

POWERHOUSE ESPS GROUP NEWSLETTER

October 2021

Dear Fellow Member

Welcome to our latest Newsletter.

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2021 SCHEME AGM

EPTL has decided that the 2021 Scheme AGM will again be a virtual meeting based on feedback from last AGM and will be held on **Monday 22 November 2021**.

The purpose of the Scheme AGM is to receive the Scheme Annual Report and Financial Statements 2020/21 and the Auditors' Report, receive the report of the Scheme Trustee, and conduct any general business.

The software to be used for the virtual Scheme AGM can accommodate up to 1,000 participants which significantly

exceeds the normal level of attendance at the Scheme AGM, allows members to vote on any resolutions, allows questions to be asked by participants by typing these in, and is accessed online. A member without internet access could join by telephone and listen but would not be able to vote or ask questions – so online access is recommended and preferred.

Anyone who wishes to attend the Scheme AGM virtually will need to provide contact details. This information will be held to allow contact to be made with you if arrangements are changed and will be dealt with in accordance with data privacy legislation. If there are any resolutions, the individuals proposing and seconding the resolutions will be able to speak using the virtual software.

If members wish to attend the Scheme AGM they will need to register.

For the Scheme AGM itself please register by using the following link:
<https://register.gotowebinar.com/register/2405243671823876367>

For a "test" meeting which will be held on 15 November at 10.30 for those new to the virtual arrangements please register by using the following link:
<https://register.gotowebinar.com/register/5388545272933628431>

These links, along with certain other Scheme AGM information (including the Privacy Notice) will also be shown on the new ESPS website
<https://www.espspensions.co.uk/>

Members are encouraged to register as soon as possible on the above links.

➤ GROUP FUNDING

Based on the information from the Group Actuary the Group's funding position continues to remain positive at 110% as

at 31 March 2021. Further information is given in the Appendix.

➤ GMP RECTIFICATION

Capita are expecting to complete all the GMP rectification calculations by the end of 2021 with a view to implementation of any final changes in Q1 2022. We will give an update in the next Newsletter

➤ UPDATE ON INVESTMENTS

At 30 June 2021 the value of the Group's investments, which are held in Legal & General Pooled funds, was:

	<u>£m</u>	<u>%</u>
World Equity	12.4	5.4
Corporate Bonds	18.7	8.1
Gilts	183.7	80.0
Cash	14.8	6.4
	229.6	100%

Note:

Above figures may not add up due to rounding.

➤ CURRENT GROUP MEMBERSHIP AT 30 JUNE 2021

Pensioners: 1,626
Deferred: 182
Dependants: 177
1,985

➤ ANNUAL MEETING OF MEMBERS

Due to insufficient interest from members the Group Trustees did not hold a local Meeting of Members during 2020.

As in previous years the Group Trustees are willing to arrange, with your support, an Annual Meeting of Members in November/December 2021.

As you know the Trustees will only arrange a meeting if at least 25 members express an interest in attending, **so please do let the Group Administrator know by Monday 18 October 2021 if you would like us to arrange one. If we**

receive sufficient interest we would plan for this to be a virtual meeting.

➤ YOUR GROUP TRUSTEES

Your Group Trustees currently consist of two Elected Group Trustees who are in receipt of a pension from the Group:

Howard Whisker
Craig Breeze

In addition, there are two Appointed Group Trustees:

Nigel Burnett (Chair)
(In receipt of a pension)

Marc Boone
(HeidelbergCement – Treasury Manager)

Howard Whisker serves as an Elected Director on the Board of EPTL. Nigel Burnett also serves as an Appointed Reserve Director on the Board of EPTL.

The Group Trustees have scheduled quarterly meetings at which they deal with the day to day administration of the Group, assisted by Susan Smith (Pi Consulting) who provides secretariat services. They also determine the Group's investment strategy and monitor performance of the Group's assets. The Group Trustees receive regular fund management presentations and reports and are assisted by their investment adviser, Lane Clark & Peacock.

You can contact the Group Trustees direct, or through Susan Smith (Pi Consulting) on 020 8879 6525.

Please note that the Group Trustees do not personally hold or have access to member data.

➤ **ACCESSING YOUR PENSION RECORD ON-LINE**

Hartlink Online, which is Capita's online portal, allows real-time access to your pension record. This will enable you to:

- *view Payslip and P60 information (Pensioners only).*
- *amend personal details*
- *complete or update a Beneficiary Nomination form.*
- *access a range of Group/Scheme documents.*
- *access links to relevant websites helping you to better understand your benefit entitlement.*
- *check that the information we hold for you is accurate and up to date.*

Hartlink Online website is available at:

www.hartlinkonline.co.uk/powerhouse

To access the site enter this web address into the address bar of your web browser.

