

Red Funnel Staff Pension Scheme

Statement of Investment Principles

1. Introduction

This Statement of Investment Principles has been drawn up by the Trustee Directors of Red Funnel (Pension Trustees) Limited ('the Trustees') of the Red Funnel Staff Pension Scheme ('the Scheme') in accordance with Section 35 of the Pensions Act 1995, amended by Section 244 of the Pensions Act 2004 and the Occupational Pension Schemes (Investment) Regulations 2005, the Pension Protection Fund (Pensionable Service) and Occupational Pension Scheme (Investment and Disclosure) (Amendment and Modification) Regulations 2018, and the Occupational Pension Schemes (Investment and Disclosure) (Amendment) Regulations 2019.

2. Investment governance structure

The Trustees

The investment of the Scheme's assets is the responsibility of the Trustees and the Scheme Rules give the Trustees broad powers on investment. There are no restrictions (however expressed) on any power to make investments by reference to the consent of the Employer.

The Trustees' policy is to seek professional advice on investment strategy. They decide on the investment strategy after considering investment advice from the Investment Consultant. The Trustees recognise that their level of investment expertise must be kept under review in order to be able to critically evaluate this advice.

The Trustees meet regularly and ensure that adequate time is set aside to discuss investment issues. In determining their investment strategy, the Trustees address the following:

- the need to consider a full range of asset classes
- the risks and rewards of a range of alternative asset allocation strategies
- the suitability of each asset class
- the need for appropriate diversification
- the Scheme's Investment and Funding Objectives

The Trustees are responsible for ensuring that the management of the Scheme's assets is consistent with the Statement of Investment Principles and the Scheme Rules or by legislation.

The Investment Consultant

The Investment Consultant advises on an investment strategy appropriate to the investment objectives. This advice is provided after each formal actuarial valuation and on a regular basis between formal valuations. The Investment Consultant also monitors and reports on the performance of the pooled funds selected.

Broadstone Corporate Benefits Limited has been appointed as Investment Consultant to the Trustees on the basis that the Trustees believe them to be suitably qualified and have the appropriate knowledge and experience of the management of the investments of such schemes.

Broadstone Corporate Benefits Limited is authorised and regulated by the Financial Conduct Authority.

The Employer

The Trustees will consult with the Employer as part of the process for deciding on their investment strategy.

Delegation

The Trustees have a policy of delegating all day-to-day powers of investment to the Investment Managers who are authorised and regulated under the Financial Services and Markets Act 2000.

The safe custody of the Scheme's assets is delegated to professional custodians via the use of pooled vehicles.

3. Investment Principles

Investment Governance Group Principles

In October 2008, the Government published the results of its consultation on revisions to the Myners' principles in response to recommendations made by the National Association of Pension Funds (NAPF) in 2007. This takes the form of six high level 'Best Practice' principles set out below, supported by best practice guidance and trustee tools that can be used to assess compliance.

1. Effective decision-making
2. Clear objectives
3. Risk and Liabilities
4. Performance assessment
5. Responsible ownership
6. Transparency and Reporting

The Trustees periodically review their compliance with the best practice Principles. The Trustees believe that they comply with the spirit of the Principles. There may be some instances of deviation from the published 'Best Practice Guidance' on the Principles where the Trustees believe this to be justified.

Environmental, Social and Governance (ESG) considerations

The Trustees believe that the consideration of financially material Environmental (including climate change), Social and Governance (ESG) factors in investment decision making can lead to better risk adjusted investment returns. The Trustees expect its investment managers, when exercising discretion in investment decision making, to take financially material ESG factors into account. On an ongoing basis the Trustees assess the ESG integration capability of its investment managers.

The Trustees believe that in order to protect and enhance the value of the investments, over the time horizon over which the benefits are paid, it must act as a responsible asset owner. The Trustees expect its investment managers to exercise its ownership rights, including voting and engagement rights, in order to safeguard sustainable returns over this time frame. On an ongoing basis the Trustees assess the stewardship and engagement activity of its investment managers.

Where ESG factors are non-financial (i.e. they do not pose a risk to the prospect of the financial success of the investment) the Trustees believe these should not drive investment decisions. The Trustees expect its investment managers, when exercising discretion in investment decision making, to consider non-financial factors only when all other financial factors have been considered and in such a circumstance the consideration of non-financial factors should not lead to a reduction in the efficiency

of the investment. Members' views are not sought on non-financial matters (including ESG and ethical views) in relation to the selection, retention and realisation of investments.

