additional transfer value quotations are requested within any 12-month period. The option to transfer will remain open to you until you reach age 64.

Additional Voluntary Contributions (AVCs)

If you have paid AVCs to the Plan your options on leaving will be the same as those set out earlier in this Section (refund of contributions, leave your benefits in the Plan or take a transfer).

If you wish, you can choose to transfer your AVCs to another HM Revenue & Customs registered pension arrangement without transferring your main Plan benefits. We recommend taking independent financial advice before making any major decisions that affect your financial future.

BENEFITS ON DEATH AFTER LEAVING

If you leave the Plan and die BEFORE retirement

If you leave your benefits in the Plan and die before retiring, the following benefits will be paid:

- A refund of your contributions to the Plan including interest at the rate of 4% a year compound, payable to your beneficiaries
- A spouse's or *dependant's* pension.

Your spouse will receive a pension equal to one half of your preserved pension including increases granted to the date of death. This pension will be payable for the remainder of your spouse's lifetime.

If your spouse is more than 10 years younger than you, his or her pension will be reduced by an amount agreed on the advice of the Plan actuary.

If no spouse's pension is payable and the trustees agree, this pension may be paid to a *dependant* as described in Section 4.2.

If you leave the Plan and die AFTER retirement

The 5-year guarantee and spouse's or *dependant's* pensions described in Section 4.2. will apply.

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6 General information

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6 GENERAL INFORMATION

GENERAL MEMBER INFORMATION

Absence

Most absences from work are for a relatively short period and your Plan membership and contributions will normally continue unchanged, based on the actual income you are receiving from the *company*.

If you are absent due to pregnancy, special provisions apply. During your paid maternity leave, your Plan membership will continue and your contributions will be based on the actual income you are receiving from the *company*.

Your benefits will continue to build up based on your *pensionable salary* prior to going on maternity leave. If you subsequently give notice that you do not intend to return to work, you will be treated as having left the Plan on the date that your paid maternity leave ended.

The conditions for maternity leave apply equally to any period of parental or adoption leave agreed by the *company* and trustees.

If you are absent for any other reason, the principal employer will decide how long your membership of the Plan should continue, subject to HM Revenue & Customs requirements.

Assignment of Plan benefits

Your Plan benefits are strictly personal and cannot be assigned to any other person or used as security for a loan.

Divorce

Although you cannot assign your Plan benefits, the Court may take into account the value of your pension benefits (and those of your spouse) when considering a fair financial settlement for both parties to a divorce.

The Court can make orders regarding pension sharing on divorce as part of a settlement. The trustees must comply with any order made by the Court following a divorce.

Member statements

Each year, active members will receive a statement of their individual benefits, based on their current *pensionable salary*. Please contact your HR Department if you think you should have received a statement, but have not had one in any particular year.

In addition, the trustees provide all members with an Annual Funding Statement, setting out the financial position of the Plan.

Change of address or marital status

If you leave the Plan before retirement, please make sure that the Plan Administrator is kept informed of any future change of address (see

Section 1.1 – 'Introduction'). This will ensure your benefits can be paid as they become due, without delays while you are traced.

You must notify the trustees immediately of any change in your marital status by writing to the Secretary to the trustees, Rohm and Haas (UK) Limited, Herald Way, Coventry CV3 2RQ.

ABOUT THE PLAN

How the Plan is run

The Plan is set up under trust, which means that its assets are held in a fund entirely separate from those of the *company*. The Plan's assets are used to provide the benefits described in this booklet (except for death in service lump sum benefits, which are covered by an insurance policy).

The trustees are responsible for running the Plan, investing the Plan's assets and making sure that members' interests in the Plan are protected. The Rules provide for up to 9 trustees, including 3 trustees elected by the Plan membership – two of these trustees are contributing members elected through the UK Pension Consultative Committee. The third is a pensioner elected by the pensioner members of the Plan.

