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Statement of Investment Principles

Scottish Leather Group Limited Retirement Benefits Scheme

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Contents

1. Introduction

This Statement of Investment Principles (the "Statement") has been prepared by the Trustees of the Scottish Leather Group Limited Retirement Benefits Scheme (the "Scheme") in accordance with Section 35 of the Pensions Act 1995, as amended, and its attendant Regulations.

The Statement outlines the principles governing the Scheme's investment policy and the activities undertaken by the Trustees to ensure the effective implementation of these principles.

In preparing the Statement, the Trustees have:

- obtained and considered written advice from a suitably qualified individual, employed by their investment consultants, Isio, whom they believe to have a degree of knowledge and experience that is appropriate for the management of their investments; and
- consulted with the Sponsoring Employer, although they affirm that no aspect of their strategy is restricted by any requirement to obtain the consent of the Sponsoring Employer.

The advice and the consultation process considered the suitability of the Trustees' investment policy for the Scheme.

The Trustees will review the Statement formally at least every three years to coincide with the triennial Actuarial Valuation or other actuarial advice relating to the statutory funding requirements. Furthermore, the Trustees will review the Statement without delay after any significant change in investment policy. Any changes made to the Statement will be based on written advice from a suitably qualified individual and will follow consultation with the Sponsoring Employer.

2. Investment Objectives

The Trustees' primary investment objective for the Scheme is to achieve an overall rate of return that is sufficient to ensure that assets are available to meet all liabilities as and when they fall due.

In doing so, the Trustees also aim to maximise returns at an acceptable level of risk taking into consideration the circumstances of the Scheme, the Scheme's funding position and the strength of the Sponsoring Employers' covenant.

The Trustees have also received confirmation from the Scheme Actuary during the process of revising the investment strategy that their investment objectives and the resultant investment strategy are consistent with the actuarial valuation methodology and assumptions used in the Statutory Funding Objective.

3. Investment Responsibilities

3.1 Trustees' Duties and Responsibilities

The Trustees are responsible for setting the investment objectives and determining the strategy to achieve the objectives. They carry out their duties and fulfil their responsibilities as a single body.

The duties and responsibilities of the Trustees include, but are not limited to, the following tasks and activities:

- The regular approval of the content of this Statement
- The appointment and review of the investment managers and investment adviser
- The assessment and review of the performance of each investment manager
- The setting and review of the investment parameters within which the investment managers can operate
- The assessment of the risks assumed by the Scheme at total scheme level and manager by manager
- The approval and review of the asset allocation benchmark for the Scheme
- The compliance of the investment arrangements with the principles set out in this Statement

3.2. Investment Adviser's Duties and Responsibilities

The Trustees have appointed Isio Group Limited ("Isio") as the investment adviser to the Scheme. Isio provides advice as and when the Trustees require it, as well as raising any investment-related issues, of which it believes the Trustees should be aware.

Matters on which Isio expects to provide advice to the Trustees include the following:

- Setting of investment objectives
- Determining investment strategy and asset allocation
- Determining an appropriate investment structure
- Determining funds and investment managers that are suitable to meet the Trustees' objectives
- Setting cashflow management (investment and withdrawal) policies (see Appendix 2)
- How any significant changes in the investment managers' organisation could affect the interests of the Scheme

- How any changes in the investment environment could present either opportunities or problems for the Scheme

The Trustees may seek advice from Isio with regard to both strategic and tactical investment decisions (see Section 4 - Investment Strategy); however, they recognise that they retain responsibility for all such decisions, including those that concern investments and disinvestments relating to cashflows (see Appendix 2). Isio may be proactive in advising the Trustees regarding tactical investment decisions; however, there is no responsibility placed on Isio to be proactive in all circumstances.

The Trustees monitor the performance of the Scheme's investment managers against their benchmarks. Isio will provide performance monitoring reports to aid the Trustees in this process. Isio charges a fixed fee for the core services covered by the Scheme's engagement letter (dated 26 February 2021). For any tasks which fall outside of the core services, Isio will, whenever possible, agree a scope and fee in advance.

Isio does not receive commission or any other payments in respect of the Scheme that might affect the impartiality of their advice, and as noted below, any discounts negotiated by Isio with the underlying managers are passed on in full to the Scheme.

Isio Services Limited is authorised and regulated by the Financial Conduct Authority ("FCA").