If you have any problems with the registration process, please use the 'Contact us' button on the site. Alternatively, you can contact our Group Administrator at hanson@capita.co.uk or via Hanson Schemes admin team on 0345 600 0591 or by post to:

Lee Siddall, Group Administrator
Powerhouse Retail ESPS Group
Capita
PO Box 555
Stead House, Darlington
DL1 9YT

➤ **STAYING SAFE FROM SCAMMERS**

Be alert to the risk of pension scams and help protect your pension by following these tips from the Financial Conduct Authority (FCA)

Reject unexpected offers

Be suspicious if you're contacted out of the blue and offered a free pension review, especially if it's a company you've not dealt with before.

Check who you're dealing with

Visit fca.org.uk/scamsmart or call the FCA on 0800 111 6768 to see if the firm you are dealing with is authorised. Scammers sometimes pose as well-known firms, so insist on calling them back using the contact information on the FCA Register and not with any details they give you. Before doing that hang up and then call another number you are familiar with, such as a family member or friend to make sure the scammer is not still on the line.

Don't be rushed or pressured

Scammers often succeed by making people think what they're offering is only possible for a limited time. Take the time to make the checks outlined here, even if it means turning down what appears to be an "amazing deal"

Get impartial advice

Get advice before making any changes to your pension. You can do this by via the Pensions Advisory Service (pensionadvisoryservice.org.uk) Or an Independent Financial Advisor. Check that your adviser is FCA regulated and not connected to the company that contacted you in the first place.

➤ **COMPANY PENSIONS WEBSITE**

For your information Hanson UK has set up a website for all its various pension schemes which provides Scheme/Group and general pension information. This can be accessed at the following link: <http://www.hansonpensions.co.uk/en/powerhouse>

➤ **DEATH BENEFITS FOR SPOUSES, PARTNERS OR DEPENDANTS**

The Scheme provides for the payment of a lump sum benefit in the event of a member's death. This will apply:

- a. if you are a Deferred Member and your pension is not yet in payment, or
- b. if you are a Pensioner Member within the first five years of retirement.

We ask you to complete a Beneficiary Nomination form setting out details of who you would like to receive any benefits. Whilst the Trustees are not required to follow your wishes having a form in place helps the Trustees pay any benefits due in a timely way and take your wishes into consideration. Please therefore ensure you have submitted an up to date form.

➤ **PENSION INCREASE UPDATE**

Please note that there was an incorrect figure given in the March 2021 newsletter. This stated the increase at 1 April 2021 was 1.6% whereas the correct figure is 1.1%.

➤ **FEEDBACK**

If you have any queries or comments on any items covered in our Newsletter or ideas for items in future Newsletters, please let me know by emailing me as below.

nigel.p.burnett@gmail.com

Stay Safe

Kind Regards and Best Wishes

Nigel

Nigel Burnett, Chair of Group Trustees

APPENDIX 1

GROUP SUMMARY FUNDING STATEMENT

A. Introduction

As a member of the Powerhouse Retail Group of the Electricity Supply Pension Scheme ("the Group"), you have built up a pension based on your salary and service when you left employment. (This is called a 'defined benefit' or 'final salary' pension.)

A fund of money has been established to help pay for the benefits due in the future after you retire. The Group Trustees are responsible for managing the money, investing it and using the assets that build up to provide the benefits under the Group.

This financial support for the Group and its benefits is called funding. It gives you greater security for your pension than if you simply relied on the Company to carry on paying you after you retired. It gives the Group the opportunity to benefit from investment growth and allows the Trustees to plan ahead.

This statement prepared by Aon, our Scheme Actuary, on behalf of the Group Trustees who manage your Group, looks at how we monitor the financial security for your benefits. It includes this year's annual funding statement and explains some of the steps we take to increase the security of your benefits.

B. If you have a question

If you would like more information about anything in this statement, please contact the Group Administrator. Also please go on the Capita website (see above)

www.hartlinkonline.co.uk/powerhouse

or contact the Group Administrator if you would like to see any of the following scheme documents.

- **The Statement of Funding Principles** which sets out our policy for how we aim to satisfy the funding requirements;
- **The Statement of Investment Principles**, which explains how we invest the funds;
- **The Schedule of Contributions**, which shows how much money is being paid into the Group; together with the actuary's certificate which confirms that the Schedule meets current requirements;
- **The Group's Recovery Plan**, which shows how any shortfalls are eliminated;
- **The Group's Annual Report and Accounts**, which shows the Group's income and expenditure in the year up to 31 March 2021;
- **The Report from the Group's Actuary** following his check of the Group's situation at 31 March 2019

The Group Administrator can be contacted at:

Powerhouse Retail Group

Capita

PO Box 555

Stead House, Darlington

DL1 9YT

Tel: 0345 600 0591

Email: Hanson@capita.co.uk

C. If you need advice

If you are thinking of making any changes to your pension arrangements at any time, you should obtain as much information as you can and think about obtaining independent financial advice. The Financial Conduct Authority website has more information about finding a suitably qualified adviser.

www.fca.gov.uk

D. Understanding the Group

The most important step we can take for the security of the Group is to get a clear understanding of how it works and what it needs. The Group's liabilities (the value of the benefits it must pay) cannot

be predicted exactly in advance because there are a number of unknowns which affect them. Understanding what can affect the Group's needs helps us to plan ahead and allow for this uncertainty.