Plan documents

The running of the Plan is governed by a formal legal document, called the Plan Rules. If you would like to inspect a copy of the Rules, please ask your HR Department or contact the Pensions Manager, Rohm and Haas (UK) Limited, Herald Way, Coventry CV3 2RQ.

Statement of Investment Principles

The trustees are required to maintain a Statement of Investment Principles outlining their investment strategy for the Plan's assets. The Statement is reviewed on a periodic basis.

A copy is available on request from the Pensions Manager at the above address.

Trustees' report and accounts

The trustees are responsible for the administration of the Plan and for investing the Plan's assets. It is part of the trustees' duties to ensure that your interests are protected. Further information regarding the trustees and their advisers, as well as the Plan's audited accounts and an investment report, is published annually in the trustees' Report and Accounts. A copy is available on request from the Pensions Manager at the above address.

Changing or closing the Plan

The Rules contain provisions for changing the Plan should the need arise. The Plan may also be closed in future. If it were to be closed, it may also be wound up.

In the event of the Plan being wound up, its assets would be used to provide benefits for members in line with the Rules and/or legislation in force at the time. Broadly speaking, you will be entitled to benefits as if you left service on that date, as described under Section 5 – 'If you leave the Plan'. You will be given more information if this happens.

The *company* and trustees may change the Plan Rules at any time, provided the benefits you had built up to the date of the change are not adversely affected. You will be told of any change that may affect your benefits.

Pension Protection Fund (PPF)

The PPF is designed to protect members of final salary/defined benefit pension arrangements (such as the Plan) in cases where an employer becomes insolvent and the pension arrangement does not have enough money to pay all members' benefits.

The PPF will not pay full benefits to members in such circumstances, but is a safety net, which aims to provide a measure of protection to members of inadequately funded pension plans. The cost of the PPF is met by a levy on all final salary/defined benefit arrangements, including the Plan.

HM Revenue & Customs registration

The Plan is a Registered Pension Scheme under the terms of the Finance Act 2004. This means that contributions paid to the Plan receive full tax relief (within limits), and earnings from its investments are tax-efficient.

Unless the trustees decide otherwise, Plan benefits will be restricted to 'authorised payments' for the purpose of the Finance Act 2004.

Working abroad

Please note that the Plan is not registered as a Cross Border Scheme. This means that you may not be able to remain a contributing member of the Plan if you work for the *company* in another EU state. You will be advised if this applies to you.

Resolving any pension problems

Any queries or problems relating to the Plan should be sent to the Pensions Manager, Rohm and Haas (UK) Limited, Herald Way, Coventry CV3 2RQ, who will always try to provide, or arrange for, a prompt and accurate response.

If a problem cannot be resolved in this way, the trustees have a formal Internal Disputes Resolution Procedure to handle complaints from members and beneficiaries.

Please ask your HR Department or write to the Secretary to the trustees at Rohm and Haas (UK) Limited, Herald Way, Coventry CV3 2RQ for details of the complaints procedure if you have a problem that you have been unable to resolve.

Data Protection Act

In order to run the Plan properly, the trustees hold certain personal information about you, including your name, address and date of birth, and other information needed to calculate contributions and/or benefits for you and your *dependants*. This information is available to the trustees, the *company* and the Plan's professional advisers to calculate contributions and provide benefits, and for the efficient running of the Plan.

It will not be used for any purpose other than for the Plan. The trustees are the data controller under the Data Protection Act 1998.

It is a condition of membership of the Plan that you agree to the holding of personal data for the purposes explained above.

Under the Data Protection Act you have the right, subject to a written request and payment of a fee, to inspect the information held about you by the Plan. The Act provides for data to be withheld in certain circumstances, for example if it would identify another individual.

If any relevant information about you, such as your address or marital status changes, please let your HR Department know, as it is important that records stay accurate and up to date.

The Plan and State pensions

In addition to any benefits from the Plan, everyone who has paid, or been credited with, sufficient National Insurance contributions, is entitled to the basic State Pension (the 'old age' pension) when they reach *State pension age*.

