

PSC Freyssinet Limited Retirement Benefits Scheme

Statement of Investment Principles

July 2021

Preface

Scheme background

This Statement of Investment Principles (the 'SIP') details the principles governing investment decisions for the PSC Freyssinet Limited Retirement Benefits Scheme (the 'Scheme').

The Scheme operates for the exclusive purpose of providing retirement and death benefits to eligible participants and beneficiaries, and provides benefits calculated on a defined benefit (DB) basis. The Scheme is closed to future accrual with effect from 31 December 2016.

Regulatory requirements and considerations

Under the Pensions Act 1995 (the 'Act') and subsequent legislation, principally the Occupational Pension Schemes (Investment) Regulations 2005 (the 'Investment Regulations'), the Trustees must secure that a written statement of the principles governing investment decisions is prepared and maintained for the Scheme.

This SIP also reflects the Myners principles for institutional investment decision-making, which require trustee boards to act in a transparent and responsible manner.

The Trustees are responsible for all aspects of the operation of the Scheme including this SIP.

In agreeing their investment strategy, the Trustees have had regard to:

- The requirements of the Act concerning suitability and diversification of investments and the Trustees will consider those requirements on any review of this SIP or any change in the investment policy.
- The requirement of the Investment Regulations: in particular that assets held to cover the Scheme's technical provisions must also be invested in a manner appropriate to the nature and duration of the expected future retirement benefits payable under the Scheme.
- In respect of the additional voluntary contribution (AVC) arrangements provided on a money-purchase basis, the Trustees have taken into account the requirements and recommendations within the Pensions Regulator's code of practice 13: Governance and administration of occupational trust-based schemes providing money purchase benefits and regulatory guidance. Information on the Trustees' approach to investment matters within the AVC arrangements is included within this SIP.

Responsibilities and appointments

Only persons or organisations with the necessary skills, information and resources are actively involved in taking investment decisions affecting the Scheme. The Trustees draw on the expertise of external persons and organisations including the investment consultant, investment managers and the Scheme Actuary. Full details are set out in this SIP.

Consultation

In accordance with the Act, the Trustees have obtained and considered written advice from Buck Consultants (Administration & Investment) Limited (the investment consultant) prior to the preparation (or revision) of this SIP and have consulted Freyssinet Limited ('the Sponsoring Employer'). However, it should be noted that neither the Trustees (nor any investment manager to whom they have delegated any discretion to make decisions about investments) shall require the consent of the Sponsoring Employer to exercise any investment power.

History and review

The Trustees will review this SIP at least every three years and without delay after each significant change in investment policy, taking note of any changes in the Scheme's liabilities. Once agreed, and after consultation with the Sponsoring Employer, a copy of this SIP will be given to the Scheme Actuary and will be made available to Scheme members on request, and is made available at the following we address:

Previous versions of this SIP are dated:

SIP dated August 2020

SIP dated December 2019

SIP dated July 2017

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Statement of Investment Principles

Investment governance structure

All investment decisions are taken by the Trustee Board as a whole. The Trustees believe that collective responsibility is the appropriate structure, given the size of the board, except for specific projects when an investment sub-committee may be set up. The Trustees will undertake training where appropriate to ensure they have the necessary expertise to take the decisions required and to evaluate critically the advice received.

All investment decisions relating to the Scheme are under the control of the Trustee Board without constraint by the Sponsoring Employer. The Trustees will consult with the Sponsoring Employer when changing this SIP.

All day-to-day investment decisions are delegated to properly qualified and authorised investment managers of pension scheme portfolios. An investment policy has been provided by the Investment Platform Provider. The investment arrangements are reviewed from time-to-time to ensure that the manner in which investments are made on behalf of the Trustee Board is suitable for the Scheme, and appropriately diversified.

Investment strategy and objectives

The Scheme's investment strategy has been agreed by the Trustees having taken advice from the investment consultant in relation to the suitability of investments and the need to diversify and takes due account of the Scheme's liability profile along with the level of disclosed surplus or deficit.

The agreed investment strategy is based on an analysis of the Scheme's liability profile, the required investment return and the returns expected from the various asset classes over the long-term. Long-term returns from equities are expected to exceed the returns from bonds and cash, although returns and capital values may demonstrate higher volatility. The Trustees are prepared to accept this higher volatility in order to aim to achieve the overall investment objectives.