E. Identifying potential risks

Risk is a part of everyday life and we normally deal with it by taking a few safety precautions to reduce the risk to an acceptable level. Therefore, another important step in our planning is to identify possible risks to the security of the Group so that we can decide on the precautions we will take.

Employer risk

The Group relies on Hanson (and ultimately HeidelbergCement) and its financial support to: make extra contributions when there is a shortfall in the funding; and pay the future expenses of running the Group each year.

This is the same for all final salary schemes. It therefore means that we have to consider the strength of the company supporting the Group as well as the amount the Group needs in any one year. Our planning includes assessing the risk that an employer will not be able to afford to make the contributions the Group needs in future.

Funding risk

As Trustees, we are responsible for developing a funding plan for the Group. We set out our aims, the funding target we believe is suitable for the Group, and how we plan to achieve this. The risks we need to consider here are that:

- the assets may fall short of the funding target we have set; and
- the funding target itself may be too low to cover the benefits, especially if the Group was wound-up.

The Pensions Act 2004 brought in scheme-specific funding (see below). This allows us to work with the Company and agree a funding plan which incorporates an appropriate safety

margin for *our* Group, bearing in mind our circumstances and our membership. The funding target we agree for the Group meets the requirements of the Pensions Act 2004 and is called the 'technical provisions'.

Investment risk

The value of investments is expected to rise and fall over time. At the same time, the amount the Group needs to provide the benefits (its liabilities) is also changing. Investment risk is the risk that the value of the assets falls but the amount needed if the Group was to end does not. We counter this risk by considering the characteristics of the Group's liabilities and the investments that will behave in a similar way.

F. Scheme-specific funding

Statutory funding objective

The statutory funding objective is that any scheme should hold enough assets of suitable kinds to meet a funding target called the 'technical provisions'.

Technical provisions

This is the amount that the trustees think a scheme will need to pay members' benefits. No-one can predict this accurately, so the trustees and the employer who sponsors the scheme agree suitable assumptions, which satisfy the new regulations, for the actuary to make when working this out.

Funding level

The actuary works out the funding target under the technical provisions, looks at the market value of the assets, then compares the two. This gives the funding level.

Statement of Funding Principles

This is the trustees' written policy for meeting the statutory funding objective and it covers:

- the method and assumptions the trustees tell the actuary to use;

- how the actuary works out employer contributions;
- how quickly the trustees and the employer aim to make up any shortfall.

G. Planning the Group's future

Making some assumptions

To understand the characteristics of the Group's liabilities and make some calculations about how much the Group will need (our funding target); we have to make some assumptions. These assumptions include:

- how long members will live after they retire, which is the length of time the Group must pay them a pension;
- what investment returns will be in future, which affects how the Group's assets grow; and
- how much inflation will be in future, which affects how much pension increases will be.

H. Exploring the possibilities

As well as suggesting possible assumptions, the actuary can look at how the calculations change if one of the assumptions turns out to be too low, or too high. Exploring these possibilities allows us to agree a 'best estimate' and include a safety margin. As Trustees, we use our judgement to consider how confident or cautious we want to be as we plan the Group's funding in consultation with the employer.

The balance we set helps us to manage employer risk. We take the Company's business plans and credit rating into account, to help us decide how confident we can be for the longer-term future. We set realistic contribution levels so that the Company can afford them. We consider carefully any changes the Company may suggest that may help to make the situation more predictable and the Group's funding more secure.

I. Setting our target

The ongoing basis

We look at the Group's funding assuming that the Group continues to operate into the future as it does at the moment. This is called the 'ongoing basis'. The actuary helps us agree our objectives and a funding target for the Group. Regulations set out how we must work out these 'technical provisions', and what we must consider when we agree the assumptions to use. This means that our funding plan assumes that Hanson and HeidelbergCement will continue in business and support our plan. The ongoing basis is the basis used for the main figures in the annual funding statement.

The full solvency position

Under the Pensions Act 2004, we must also tell you about the Group's solvency if it started to wind up (come to an end) at the valuation date. This does **not** mean that the Company is thinking of ending the Group.