3.3. Arrangement with Investment Managers

The Trustees are a long-term investor and do not look to change the investment arrangements on a frequent basis.

The Trustees, after considering appropriate investment advice has invested the Scheme's assets through a Trustee Investment Policy (TIP) from Mobius Life Limited ("Mobius"), whose appointment foregoes the need for a Custodian.

The Mobius TIP facilitates investment into a range of underlying funds managed by third party investment managers and the value of the Mobius TIP is directly linked to the change in value in the underlying funds. All of the underlying investment managers used by the Scheme are authorised and regulated by the FCA. Mobius Life Limited is authorised by the Prudential Regulation Authority ("PRA") and regulated by the FCA and the PRA.

The underlying investment managers used by the Trustees through the Mobius platform are chosen based on advice from the investment advisor. This is based on the investment advisor's view of their capabilities and, therefore, their perceived likelihood of achieving the expected return and risk characteristics required for the asset class being selected.

The Trustees will only invest in pooled investment vehicles. The Trustees therefore accepts that it cannot specify the risk profile and return targets of the managers, but the pooled funds are chosen with appropriate characteristics to align with the overall investment strategy.

The duration of any investment is considered in the context of the type of the fund the Scheme invests in e.g., for closed-ended funds, or funds with a lock-in period, the Trustees ensure the timeframe of the investment or lock-ins is in line with the Trustees' objectives and the Scheme's liquidity requirements.

The details of investment managers and the funds invested in are set out in Appendix 3, together with the details of each manager's mandate.

The underlying investment managers are responsible for all decisions concerning the selection and de-selection of the individual securities within the portfolios they manage.

In the case of multi-asset mandates, the underlying investment managers are responsible for all decisions concerning the allocation to individual asset classes and changes in the allocations to individual asset classes.

Both Mobius and the underlying investment managers are remunerated by ad valorem charges based on the value of the assets that they manage on behalf of the Scheme. Where possible, discounts have been negotiated by Isio and Mobius with the underlying managers on their standard charges and the Scheme benefits directly from these discounts.

None of the underlying managers in which the Scheme's assets are invested have performance-based fees which could encourage the manager to make short term investment decisions to hit their profit targets.

The Trustees therefore consider that the method of remunerating fund managers is consistent with incentivising them to make decisions based on assessments of medium to long-term financial and non-financial performance of an issuer of debt or equity. By encouraging a medium to long-term view, it will in turn encourage the investment managers to engage with issuers of debt or equity in order to improve their performance in the medium to long-term. The Trustees review and assess the performance of the Scheme's managers over the medium to long-term.

The Trustees accept that they cannot influence the charging structure of the pooled funds in which the Scheme is invested, but are satisfied that the ad-valorem charges for the different underlying funds are clear and are consistent with each fund's stated characteristics. The Trustees are therefore satisfied that this the most appropriate basis for remunerating the underlying investment managers and is consistent with the Trustees' policies as set out in this SIP.

3.4. Summary of Responsibilities

A summary of the responsibilities of all relevant parties, including the Scheme Actuary and the scheme administrators, so far as they relate to the Scheme's investments, is set out at Appendix 5.

4. Investment Strategy

4.1. Setting Investment Strategy

The Trustees have determined their investment strategy after considering the Scheme's liability profile and requirements of the Statutory Funding Objective, their own appetite for risk, the views of the Sponsoring Employer on investment strategy, the Sponsoring Employer's appetite for risk, and the strength of the Sponsoring Employer's covenant. The Trustees have also received written advice from their investment adviser.

The Scheme's current strategic benchmark is set out in Appendix 1.

The Trustees recognise the benefits of diversification across growth asset classes, as well as within them, in reducing the risk that results from investing in any one particular market. Where they consider it advisable to do so, the Trustees have appointed investment managers to select and manage the allocations across growth asset classes, in particular where it would not be practical (or appropriate) for the Trustees to commit the resources necessary to make these decisions themselves.

In respect of the investment of contributions and any disinvestments to meet member benefit payments, the Trustees have decided on a structured approach to rebalance the assets in accordance with their overall strategy. This approach is set out in Appendix 2.

4.2. Investment Decisions

The Trustees distinguish between three types of investment decision: strategic, tactical and stock-level.

Strategic Investment Decisions

These decisions are long-term in nature and are driven by an understanding of the objectives, needs and liabilities of the Scheme.