The Trustees' primary objectives are:

- To provide appropriate security for all beneficiaries.
- To achieve long-term growth sufficient to provide the benefits from the Scheme.
- To achieve an appropriate balance between risk and return with regards to the cost of the Scheme and the security of the benefits.

The Trustees have translated their objectives into a suitable strategic asset allocation benchmark for the Scheme, details of which are included in the appendices of this SIP.

In accordance with the Financial Services & Markets Act 2000, the Trustees are responsible for setting the general investment policy, but the responsibility for all day-to-day investment management decisions has been delegated to investment managers authorised under the Act. Details of these managers are included in the appendices of this SIP.

The Trustees are responsible for reviewing both the Scheme's asset allocation and investment strategy as part of each actuarial valuation in consultation with the Scheme's investment consultant. The Trustees may also reconsider the asset allocation and the investment strategy outside the triennial valuation period where necessary.

The Trustees consider the Scheme's current strategic asset allocation to be consistent with the current financial position of the Scheme. "Technical provisions" is the value of the Scheme's liabilities for funding purposes as at the latest available Scheme-specific actuarial valuation date, being 1 January 2020.

The Trustees' policy in relation to the kinds of investments to be held

The Trustees have full regard to their investment powers as set out in Clause 4 of the Third Definitive Trust Deed dated 7 August 1997.

The Scheme may invest in quoted and unquoted securities of UK and overseas markets including:

- Equities.
- Fixed interest and index-linked bonds.
- Cash.
- Property.
- Private equity.
- Hedge funds and pooled investment vehicles considered appropriate for tax-exempt registered occupational pension schemes.

The Trustees have considered the attributes of the various asset classes (including derivative instruments), these attributes being:

- Security (or quality) of the investment.
- Yield (expected long-term return).
- Spread (or volatility) of returns.
- Term (or duration) of the investment.
- Hedging attributes.
- Exchange rate risk.
- Marketability/liquidity (i.e. the tradability on regulated markets).
- Taxation.

The Trustees consider all of the stated classes of investment to be suitable to the circumstances of the Scheme. The Scheme invests in pooled funds and cash. The Trustees have made the decision to invest the assets in pooled funds because:

- The Scheme is not large enough to justify direct investment on a cost-effective basis.
- Pooled funds allow the Trustees to invest in a wider range of assets, which serves to reduce risk.
- Pooled funds provide a more liquid form of investment than certain types of direct investment.

The Trustees invest all of their assets via an investment platform with Mobius Life.

The Trustees' policy in relation to the balance between different kinds of investments

The selected investment managers will hold a diversified mix of investments in line with their agreed benchmarks and within their discretion to diverge from the benchmarks. Within each major market each manager will maintain a diversified portfolio of securities. Full details are set out in Appendix 1 of this SIP.

The Trustees' policy in relation to the expected return on investments

The investment strategy is believed to be capable of exceeding, in the long run, the overall required rate of return assumed in the Scheme Actuary's published actuarial valuation report in order to reach / maintain a fully funded status under the agreed assumptions.

The Trustees' policy in relation to the realisation of investments

In the event of an unexpected need to realise all or part of the assets of the portfolio, the Trustees require the investment managers to be able to realise the Scheme's investments in a reasonable timescale by reference to the market conditions existing at the time the disposal is required and subject to the best interests of the Scheme. The majority of the assets are not expected to take an undue time to liquidate.

The Trustees' policy in relation to financially material considerations

The Trustees expect their investment managers, where appropriate, to have taken account of financially material considerations, including environmental, social and governance (ESG) factors as part of its investment analysis and decision-making process.

The Trustees review, from time to time, the investment managers' policies in respect of financially material considerations.

The Trustees' policy in relation to the extent to which non-financial matters are taken into account

The Trustees' objective is that the financial interests of the Scheme members is their first priority when choosing investments. The Trustees will take members' preferences into account if they consider it appropriate to do so.

Non-financial matters may be taken into account if the Trustee has good reason to think that the members would share the concern; and that the decision does not involve a risk of significant detriment to members' financial interests.

Risk capacity and risk appetite

The Trustees, after seeking appropriate investment advice, have selected a strategic asset allocation benchmark for the Scheme including control ranges for each asset class and or geographic region (see Appendix 1).

Subject to their respective benchmarks and guidelines (shown in Appendix 1) the investment managers are given full discretion over the choice of stocks and is expected to maintain diversified portfolios.

