



EMPLOYEE BENEFITS

WORKING TOGETHER TO BECOME AUSTRALIA'S
PLASTERBOARD SUPPLIER OF CHOICE



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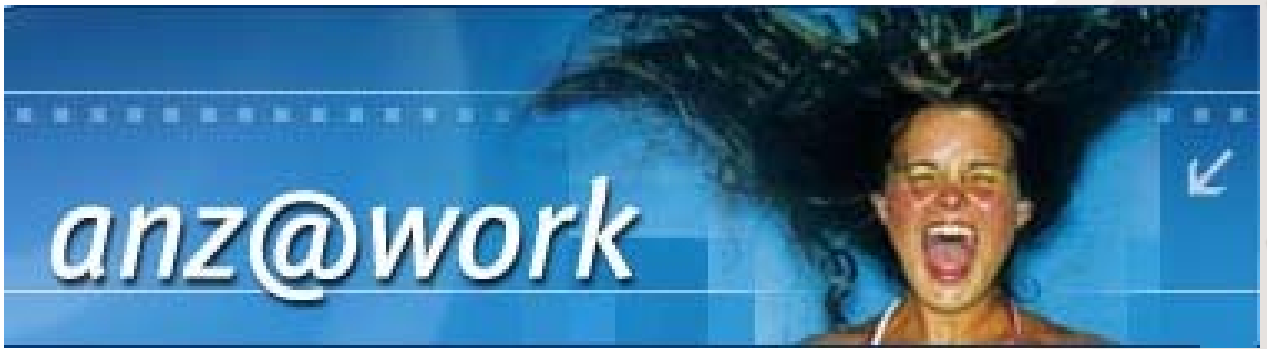
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ANZ@WORK

ANZ offers an employee banking package with a number of savings and rewards including:

- Dedicated Personal Mortgage Managers for Lafarge Employees
- Interest rate discounts of between 0.1% to 0.7% pa on a range of mortgage products with reduced loan approval fees
- Up to 0.5% interest rate discount on Personal Loans
- Discounted premiums on a range of insurance products including car, mortgage & life insurance
- Discounts on everyday banking & savings accounts and credit cards
- Bonus Qantas Frequent Flyer & ANZ reward points
- No obligation financial planning assistance
- Bonus interest on Esanda Debentures
- Onsite support from ANZ@ work representatives

Westpac

Business Banking

WESTPAC – via BT only

- 0.7% discount on standard home loan rate with no establishment fee and no loan maintenance fee
- 0.5% off the standard rate for personal loans
- Credit cards – annual fee waived for the first year on altitude and altitude Gold cards.
- Credit Cards - Reduced annual fee for the first year for Altitude Platinum card holders



Financial
Group

BT

- 0.5% discount off the standard rate for BT Margin loans
- No upfront fees for BT Investment Funds
- Invest with initial minimum investment of just \$2,500, as opposed to the normal \$5,000



MBF CORPORATE PLAN

- Corporate product savings of between 10-20% off regular rates
- Waiver of 2 & 6 month waiting periods for new members
- Continuity of cover for members joining MBF from another fund
- Dedicated corporate health phone service and national network of member centres
- Direct debit facility available for premium payment
- Employees deal directly with MBF to arrange cover and payment
- Dedicated business partnership managers for each state
- Comprehensive range of online management reporting and services
- Discounts for wellbeing products and services such as Fitness First & Weight watchers
- Discounts for accommodation, Movie Tickets, Sunglasses, Baby products and many more
- Other companies with MBF Corporate Plan – The Cancer Council, Australia Post, Flight Centre, Qantas, IBM, BHP Billiton AMP & Coles Myer



HealthbyDesign

HEALTH BY DESIGN

Health by Design is a program designed to assist employees with preventative health measures.

In particular, the program provides employees with support to address key issues including:

- Manual handling
- Health and well-being
- Ageing
- Absenteeism
- Exercise
- Work / life balance
- Stress management

Currently, all interested employees at Matraville and Altona are able to meet with health by design consultants and have a personalised health program developed which will involve health checks on a monthly basis. The program will be progressively rolled out to all sites.



FLU VACCINATIONS

Lafarge Plasterboard organises and funds influenza vaccinations each year, for all interested employees. The vaccinations are organised by each site and, in most cases, a nurse or doctor will attend the site to administer the vaccinations at work. Vaccinations take place during the months just prior to winter.



worldwide



EMPLOYEE ASSISTANCE PROGRAM

The Lafarge Employee Assistance Program provides counselling and support to all employees and immediate family members. It is a self referral service for those who require support of a work or personal nature. The service is provided by PPC and the cost is fully subsidised by the company.

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Fitness First

FITNESS FIRST

Fitness first will offer discounted memberships to Lafarge Plasterboard employees.