The Trustees take all such decisions themselves. They do so after receiving written advice from their investment adviser and consulting with the Sponsoring Employer. Examples of such decisions and of tasks relating to the implementation of these decisions include the following:

- Setting investment objectives
- Determining an appropriate split between growth assets and the liability hedging portfolio
- Determining the allocation to asset classes within the growth assets
- Determining the Scheme benchmark
- Reviewing the investment objectives and strategic asset allocation

Tactical Investment Decisions

These decisions are short-term and based on expectations of near-term market movements. Such decisions may involve deviating temporarily from the strategic asset allocation and may require the timing of entry into, or exit from, an investment market or asset class.

These decisions are the responsibility of the Trustees. However, where such decisions are made within a pooled fund, they are the responsibility of the investment manager of the fund.

Stock Selection Decisions

All such decisions are the responsibility of the investment managers of the pooled funds in which the Scheme is invested.

4.3. Types of Investments to be Held

The Trustees are permitted to invest across a wide range of asset classes.

All the funds in which the Scheme invests are pooled and unitised. The use of derivatives is permitted by the guidelines that apply to the pooled funds. Details relating to the pooled funds can be found in Appendix 3.

4.4. Leverage and Collateral Management

The Trustees will adhere to all relevant regulatory guidance and requirements in relation to leverage and collateral management within the Scheme's liability hedge (LDI) portfolio.

The Trustees have a stated collateral management policy / framework. The Trustees have agreed a process for meeting collateral calls should these be made by the Scheme's LDI manager. The Trustees will review and stress test this policy / framework on a regular basis.

Further details on this can be found in Appendix 4.

4.5. Financially Material Considerations

The Trustees understand that they must consider all factors that have the ability to impact the financial performance of the Scheme's investments over the appropriate time horizon. This includes, but is not limited to, environmental, social and governance ("ESG") factors.

The Trustees recognise that ESG factors, such as climate change, can influence the investment performance of the Scheme's portfolio and it is therefore in members' and the Scheme's best interests that these factors are taken into account within the investment process.

The Trustees further recognise that investing with a manager who approaches investments in a responsible way and takes account of ESG related risks will lead to better risk adjusted performance results as omitting these risks in investment analysis could skew the results and underestimate the level of overall risk being taken.

The Trustees will appoint managers who satisfy the following criteria, unless there is a good reason why the manager does not satisfy each criteria:

1. Responsible Investment ('RI') Policy / Framework

2. Implemented via Investment Process

3. A track record of using engagement and any voting rights to manage ESG factors

4. ESG specific reporting

5. UN PRI signatory

6. UK Stewardship Code signatory

The Trustees receive ESG scores provided by the Investment Adviser in relation to the funds in which the Scheme is invested and will monitor how these develop over time.

The Trustees are therefore satisfied that ESG factors are appropriately reflected in the overall investment approach.

The Trustees will take ESG considerations into account in the selection, retention and realisation of investments. The Trustees monitor the investment managers on an ongoing basis.

4.6. Non-Financial Considerations

The Trustees only consider factors that are expected to have a financial impact on the Scheme's investments. Non-financial considerations are not implemented in the current investment strategy.

4.7. Corporate Governance and Voting Policy

The Scheme is invested solely in pooled investment funds. The Trustees' policy is to delegate responsibility for engaging with, monitoring investee companies and exercising voting rights to the pooled fund investment managers and expects the investment managers to use their discretion to act in the long-term financial interests of investors. The Trustees have acknowledged responsibility for the voting policies that are implemented by the Scheme's investment managers on their behalf.

The Trustees note that the investment managers' corporate governance policies are available on request and on their respective websites.

If the Trustees are specifically invited to vote on a matter relating to corporate policy, the Trustees would exercise its right in accordance with what it believes to be the best interests of the majority of the Scheme's membership.

4.8. Stewardship

Isio will monitor the performance, strategy, risks, ESG policies and corporate governance of the investment managers on behalf of the Trustees and discuss this with the Trustees as appropriate. If the Trustees have any concerns, they will raise them with Isio.

The Trustees have acknowledged responsibility for the engagement policies that are implemented by the Scheme's investment managers on their behalf.

The Trustees will engage with managers about "relevant matters" at least annually. Example stewardship activities that the Trustees have considered are listed below:

- Selecting and appointing asset managers – the Trustees will consider potential managers' stewardship policies and activities.
  Asset manager engagement and monitoring – the Trustees assess the voting and engagement activity of their asset managers. The results of this analysis feeds into the Trustees' investment decision making.