The Trustees are satisfied that the investments selected are consistent with their investment objectives, particularly in relation to diversification, risk, expected return and liquidity.

Given the size and nature of the Scheme, the Trustees have decided to invest the Scheme's assets on a pooled fund basis.

All such investments are effected through the Mobius investment platform.

The Trustees are satisfied that the range of vehicles in which the Scheme's assets are invested provides adequate diversification.

The Trustees' policy in relation to risks

The Trustees considers the main risk to be that of the assets being insufficient to meet the Scheme's liabilities as they fall due. The Trustees have assessed the likelihood of undesirable financial outcomes arising in the future.

Investment policies are set with the aim of having sufficient and appropriate assets to cover the Scheme's Technical Provisions, and with the need to avoid undue contribution rate volatility.

In determining their investment strategy, the Trustees received advice from the investment consultant as to the likely range of funding levels for strategies with differing levels of investment risk relative to the Scheme's liability profile. Taking this into account, along with the expected returns underlying the most recent actuarial valuation, the strategy outlined in Appendix 1 of this SIP has been adopted.

Although the Trustees acknowledge that the main risk is that the Scheme will have insufficient assets to meet its liabilities, the Trustees recognise other contributory risks, including the following. Namely the risk:

- Associated with the differences in the sensitivity of asset and liability values to changes in financial and demographic factors.
- Of the Scheme having insufficient liquid assets to meet its immediate liabilities.
- Of the investment managers failing to achieve the required rate of return.
- Due to the lack of diversification of investments.
- Of failure of the Scheme's Sponsoring Employer to meet its obligations.

The Trustees manage and measure these risks on a regular basis via actuarial and Investment reviews, and in the setting of investment objectives and strategy.

The Trustees undertake monitoring of the investment managers' performance against their targets and objectives on a regular basis.

Each fund in which the Trustees invest has a stated performance objective against which investment performance will be measured. These are shown in Appendix 1. Within each asset class, the investment managers are expected to maintain a portfolio of securities (or funds), which ensures that the risk being accepted in each market is broadly diversified.

The divergence of the actual distribution of the investments from the benchmark weighting will be monitored by the Scheme's investment managers. Any deviation from the target asset allocation will be discussed periodically with the investment consultant.

Stewardship in relation to the Scheme's assets

The Trustees have a fiduciary duty to consider their approach to the stewardship of the investments, to maximise financial returns for the benefit of members and beneficiaries over the long term. The Trustees can promote an investment's long-term success through monitoring, engagement and/or voting, either directly or through their investment managers.

The Scheme's equity holdings are invested in Legal & General Investment Management's (LGIM) Future World Funds. The fund index is designed to favour investment in companies which define characteristics that have historically led to higher returns or lower risk than the market as a whole, and companies which are less carbon-intensive or earn green revenues. The investment manager will have the discretion to reduce investment in certain companies which do not, in the manager's view, demonstrate adequate strategies and governance standards to transition to a low carbon economy.

The investment manager is committed to address climate change by engaging directly with the largest companies in the world who are critical to the shift to a low carbon economy.

Companies will be assessed by the investment manager for robustness of their strategies, governance and transparency. Companies that fail to meet minimum standards in low carbon transition and corporate governance standards may be excluded from the fund. The fund will also exclude shares issued by manufacturers of Controversial Weapons (as defined by FTSE and referred in the index name as 'ex CW').

The Trustees' policy in relation to engagement and monitoring (including peer to peer engagement)

The Trustees' policy is to delegate responsibility for engaging and monitoring investee companies to the investment managers and they expect the investment managers to use their discretion to maximise financial returns for members and others over the long term.

As all of the investments are held in pooled vehicles, the Trustees do not envisage being directly involved with peer to peer engagement in investee companies.

The Trustees' policy in relation to voting rights

The Trustees' policy is to delegate responsibility for the exercising of rights (including voting rights) attaching to investments to the investment managers and to encourage the manager to exercise those rights. The investment managers are expected to make available regular reports detailing their voting activity.

Investment management monitoring

The Trustees will assess the performance, processes and cost effectiveness of the investment managers by means of regular, but not less than annual, reviews of the results and other information, in consultation with the investment consultant.

All investment decisions, and the overall performance of the investment managers, are monitored by the Trustees with the assistance of the investment consultant.

The investment platform provider will provide the Trustees with monthly asset statements and quarterly reports on the performance of the assets held.