Lifestyle Membership: 12 month membership including all gym facilities and classes at any fitness first centre (excluding Platinum Clubs).

Premier Membership: Fortnightly Membership with no commitment includes all gym facilities and classes at any fitness first centre (excluding Platinum Clubs). Membership can be cancelled at any time with 4 weeks notice.

Existing members can have their rates reduced to the Lafarge rate, however, need to commit for a further 12 months and an admin fee of \$30 applies.

Fitness First Locations				
NSW	NSW (Cont)	VIC	QLD	SA
Auburn	Mosman	Bayside	Brisbane (Adelaide St)	Adelaide (King William St)
Bankstown	North Ryde	Brighton	Carindale	Holden Hill
Sydney (4 centres)	North Strathfield	Melbourne (3 centres)	Fortitude Valley	Payneham
Bondi Junction	North Sydney (2 Centres)	Chadstone (2 centres)	Indooroopilly	
Campbelltown	Norwest (Bella Vista)	Epping	Gold Coast – Mermaid Waters Platinum	
Carlingford	Parramatta	Glen Waverley	Gold Coast – Robina	
Castle Hill	Pennant Hills	Knox City	Lutwyche	
Darlinghurst	Randwick	Richmond	Mt Gravatt	
Dee Why	Rockdale	South Yarra	North Quay	
Erina Fair	St Leonards	St Kilda	Toowong	
Miranda	Sylvania			
Mona Vale	Wollongong			



SITE SOCIAL CLUBS

Most Lafarge Plasterboard sites have a social club which offer activities such as theatre outings, sporting events and Christmas celebrations. Please speak with your supervisor to get more information or to organise a membership for your site's social club.

EMPLOYEE SHARE SCHEME

Lafarge Group regularly rolls out employee share scheme offers.

Subject to eligibility criteria, Lafarge employees have the opportunity to participate in the Employee Share Scheme. The scheme generally offers:

shares at discounted rates

the option of paying for the investment in instalments with no fees

no administrative charges

the opportunity to share in the company's benefits by receiving possible dividends and benefit from possible capital gains when selling the shares

Further information on the employee share scheme is issued just prior to each offer.

SUPPORTED EDUCATION

Employees are encouraged to undertake formal education, where such education provides opportunities and benefits to the individual employee and adds value to LPB's business.

A program of formal study will generally qualify for support by the company if it is clearly related to an employee's present position or perceived near term career path.

In addition, Lafarge Group provides internal educational opportunities. Employees are nominated for these programs by their functional manager as part of LPB's career management and succession planning process.

Proposals should be submitted to the employee's next-up manager (N+1) who will be responsible for discussing it with the relevant functional manager. The functional manager will decide whether or not to recommend approval of the proposal.

Paid time off work to undertake examinations will be granted. 4 paid study days per year will be granted in addition to examination leave.

Further information on supported education is located within the HR Manual.

TEAM LAFARGE

Fun run/walks are organised by Team Lafarge for employees and their immediate family members. Lafarge Plasterboard pays the entry fee for the participant and then donates \$1 for each kilometre walked/run by the participant. At the end of the year the totals are calculated and donated to a chosen charity.

ON-SITE PARKING

All Lafarge employees have access to free parking on-site.

SUPPLY CLUSTERS OF AUSTRALIA

TRAVEL & ACCOMMODATION

Employees may use any specially negotiated hotel, car hire or other rates or discounts arranged by LPB under the supply clusters relationship. Providers include:

Europcar – Lafarge employees can take advantage of the Corporate Rates we have with Europcar for personal use.

Velocity - Join Virgin Blue's frequent flyer program Velocity for free at www.velocityrewards.com.au and you can collect points each time you fly Virgin Blue or rent a car from Europcar.

Ecowash Mobile - Lafarge employees have access to 15% off all car washing services from ecowash mobile. They offer a waterless car wash & polish service as well as

interior cleaning of your car. They are a mobile service so you can get your car cleaned while you are at work or home.

Choice Hotels – Lafarge employees also have access to discounted accommodation at the Choice Hotels Australasia group of hotels. The discount varies depending on the time of year and the hotel, but is usually in the range of 10-40% off the rack rate.

CLUB LIFESTYLE

UNLIMITED WATER - LIFESTYLE PRIVILEGES PROGRAM

The Unlimited Water Lifestyle Privileges Program is available to all Lafarge Plasterboard employees. The program offers benefits and savings to thousands of services throughout Australia.

To apply for the Lifestyle Privileges Card, simply complete the enclosed shopping card request form.

The card entitles holders to discounts in the following areas.

- Various Retailers
- Automotive
- Theme Parks
- Cinema Tickets
- Travel Packages
- Home Loans & Finance
- Home Services
- Leisure
- Fitness Centres
- Golf Courses