Collaborative investor initiatives – the Trustees will consider joining/ supporting collaborative investor initiatives.

5. Risk

Under the Pensions Act 2004, the Trustees are required to state their policy regarding the ways in which risks are to be measured and managed. These are set out below.

Solvency Risk and Mismatching Risk

These are measured through a qualitative and quantitative assessment of the expected development of the assets relative to the liabilities.

These are managed by setting a scheme-specific strategic asset allocation with an appropriate level of risk.

Manager Risk

This is assessed as the expected deviation of the prospective risk and return, as set out in the managers' objectives, relative to the investment policy.

It is measured by monitoring the actual deviation of returns relative to the objective and factors supporting the managers' investment process.

It is managed through the diversification of the Scheme's assets across a range of funds with different investment styles, by monitoring and advice from the investment adviser where there have been significant changes to the managers' capabilities, and by using the Mobius platform, which enables quick and efficient replacement of managers if appropriate.

Liquidity Risk

This is monitored according to the level of cashflows required by the Scheme over a specified period.

It is managed by holding an appropriate amount of readily realisable investments. The Scheme's assets are invested in pooled funds which are readily realisable.

Political Risk

This is measured by the level of concentration in any one market leading to the risk of adverse influence on investment values arising from political intervention.

It is managed by regular reviews of the investments and through investing in funds which give a wide degree of diversification.

Corporate Governance Risk

This is assessed by reviewing the Scheme's investment managers' policies regarding corporate governance.

It is managed by delegating the exercise of voting rights to the managers, who exercise this right in accordance with their published corporate governance policies. Summaries of these policies are provided to the Trustees from time to time and take into account the financial interests of the shareholders, which should ultimately be to the Scheme's advantage.

Sponsor Risk

This is assessed as the level of ability and degree of willingness of the sponsor to support the continuation of the Scheme and to make good any current or future deficit.

It is managed by assessing the interaction between the Scheme and the sponsor's business, as measured by a number of factors, including the creditworthiness of the sponsor and the size of the pension liability relative to the sponsor. Regular updates on employer covenant are provided to the Trustees by senior staff of the sponsor.

Legislative Risk

This is the risk that legislative changes will require action from the Trustees so as to comply with any such changes in legislation.

The Trustees acknowledge that this risk is unavoidable but will seek to address any required changes so as to comply with changes in legislation.

Credit Risk

This is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation.

The Trustees acknowledge that the assessment of credit risk on individual debt instruments is delegated to the investment manager. The Trustees will however ensure that they are comfortable with the amount of risk that the Scheme's investment manager takes.

Market Risk

This is the risk the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises of the following three types of risk:

Currency Risk

This is the risk that occurs when the price of one currency moves relative to another (reference) currency. In the context of a UK pension scheme, the scheme may be invested in overseas stocks or assets, which are either directly or indirectly linked to a currency other than Sterling. There is a risk that the price of that overseas currency will move in such a way that devalues that currency relative to Sterling, thus negatively impacting the overall investment return.

Interest/Inflation Rate Risk

This is the risk that an investment's value will change due to a change in the level of interest/inflation rates. This affects debt instruments more directly than growth instruments.

The Trustees acknowledge that the interest rate risk related to individual debt instruments, and particularly LDI, is managed by the underlying investment managers through a combination of strategies, such as diversification, duration and yield curve management, and hedging via swaps, particularly where LDI is involved.

This risk can also result in the mismatch in the value of the Scheme's assets and present value of liabilities from changes in interest rates and inflation expectations. To manage this risk, the Scheme hedges 52% of the liabilities sensitivities to changes in interest rates and inflation expectations (on the Technical Provisions basis) whilst ensuring compliance with all regulatory guidance in relation to leverage and collateral management.

Other Price Risk

This is the risk that principally arises in relation to the growth portfolio, which invests in, for example, equities.

The Trustees acknowledge that a scheme can manage its exposure to price risk by investing in a diverse portfolio across various markets.

ESG Risk

This is the risk that Environmental, Social or Corporate Governance concerns, including climate change, have a financially material impact on the return of the Scheme's assets.

The Trustees manage this risk by investing in well-respected investment managers where ESG principles are appropriately included in the investment decision-making process.

The Trustees are aware that Responsible Investing is one of the core beliefs of the Investment Adviser. As a result, part of the rating process of the Investment Adviser in relation to the underlying investment managers is based on its financial stewardship and how well the investment managers integrates governance and sustainability into its investment process.