The investment platform provider will inform the Trustees of any changes in the internal performance objective and guidelines of any pooled funds used by the Scheme as and when they occur.

The Trustees will assess the quality of the performance and processes of the investment managers by means of a review at least once every three years in consultation with the investment consultant.

Appropriate written advice will be taken from the investment consultant before the review, appointment or removal of the investment managers.

The Trustees' policy in relation to their investment managers

In detailing below the policies on the investment manager arrangements, the over-riding approach of the Trustees is to select investment managers that meet the primary objectives of the Trustees. As part of the selection process and the ongoing review of the investment managers, the Trustees consider how well each investment manager meets the Trustees' policies and provides value for money over a suitable timeframe. This same approach applies to the Trustees' selection of an investment platform provider.

- **How the arrangement incentivises the investment managers to align their investment strategy and decisions with the trustees' policies**

The Trustees have delegated the day to day management of the Scheme's assets to investment managers accessed through an investment platform arrangement. The Scheme's assets are invested in pooled funds which have their own policies and objectives and charge a fee, agreed with the investment managers, for their services. A fee is also payable to the investment platform provider. The Trustees believe that such fees incentivise the investment managers to adhere to their stated policies and objectives.

Further, by using an investment platform provider the Scheme expects to benefit from lower investment manager fees through aggregation benefit/increased buying power the platform provider may be able to bring to bear with the underlying managers.

- **How the arrangement incentivises the investment manager to engage and take into account financial and non-financial matters over the medium to long-term**

The Trustees, in conjunction with their investment consultant, appoint their investment managers and choose the specific pooled fund to use in order to meet specific Scheme policies. They expect that their investment managers make decisions based on assessments about the financial and non-financial performance of underlying investments, and that they engage with issuers of debt or equity to improve their performance (and thereby the Scheme's performance) over an appropriate time horizon.

The Trustees also expect their investment managers to take non-financial matters into account as long as the decision does not involve a risk of significant detriment to members' financial interests.

- **How the method (and time horizon) of the evaluation of the investment manager's performance and the remuneration for asset management services are in line with the Trustees' investment policies**

The Trustees expect their investment managers to invest the assets within their respective portfolios in a manner that is consistent with the guidelines and constraints set out in the fund documentation. The Trustees review the investment managers and the investment platform provider periodically. These reviews incorporate benchmarking of performance and fees. Reviews of performance focus on longer-term performance (to the extent that is relevant), e.g. looking at five years of performance.

If the Trustees determine that the investment manager (or the investment platform provider) is no longer managing the assets in line with the Trustees policies they will make their concerns known to the investment manager (or platform provider) and may ultimately disinvest.

The Trustees pay their investment managers a management fee via their investment platform arrangement, which is a fixed percentage of assets under management, as well as additional expenses which may vary. A separate fee is also payable to the platform provider which is also a fixed percentage of assets.

Prior to agreeing a fee structure, the Trustees, in conjunction with their investment consultant, consider the appropriateness of this structure, both in terms of the fee level compared to that of other similar products and in terms of the degree to which it will incentivise the investment manager and the investment platform provider.

- **How the Trustees monitor portfolio turnover costs incurred by the investment manager, and how they define and monitor targeted portfolio turnover or turnover range**

The Trustees, in conjunction with their investment consultant, have processes in place to review investment turnover costs incurred by the Scheme on an annual basis. The Trustees receive a report which includes the turnover costs incurred by the investment managers used by the Scheme.

The Trustees expect turnover costs of the investment managers to be in line with their peers, taking into account the style adopted by each investment manager, the asset class invested in and prevailing market conditions.

The Trustees do not explicitly monitor turnover, set target turnover or turnover ranges. The Trustees believe that the investment managers should follow their stated approach with a focus on risk and net return, rather than on turnover. In addition, the individual mandates are unique and bespoke in nature and there is the potential for markets to change significantly over a short period of time.

- **The duration of arrangements with investment managers**

The Trustees do not in general enter into fixed long-term agreements with their investment managers or investment platform provider and instead retain the ability to change investment manager (or investment platform provider) should the performance and processes of the investment manager deviate from the Trustees' policies. However, the Trustees expect their manager appointments to have a relatively long duration, subject to the manager adhering to their stated policies, and the continued positive assessment of its ability to meet its performance objective.

Employer-related investments

The Trustees will not make direct investments in the Sponsoring Employer's own securities. The amount of the Sponsoring Employer's securities owned by pooled investment vehicles invested in, is monitored. The Trustees have delegated the responsibility for the exercising of any voting rights attached to any Sponsoring Employer investment held to the investment managers.