For the 'solvency valuation' the actuary looks at whether the Group had enough money at the valuation date to buy insurance policies to provide members' benefits. Insurance companies have to invest in 'low risk' assets, which are likely to give low returns and their policy prices will include administration charges and a profit margin. This means that even if a scheme is fully funded on the ongoing basis, the solvency figure is likely to be less than 100%.

J. Monitoring the Group's progress

The Group Actuary carries out formal valuations every three years, and an actuarial review of the Group's progress for the years in between the formal valuations. In the valuation, the actuary works out the funding target (the amount the Group needs) and the funding level (the assets the Group has, calculated as a percentage of the funding target). Each time we check on the Group's funding we have the opportunity to adjust our

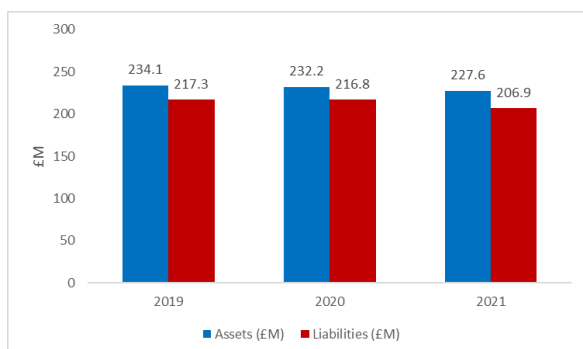
plans. This may mean adjusting our assumptions to bring them into line with current thinking and changing experience, or changing the safety margin we've allowed if we are feeling more cautious or more confident. Depending on the target we set and the Group's progress, we may need to adjust our action plan, which sets out the planned contributions to the Group.

The Summary Funding Statement shows you the results of the actuary's latest valuation at 31 March 2019, as well as an estimate of the position as at 31 March 2020 and 31 March 2021.

K. Your Annual Funding Statement

Progress of the funding plan since 31 March 2019

The chart below illustrates the changes in the funding level of the Group since 31 March 2019.



Note: The market value of the Group's assets at 31 March 2021 (£227.6M) comprises invested assets of £226.7M and net current assets of £0.9M.

The solvency position

If the Group had been wound up at 31 March 2019, it would have had 100% of the assets required by an insurer to fully secure the benefits. The corresponding percentages at 31 March 2020 and 31 March 2021 were 101% and 104% respectively.

The funding plan

Given the continued improvement of the Group's funding position since payments from the Company were ceased on 31 March 2017, the Company continues to make no payments to the Group. HeidelbergCement continue to guarantee a proportion of the Group's liabilities over the period until December 2024.

We must also tell you if there have been any payments to the Company out of Group funds in the last twelve months. There have not. The Pensions Regulator can change the Group, give directions about working out its technical provisions or impose a schedule of contributions. We are pleased to say that it has not needed to use its powers in this way for our Group.

We have discussed our funding plan with the Company.

The bigger picture

In the previous statement, we gave you information based on the position at 31 March 2020. That showed that the Group had a surplus. The value of the Group's assets was 107% of the value of its liabilities (the benefits promised to members).

At 31 March 2021, the value of the Group's assets is 110% of the value of its liabilities. The position has therefore improved by 3% since 31 March 2020.

The Pension Protection Fund

If the Group starts to wind up before you retire, the Company has to pay whatever the Group needs to buy the insurance policies for members. If the Company becomes insolvent, the Pension Protection Fund (the PPF) may step in and pay compensation to members. There are more details on the PPF website at <https://www.ppf.co.uk/>

L. Developing our investment policy

Alongside all the work we do to monitor and plan the Group's funding we also develop an investment policy to support it. In developing our investment policy, we take into account the Group's particular needs. This means that our policy is closely linked to the nature of the Group's liabilities and its current funding position.

The returns on the Group's investments are made up of:

- income (for example share dividends and interest payments); and to a lesser extent
- growth in the value of the investment (for example as share prices rise, the value of share investments increases).

The table compares the characteristics of the Group's liabilities with the type of returns that will support these.

The Group will need money for	The Investment needs to provide
Regular pension payments, both existing and those which are due to start in the future	Regular income, both now and in the future
Increases to the pensions each year linked to price inflation	Enough growth to cover price inflation
Payments that will need to be supported for longer (as life expectancy increases)	Some potential for higher growth

To provide the mixture of growth and income the Group needs, our investment strategy aims to use a mix of different types of assets.

At 31 March 2019, 31 March 2020 and 31 March 2021, the proportions held in each of the major assets classes were as follows:

	31 March 2019	31 March 2020	31 March 2021
Global Equities	5.1%	4.8%	6.9%
Bonds	88.3%	84.9%	87.0%
Cash and other	6.6%	10.3%	6.1%

You can find out more from the Group's Statement of Investment Principles.