

CSR & Holcim Staff Association

Members' Information Bulletin

Topic: Update on Holcim Vehicle Policy
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Holcim Motor Vehicle Policy – Changes effective 1 January 2014

Holcim have recently updated and combined their motor vehicle policy into one document encompassing:

- Holcim vehicle lease programs
 - Holcim motor vehicle lease by Holcim (Holcim vehicles)
 - Tool of Trade (TOT) motor vehicles; and
 - Site (and pool) motor vehicles
 - Employee motor vehicles leased by individual employees and subject to a novated lease agreement (Novated vehicles)

CSR and Holcim Staff Association suggest that you should read the new policy if it is relevant to you. You may find that some entitlements, conditions of use or responsibilities may have changed and may impact you.

The Policy can be downloaded from the Holcim intranet Popular Links section: Human Resources home page under Policies - Motor Vehicle Policy.

Use of Private vehicles

The Policy also outlines the use of private motor vehicles in the course of Holcim employment. This includes the use of private vehicles where the employee is entitled to enter into novated lease agreement (JG11 and above) and who chooses to “cash out” their vehicle entitlement.

Novated Lease vehicles

The new policy allows for a split of pre- and post-tax employee contribution towards to lease and operating costs of the vehicle. The calculation of employee deductions for novated leases will change for new leases entered into from 1 January 2014.

If you are planning to extend your current lease or enter into a new novated lease agreement, you may want to seek financial advice so you best understand options available to you.

Market benefit vehicles

There is no specific Holcim category of vehicles allocated under “market benefit”. However, the Association is aware of some members who have been provided with a Holcim vehicle as a supplement to salary to bring their overall remuneration up to market rates.

If you believe you are, or any non-member is in this category, please advise the Association so we can better serve our members through understanding your conditions or arrangements.

Tool of trade vehicles (TOT)

We strongly urge our members to read the new Policy to ensure you are aware of all entitlements and responsibilities associated with conditions under which you drive a Holcim vehicle.

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