Additional voluntary contributions (AVCs)

The Trustees have full discretion as to the appropriate investment vehicles made available to members of the Scheme for their voluntary contributions. Only investment vehicles normally considered suitable for voluntary contributions will be considered by the Trustees, having taken appropriate written advice from their investment advisers.

The Scheme has a number of members that have AVC investments with Scottish Widows Investment Partnership (“SWIP”); however, no members are actively contributing to AVCs at present.

Appointments and responsibilities

This section sets out the key appointments and responsibilities with respect to the investment aspects of the Scheme.

A full list of the Scheme's advisers is provided at the front of the Scheme's Annual Report and Financial Statements. However, at the time of writing this SIP:

- The investment consultants are Buck Consultants (Administration & Investment) Limited.
- The investment platform provider is Mobius Life Limited
- The investment managers are detailed in the Appendices to this SIP.
- For pooled funds, custodial duties are undertaken by the relevant investment managers and, therefore, are not detailed in this SIP.
- The Scheme Actuary is Mike Whittaker of Buck.

Trustees

The Trustees' primary responsibilities include:

- The preparation of this SIP, reviewing its contents and modifying it if deemed appropriate, in consultation with the Sponsoring Employer and the investment consultant, at least every three years. The SIP will also be reviewed following a significant change to investment strategy and/or the investment managers.
- Appointing investment consultants, investment managers and investment platform provider as necessary for the good stewardship of the Scheme's assets.
- Reviewing the investment strategy as part of each triennial actuarial valuation, and/or asset liability modelling exercise, and/or significant changes to the Scheme's liabilities, taking advice from the investment consultant.
- Assessing the processes and the performance of the investment managers by means of regular, but not less than annual, reviews of information obtained (including investment performance).
- Monitoring compliance of the investment arrangements with this SIP and with the relevant sections of the Act, the Investment Regulations and any regulatory guidance on a regular basis.
- Monitoring risk and the way in which the investment manager(s) have cast votes on behalf of the Trustees in respect of the Scheme's equity holdings.

Investment consultant

The main responsibilities of the investment consultant include:

- Assisting the Trustees in the preparation and periodic review of this SIP in consultation with the Sponsoring Employer.
- Undertaking project work including the development and review of investment strategy, investment performance and manager structure as required by the Trustees.
- Advising the Trustees on the selection and review of investment managers and the investment platform provider.

- Providing training or education on any investment related matter as and when the Trustees see fit.
- Monitoring and advising upon where contributions should be invested or disinvested on a periodic basis.

Investment managers

The investment managers' main responsibilities include:

- Investing the assets within their portfolio in a manner that is consistent with the guidelines and constraints set out in their appointment documentation.
- Ensuring that the investment of the assets within their portfolio is compliant with prevailing legislation and the constraints detailed in this SIP.
- Considering financially material risks affecting investments within their portfolio.
- Exercising voting rights on shareholdings within their respective portfolio in accordance with their general policies.

Investment Platform provider

The platform provider's main responsibilities include:

- Providing access to a range of funds provided by various managers.
- Ensuring that investment of the Scheme's assets is compliant with prevailing legislation and the constraints detailed in this Statement.
- Providing the Trustees with quarterly reports including any changes to their investment process.
- Attending meetings with the Trustees as and when required.
- Informing the Trustees of any changes in the fee structure, internal performance objectives and guidelines of any pooled fund used by the Scheme as and when they occur.
- Assistance with audit and regulatory reporting as agreed.

Scheme Actuary

The Scheme Actuary's main responsibilities in respect of investment policy include:

- Commenting on the suitability of the Scheme's investment strategy given the financial characteristics of the Scheme.
- Performing the triennial (or more frequently as required) actuarial valuation and advising on the Scheme's funding level and therefore the appropriate level of contributions in order to aid the Trustees in balancing short-term and long-term investment objectives.

Compliance

The Scheme's SIP is available to members on request, and can be found on the following publicly available website:

A copy of the Scheme's current SIP is also supplied to the Sponsoring Employer, the Investment Platform Provider, Scheme's auditors and the Scheme Actuary.

This SIP, taken as a whole with the Appendices and supersedes all others and was approved by the Trustees on 6 August 2021 .