The State provides an additional pension for those whose earnings exceed a certain minimum threshold. The additional State Pension was known as the State Earnings Related Pension Scheme (SERPS) until April 2002, when it was replaced by the State Second Pension. *Company* pension plans may contract out of the additional State Pension, provided that their overall benefits meet minimum standards laid down by the government.

The Plan comfortably meets these minimum standards and contributing Plan members are contracted out of the additional State pension. The details are set out in the Pension Schemes Act 1993 and other legislation applying to Plans that are contracted out under section 9(2) of the Act.

As a result of being contracted out:

- you (and the *company*) pay a lower rate of National Insurance (unless you are a married woman paying the reduced level of National Insurance contributions); and

- whilst you are contributing to the Plan, the Plan benefits built up replace the additional State Pension benefits for that period.

You can obtain a forecast of your State benefits from the website **www.thepensionservice.gov.uk** or by completing and returning the Department for Work and Pensions form BR19. Copies of this form are available from the Pensions Manager.

IMPORTANT PENSION CONTACTS

Pension Tracing Service

Details of the Plan have been forwarded to the Pension Tracing Service. The Plan's registration number is 18/13213. The Pension Tracing Service is a central tracing agency set up to help individuals keep track of their deferred benefit entitlements in former employers' pension arrangements. If in the future you should wish to contact them (for example, if you leave and lose touch with the *company*), you can write to:

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

Telephone: 0845 600 2537

Website: www.thepensionservice.gov.uk

The Pensions Advisory Service (TPAS)

The Pensions Advisory Service (TPAS) is available to assist members and beneficiaries of the Plan in connection with difficulties which they have failed to resolve with the trustees or Plan Administrator and to answer general queries.

TPAS can be contacted at:

11 Belgrave Road
London
SW1V 1RB

Telephone: 0845 601 2923
Fax: 020 7592 7000

Email: enquiries@pensionsadvisoryservice.org.uk
Website: www.pensionsadvisoryservice.org.uk

TPAS is available to assist at any stage of a dispute, but will not normally intervene until you have first raised your complaint in writing with the trustees.

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.

The Pensions Ombudsman can be contacted at:

11 Belgrave Road
London
SW1V 1RB

Telephone: 020 7630 2200
Fax: 020 7821 0065

Email: **enquiries@pensions-ombudsman.org.uk**
Website: **www.pensions-ombudsman.org.uk**

Please note that the Ombudsman will normally expect you to have approached TPAS before contacting his office. If your dispute is with the trustees rather than the *company*, the complaint must have been through the Internal Disputes Resolution Procedure before the Ombudsman will consider it.

The Pensions Regulator

The Pensions Regulator is a supervisory body for occupational pension schemes. It has power to intervene in the running of a pension scheme where trustees, employers or professional advisers have failed in their duties.

The Pensions Regulator can be contacted at:

Napier House
Trafalgar Place
Brighton
East Sussex
BN1 4DW

Telephone: 0870 606 3636

Email: **customersupport@thepensionsregulator.gov.uk**
Website: **www.thepensionsregulator.gov.uk**

Further information

If you require information about any aspect of the Plan or your own entitlement to benefit, please contact:

Pensions Manager
Rohm and Haas (UK) Limited
Herald Way
Coventry CV3 2RQ

July 2009

Rohm and Haas | UK Pensions

THE ROHM AND HAAS RETIREMENT PLAN ~ UK

Your guide to benefits

Forms

ROHM AND HAAS

Forms

Application

Rohm and Haas Retirement Plan ~ UK

Rohm and Haas | UK Pensions

Complete this form if you wish to join the Rohm and Haas Retirement Plan ~ UK (the Plan). You should also complete an Expression of Wish form.

Personal details

Surname

First name(s)

Title (Mr/Mrs/Miss/Ms)

Address

Marital status Married Single Widowed Divorced

Date of birth

I apply for admission to the Plan and authorise the Company to deduct contributions payable by me under the Rules of the Plan from my earnings.