6. Monitoring of Investment Adviser and Managers

6.1. Investment Adviser

The Trustees continually assess and review the performance of their adviser in a qualitative way.

6.2. Investment Managers

The Trustees receive quarterly monitoring reports on the performance of the underlying investment managers from Isio, which present performance information over 3 months, 1 year and 3 years. The reports show the absolute performance, performance against the manager's stated target performance (over the relevant time period) on a net of fees basis to ensure a true measurement of performance versus investment objectives. They also provide returns of market indices so that these can be used to help inform the assessment of the underlying managers' performance.

The reporting reviews the performance of the Scheme's assets in aggregate against the Scheme's strategic benchmark.

Regarding ESG, the Trustees' investment managers provide annual reports on how they have engaged with issuers regarding social, environmental and corporate governance issues. The Trustees also receive information from their investment advisers on the investment managers' approaches to engagement.

The Trustees will engage, via their investment adviser, with investment managers and/or other relevant persons about relevant matters at least annually.

In conjunction with advice and information from their investment adviser, the Trustees have the role of replacing the underlying investment managers where appropriate. It takes a long-term view when assessing whether to replace the underlying investment managers, and such decisions would not be made based solely on short-term performance concerns. Instead, changes could be driven by various factors, including:

There are significant changes made to the investment strategy

The risk levels within the assets managed by the investment managers have increased to a level beyond the Trustees' expectations.

Underperformance vs the performance objective over an appropriate period

The manager has not acted in accordance with their policies and frameworks (ESG specific)

6.3. Portfolio Turnover Costs

The Trustees do not currently monitor portfolio turnover costs for the funds in which the Scheme is invested, although notes that the performance monitoring reports which it receives is net of all charges, including such costs. Portfolio turnover costs means the costs incurred as a result of the buying, selling, lending or borrowing of investments.

The Trustees are also aware of the requirement to define and monitor targeted portfolio turnover and turnover range.

Given that the Scheme invests in a range of pooled funds, many of which invest across a wide range of asset classes, the Trustees do not have an overall portfolio turnover target for the Scheme.

7. Best Practice

The Trustees note that in March 2017, the Pensions Regulator released 'Investment Guidance for Defined Benefit Pension Schemes'.

The Trustees meet with their Investment Adviser on a regular basis, monitoring developments both in relation to the Scheme's circumstances and in relation to evolving guidance, and will revise the Scheme's investment approach if considered appropriate.

8. Compliance

The Scheme's Statement of Investment Principles and annual report and accounts are available to members on request.

A copy of the Statement is also supplied to the Sponsoring Employer, the Scheme's investment managers, the Scheme Auditor and the Scheme Actuary.

This Statement supersedes all others and was approved by the Trustees:

Signed: M. Thirlwell

Name: Mike Thirlwell

Date: 16 April 2024

Appendix 1: Strategic Asset Allocation

The Scheme's strategic asset allocation benchmark is set out below.

Asset Class	Strategic Allocation (%)
Passive Global Equity	15%
Diversified Growth Funds	15%
Semi-Liquid Credit	10%
Multi-Asset Credit	10%
Liability Driven Investment & Cash	50%
Target Return	Gilts + 2.1% p.a.

The policy for rebalancing and investment / disinvestment of cashflows is set out in Appendix 2.

Appendix 3 provides information about the funds in which the assets are invested.

Appendix 2: Cashflow and Rebalancing Policy

Rebalancing Policy

There will be no automatic rebalancing.

Cashflow Policy

The Trustees have put in place a suitable procedure for managing the Scheme's cashflows.

For avoidance of doubt, this Statement will not be revised purely in relation to a change in cashflow policy.

LDI Recapitalisation

The Trustees note that the LDI manager may require additional assets from time to time in order to support the operation of the LDI funds or may release assets from time to time.

The Trustees have put in place a policy regarding this recapitalisation/release procedure. Please see Appendix 4.

