

THE BRITANNIA REFINED METALS RETIREMENT PLAN (the "Plan")

Notice to persons, personal representatives or family members of persons who participated in the Plan.

The Trustees of the Plan wish to trace any person, personal representative or family member of a person who was a member of the Plan between September 1991 and September 1994.

This is because, following extensive legal and actuarial advice to review the method used by the Plan for equalising benefits between males and females for periods of service in the early 1990s it has come to light that some members or their estates may be entitled to additional benefits.

If you believe you or a member of your family participated in the Plan between September 1991 and September 1994, and you have not already been contacted by the Trustees, please contact us by writing to the Trustees of the Britannia Refined Metals Retirement Plan, c/o Gillian Graham PS Independent Trustee Services Limited, Albion, Fishponds Road, Wokingham, Berks RG41 2QE brm@psitl.com. The Trustees require that any persons with a potential claim to benefits from the Plan, provide details in writing about their potential claim no later than 28 February 2015. You should include your full name (and name of the Plan member if different), your National Insurance number or that of the relevant member, current address, your date of birth, date of death of the member of the Plan through whom you are claiming, details of which company you worked for whilst a member of the Plan or details of your relationship to the person who did work for the company and any other written evidence to support your claim.

If the Trustees cannot confirm your entitlement under the Plan before 28 February 2015, they will only make payments to those people whose claims and entitlements they are aware of at 28 February 2015, and will not be liable to pay any further benefits.

If you have recently received correspondence relating to the Plan from the Trustees or you already receive a pension from the Plan you do not need to write to the Trustees as they already have your details.

For and on behalf of the Trustees of the Britannia Refined Metals Retirement Plan.