I consent to the processing of personal data for the purposes of the administration of the Plan as set out below.

Signed

Dated

The information requested on this form will be used for the administration and management of the Plan and payment of benefits under the Rules of the Plan. Personal data will be passed to third parties such as the Company, Plan Actuary, Administrator and Auditor, as necessary. You have the right to request access to the data held by the trustees on your behalf and the right to request that any incorrect data is amended or destroyed.

Please return this form to your HR Department.

July 2009

For Rohm and Haas office use only

Male/Female (M/F)

National Insurance number

Employer

Location

Date joined Company

Date joined Plan

Full-time/Part-time

Full-time hours worked per week
(or full-time equivalent if part-time)

Part-time hours worked per week

Was member actively at work on date joined Plan? Yes No

Annual basic pay

Shift allowance

Pensionable salary

Birth certificate Yes No

Has member worked for Company before? Yes No

Payroll input

Employee contributions per pay period

Employer contributions per pay period

Additional Voluntary Contributions per pay period

Certified by authorised Company official:

Signed

Dated

On behalf of

Expression of Wish

Rohm and Haas Retirement Plan ~ UK

Rohm and Haas | UK Pensions

This form indicates who is to benefit from the lump sum payable under the Rohm and Haas Retirement Plan ~ UK on my death.

Member details

Surname | Sex (M/F)

First name(s)

Employer | National Insurance number

Beneficiary details

In the event of my death, I wish the discretion under the Rules to be exercised so that the trustees will apply any death benefit for the benefit of the following person(s) in the percentage(s) shown:

Name

Address

Relationship to me

Percentage %

Name

Address

Relationship to me

Percentage %

Name

Address

Relationship to me

Percentage %

Name

Address

Relationship to me

Percentage %

I understand that this is only an Expression of Wish, which is not binding on the trustees, and which may at any time be revoked or revised either by completing a new Expression of Wish form, or by writing a letter expressing my wishes.

Signed | Dated

Please return this form to your HR Department in the special envelope provided.

July 2009

ROHM AND HAAS

Investment Switch

Rohm and Haas Retirement Plan ~ UK

Rohm and Haas | UK Pensions

Please complete this form to confirm your change of investment choice for Additional Voluntary Contributions (AVCs).

Member details

Surname	
First name(s)	
Home address	
National Insurance number	
Date of birth	

To: The trustees of the Rohm and Haas Retirement Plan ~ UK

I would like to switch the investment of my Additional Voluntary Contributions (AVCs) investments as follows:

Fund		**%**
Friends Provident Lifestyle fund (*Lifestyle must be 0% or 100%*)		
or	**CURRENT %**	**NEW %**
Abbey National Cash fund		
BGI Global Equity 60:40 Index fund		
Friends Provident Cash fund		
Friends Provident Index Linked fund		
Friends Provident Managed fund		
	100%	100%

Signed

Dated

Please return this form to the Plan Administrator, Post Handling Team M, Jardine Lloyd Thompson, St James's House, 7 Charlotte Street, Manchester M1 4DZ.

July 2009

ROHM AND HAAS

Refusal

Rohm and Haas Retirement Plan ~ UK

Rohm and Haas | UK Pensions

Name

Address

I confirm that I have received details of the Rohm and Haas Retirement Plan ~ UK (the Plan), and I have decided NOT to join the Plan.

I understand that by exercising this option:

- I will not benefit from any Company contributions
- I will not pay reduced National Insurance contributions
- I will not receive any pension benefits from the Plan
- No death in service benefit will be payable if I die while employed by the Company
- I may not be admitted to the Plan at a later date.

It would help the Company with its plans for pensions in the future to know why you did not join the Plan. Please would you take a few minutes to tell us why. Thank you.

- I am too young to have a pension
- I cannot afford to join the Plan
- Other (please state)

Signed

Signed (member's spouse)

Dated

Dated

Please return this form to your HR Department.

ROHM AND HAAS

July 2009

Rohm and Haas UK Pensions

ROHM AND HAAS