Appendix 3: Investment Manager Information

The Scheme invests with the following investment managers:

Manager / Fund	Benchmark Allocation	Benchmark	Objective	Dealing Frequency
LGIM Future World Global Equity Index Fund	15%	Solactive LGIM ESG Global Markets Index	Aims to achieve index returns in line with the benchmark	Daily
LGIM Future World Global Equity Index Fund - GBP Currency Hedged		Solactive LGIM ESG Global Markets Index – GBP Currency Hedged	Aims to achieve index returns in line with the benchmark	Daily
Columbia Threadneedle Multi-Asset Fund	15%	UK Base Rate	UK Base Rate + 3.6% pa over an economic cycle (5 to 7 years) net of fees	Daily
Nordea Diversified Return Fund		SONIA	SONIA + 3.5% p.a. net of fees	Daily
Apollo Total Return Fund	10%	SONIA	SONIA + 5.0% p.a. net of fees	Quarterly
M&G Total Return Credit Fund	10%	SONIA	SONIA + 2.5% p.a. over an economic cycle net of fees	Daily
Insight Enhanced LDI funds	50%	Customised	To allow pension schemes to effectively hedge liabilities with matched durations.	Daily

For avoidance of doubt, this SIP will not be updated solely in response to a replacement of one of the underlying investment managers.

Appendix 4: Collateral Management Policy

At the time of writing, the Trustees are targeting a level of collateral over and above that within the Scheme's LDI funds that is sufficient to withstand (at least) one collateral call from each of the Scheme's LDI funds.

The Trustees will review their collateral management policy no less frequently than annually, or as soon as possible in the event of significant market movements.

Trigger	Action	Responsibility
Pooled LDI fund issues capital call	Assets sold from below collateral waterfall to meet capital call	Insight / Mobius
When collateral held within collateral waterfall is insufficient to meet one collateral call from each of the Scheme's funds	Assets from out with below collateral waterfall (passive global equity and semi-liquid credit) sold to restore buffer.	Trustees responsible for monitoring and implementation
When total available collateral falls below amount required to meet one collateral call from each of the Scheme's funds	Consider asking Sponsor to provide a temporary liquidity loan or reducing the liability hedge.	Trustees responsible for monitoring and implementation

The latest collateral waterfall is set out in the table below. As the Scheme is invested via Mobius, the Scheme is able to use funds held out with the LDI manager as sources of collateral. Mobius manage the recapitalisation process on the Trustees' behalf, reflecting the lower governance burden on the Trustees.

Manager	Asset Class	Dealing frequency	Notice period	Settlement period
Non-LDI manager	Multi Asset Credit	Daily	T - 1	T + 2
Non-LDI manager	Diversified Growth	Daily	T – 1	T + 3
Non-LDI manager	Diversified Growth	Daily	T - 1	T + 4

Appendix 5: Responsibilities of Parties

Trustees

The Trustees' responsibilities include the following:

Reviewing at least triennially, and more frequently if necessary, the content of this Statement in consultation with the Investment Adviser and modifying it if deemed appropriate

Reviewing the investment strategy following the results of each actuarial review, in consultation with the Investment Adviser and Scheme Actuary

Appointing the investment managers, platform provider and custodian (if required)

Assessing the quality of the performance and processes of the investment manager(s) by means of regular reviews of investment returns and other relevant information, in consultation with the Investment Adviser

Consulting with the sponsoring employer regarding any proposed amendments to this Statement

Monitoring compliance of the investment arrangements with this Statement on a continuing basis

Investment Adviser

The Investment Adviser's responsibilities include the following:

Participating with the Trustees in reviews of this Statement of Investment Principles

Production of performance monitoring reports

Advising the Trustees, at their request, on the following matters:

- Through consultation with the Scheme Actuary, how any changes within the Scheme's benefits, membership, and funding position may affect the manner in which the assets should be invested
- How any significant changes in the investment managers' organisation could affect the interests of the Scheme
- How any changes in the investment environment could present either opportunities or problems for the Scheme

Undertaking project work, as requested, including:

- Reviews of asset allocation policy
- Research into and reviews of investment managers

Advising on the selection of new managers, platform providers and/or custodians

Scheme Actuary

The Scheme Actuary's responsibilities include the following:

Liaising with the Investment Adviser regarding the suitability of the Scheme's investment strategy given the financial characteristics of the Scheme

Assessing the funding position of the Scheme and advising on the appropriate response to any shortfall

Performing the triennial (or more frequent, as required) valuations and advising on the appropriate contribution levels

Administrator

The Administrator's responsibilities include the following:

Ensuring there is sufficient cash available to meet benefit payments as and when they fall due

Paying benefits and making transfer payments

Investing contributions not required to meet benefit payments with the investment managers according to the Trustees' instructions.