

Chairman's Statement about DC Governance

This statement has been prepared by the Scheme's Trustees ("the Trustees") and reports on how the Trustees during the reporting period, 1 January 2021 to 31 December 2021, complied with the governance standards introduced under The Occupational Pension Schemes (Charges and Governance) Regulations 2015 and amended by The Occupational Pension Schemes (Administration and Disclosure) (Amendment) Regulations 2019 ("the Regulations").

Default Arrangement

The employer and some members of the scheme make contributions that purchase a guaranteed benefit. This guaranteed benefit can also receive the yearly with profits bonuses declared by AEGON.

With profit funds are not transparent. AEGON's traditional with profits fund targets an equity and property exposure of between 10% and 20%. The rest of the fund is invested in high quality corporate bonds and gilts. Expected returns are therefore modest and volatility low compared to a conventional unit linked arrangement.

Further details can be found in AEGON's document The Principles and Practices of Financial Management of With Profits Business.

The trustees consider this approach to be in the interests of relevant members and beneficiaries.

The principles noted above relating to the arrangement are reviewed regularly by the trustees and professional advisors. This is also completed through brief confirmation and assurances from AEGON sought for every trustee meeting.

Processing Scheme Transactions

The trustees have a specific duty to ensure that core financial transactions (including the transfer of member assets into and out of the scheme, transfers between different investments within the scheme and payments to and in respect of members) are processed promptly and accurately.

These transactions are undertaken on the trustees' behalf by the scheme administrator and AEGON. The trustees have reviewed the processes and controls implemented by these organisations and consider them to be suitably designed to achieve those objectives.

In practice the number of transactions in a year is very modest, typically a payment to the scheme once a year. If a member draws benefits or transfers then there are clearly further transactions.

In light of the above, the trustees consider that the requirements for processing core financial transactions specified in the Administration Regulations have been met.

Cost & Charge Illustrative Example

The trustees present an illustration in line with February 2018 guidance from the Department of Work & Pensions entitled "Cost and charge reporting: guidance for trustees and managers of occupational schemes". Due to the nature of the fund, the trustees consider it very difficult to prepare projections. However, the illustration is set out below and is designed to cater for a representative cross-section of the membership of the Scheme based on the information available. For the illustration, the savings pot has been projected twice; firstly to allow for the assumed investment return gross of the costs and charges of the fund the member is invested in and then again, but adjusted for the cumulative effect of the costs and charges of the fund.

To determine the parameters used in the illustration, the Trustees have analysed the membership data relevant to the reporting period of this statement and ensure the illustration takes into account the following:

- The only fund available is the Traditional With-Profits Fund
- Representative pot sizes - given the small number of members, the median pot size of those held within the fund has been illustrated.
- Given there are few members still contributing to the fund, the projections are based on no further contributions being added to the pot size, as this is considered to be more reflective of the situation

Traditional With-Profits Fund

This is the only fund offered with the scheme.

Years of membership	Starting pot size £15,000	
	Before charges	After charges
0	15,000	15,000
1	15,375	15,221
5	16,971	16,163
10	19,201	17,479

Notes to costs and charge illustrative example

- Projected pension pot values are shown in today's terms, and do not need to be reduced further for the effect of future inflation. It is for this reason some funds may show negative real growth.
- Values shown are estimates and are not guaranteed.
- Charges for each fund used in the illustrations are those outlined in this statement.
- The projected growth rates for the fund is the estimated rate of inflation at 2.5% p.a.

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Trustee Knowledge and Understanding

Sections 247 and 248 of the Pensions Act 2004 set out the requirements for trustees to have appropriate knowledge and understanding of the law relating to pensions and trusts, the funding of occupational schemes, investment of scheme assets and other matters to enable them to exercise their functions as trustees properly. This requirement is underpinned by guidance in the Pension Regulator's Code of Practice 7.

Taking account of actions taken individually and as a trustee body, and the advice provided by Satis Asset Management Limited and other professionals available to them, the trustees consider that they are enabled properly to exercise their functions as trustees.

The trustees will continue to employ professional advisers where appropriate and necessary to provide advice, guidance and recommendations to ensure that scheme governance, controls, skills and knowledge remain current and meet the expectations of the Regulators and of our scheme members.

Value for Members Assessment

To make an assessment of the Scheme in terms of how it represents Value for Members, the trustees have considered the following evidence:

- Statement of Investment Principles
- Performance monitoring reports
- Feedback provided by our professional advisers.

Also, the trustees have taken into account the following considerations and decisions:

- Investment returns are assessed by the trustees using performance reports.
- How members are able to manage their investment funds, along with the existing communication and engagement framework
- The costs of running the Scheme are borne by the Proprietary Association of Great Britain, with only investment costs being borne by our members.

The trustees have reviewed the scheme in its current form and acknowledge that the member borne costs are low and it continues to be in the members interest to use this arrangement, and as such the Scheme represents Value for its Members.

Signed by the Chairman on behalf of the trustees



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Terence Lindford (Chairman)

Date.10.August.2022..