Appendix 1 – Strategic benchmark and objectives

Scheme's target asset allocation

The Scheme's target asset allocation is tabulated below:

Asset Type	Investment Style	Allocation (%)
World Equity (ESG)	Active	7.5
World Equity (ESG) (GBP Hedged)	Active	7.5
Diversified	Passive	35.0
Return enhancing		50.0
Liability Driven Investments (LDI)	Passive	20.0
UK Investment Grade Corporate Bonds	Passive	20.0
Multi-Asset Credit	Passive	10.0
Cash	Active	-
Risk reducing		50.0
Total		100.0

The Trustees may hold a proportion of asset in cash in order to meet cashflow requirements or to receive cash distributions from the LDI funds, as agreed by the Trustees from time to time.

Rebalancing

All assets, excluding those allocated to Liability Driven Investments (BMO Dynamic LDI Funds) and the Sterling Liquidity Fund (referred to as "Rebalanced Assets") will be managed on a regular basis to a target asset allocation.

The Rebalanced Assets will be monitored by the investment platform provider, Mobius Life on a quarterly basis in accordance with the table below.

Fund	Allocation (%)	Rebalanced Asset Allocation	Control Range	
			Lower (%)	Upper (%)
LGIM Future World	7.5	9.4	8.0	11.0
LGIM Future World (GBP Hedged)	7.5	9.4	8.0	11.0
LGIM Diversified	35.0	43.7	39.5	48.0
M&G Total Return Credit Fund	10.0	12.5	11.0	14.0
LGIM Investment Grade Corporate Bond - All Stocks - Index	20.0	25.0	22.5	27.5
BMO Dynamic LDI Funds	20.0	-	-	-
LGIM Sterling Liquidity Fund	-	-	-	-
Total	100.0	100.0	-	-

If any of the fund allocations of the Rebalanced Assets are outside the stated control ranges at the end of each quarter, the allocations of all Rebalanced Assets will be rebalanced back to the Percentage of Rebalanced Assets Allocation, as detailed in the table.

If the asset allocations of all the Rebalanced Assets lie within the control ranges at the end of the quarter no rebalancing will take place.

The Plan's current long-term target allocation of 20% to liability focussed assets holds the objective to hedge the interest rate and inflation exposure of approximately 63% of the Technical Provisions liabilities. The Trustees monitor and review the target hedging level and mixture of funds used to achieve this from time to time.

It is anticipated that the actual allocation to LDI and cash funds will vary over time as investment market conditions change. Indeed, no specific maxima/minima have been assigned, in order to allow the Trustees the flexibility to exploit opportunities and contain threats over the medium-term.

Benchmark and performance objectives

Benchmark indices and relative performance objectives for each of the funds in which the Scheme's assets are invested are outlined below. All performance objectives are gross of fees and relate to rolling three-year periods.

Manager	Fund	Benchmark Index	Objective % p.a.
LGIM	Future World (World Equity)	FTSE All-World ex CW Climate Balanced Factor Index	±0.60
	Future World (World Equity) (GBP Hedged)	FTSE All-World ex CW Climate Balanced Factor Index – GBP Hedged	±0.60
	Diversified	BoE Base Rate	+3.75
	Investment Grade Corporate Bond - All Stocks - Index	Markit iBoxx £ Non – Gilt	±0.50
	Sterling Liquidity Fund	SONIA	Track the index
M&G	Total Return Credit Investment Fund	1 Month Libor	+3.00-5.00
BMO	Dynamic LDI Funds	Gilt and Swap comparators	Track the index

Appendix 2 – Fees

Investment manager fees

Manager	Fund	Management Fee % p.a.
LGIM	Future World	0.200
	Future World (GBP Hedged)	0.225
	Diversified	0.300
	Investment Grade Corporate Bond - All Stocks - Index	0.060
	Sterling Liquidity Fund	0.050
M&G	Total Return Credit Investment Fund	0.400
BMO	Dynamic LDI Funds	0.265

All funds may incur expenses in addition to the annual management charges shown above. These are monitored on an annual basis by the Trustees.

Investment platform fees

The Scheme uses Mobius Life as its investment platform provider, which charges an additional 0.0325% p.a. on top of the respective management charges shown above except for the LDI funds which are charged an additional 0.0525% p.a.

Investment consultancy fees

The investment consultancy services are provided by Buck which is remunerated on a time cost basis. This is considered the most appropriate basis as the services required fluctuate year on year. The basis of remuneration is kept under review.