Responsibility for monitoring the makeup and development of the capital structure of investee companies is delegated to the Investment Managers. The Trustees expect the extent to which the Investment Managers monitor capital structure to be appropriate to the nature of the mandate.

Employer Related Investments

The Trustees' policy is not to hold any employer-related investments as defined in the Pensions Act 1995, the Pensions Act 2004 and the Occupational Pension Scheme (Investment) Regulations 2005.

4. Investment objectives

Funding Objective

The primary funding objective of the Scheme is to ensure, as far as possible, that there are sufficient assets to provide benefits to the Scheme members as and when these fall due.

Investment Objectives

The Trustees' high level objectives with regard to investing the Scheme assets are to:

- achieve a return which is sufficient, over the longer term, to meet the Funding Objective
- adopt an approach that recognises the need to balance risk with the achievement of a satisfactory investment return

Performance Objective

The Investment Managers have each been set Performance Objectives to achieve returns in line with, or in excess of, a benchmark.

5. Risk capacity and risk appetite

The Trustees have an objective of achieving full funding on their technical provisions (TPs) basis. The existing recovery plan has a recovery period until 31 October 2028.

As part of their triennial actuarial valuation, the Trustees have undertaken a review of their employer covenant and believe that the covenant is able to support the:

- TP deficit according to the latest actuarial funding report,
- risks within the Scheme's investments, as discussed with their investment consultants, including relevant Value at Risk (VaR) statistics.

6. Risk management approach

The Trustees recognise that a number of risks are involved in the investment of the assets of the Scheme. They have identified the following principle risks which have the potential to cause deterioration in the Scheme's funding level:

- **Solvency risk:** The risk that the fund has insufficient assets to meet all its liabilities as they fall due
- **Mismatching risk:** The risk of a significant difference in the sensitivity of asset and liability values to changes in financial and demographic factors
- **Manager risk:** The failure by the Investment Managers to achieve the rates of investment return assumed
- **Liquidity risk:** The risk of a shortfall of liquid assets relative to the Scheme's immediate liabilities
- **Custodian risk:** The risk of failed or inadequate performance by the custodian
- **Concentration Risk:** The risk that the performance of any single investment that constituted a large proportion of the assets would disproportionately influence the overall level of assets
- **Political risk:** The financial risk that a country's government will suddenly change its policies
- **Sponsor risk:** The possibility of failure of the Scheme's sponsoring employers
- **Counterparty risk:** The risk that other parties in any trade or position will default, i.e. will renege on their contractual obligations, resulting in a financial loss to the Scheme

Due to the complex and interrelated nature of these risks, the Trustees consider the majority of these risks in a qualitative rather than quantitative manner as part of each formal investment strategy review. Some of these risks may also be modelled explicitly during the course of such reviews.

The policy of the Trustees is to monitor, where possible, these risks on a regular basis. The Trustees therefore consider:

- The actual funding level versus the Statutory Funding Objective
- Actual performance versus the Scheme's investment and funding objectives
- Investment Managers' performance versus their respective benchmarks and targets
- Any significant issues with the Investment Managers that may impact their ability to meet investment performance objectives set by the Trustees

7. Investment strategy

An investment strategy review was conducted in 2018. The Schemes investment strategy is currently being moved to the agreed long term strategic asset allocation in a phased approach. The current strategic allocation is shown below:

	Interim Allocation	Long Term strategic asset allocation
Growth Assets	61%	61.0%
UK Equities	5%	5%
Overseas Equities	10%	10%
Emerging Market Equities	7%	7%
Diversified Growth Funds	9%	9%
Property	15%	15%
Multi Asset Credit	15%	15%
Matching Assets	39%	39%
Corporate bond	24%	15%
Fixed Interest Gilts – all stocks	-	-
Index-Linked Gilts 5+	5%	5%
Equity-linked LDI	10%	19%

The Trustees agreed the range of funds used in the strategy taking into account the maturity of the liabilities. The Trustees are satisfied that the funds selected are consistent with their investment objectives and that the range agreed is sufficiently robust to allow easy adjustment between the funds as the risk appetite changes and the Scheme matures.

The Trustees may, from time to time, decide to change the funds used within the overall investment strategy and the investment allocation between the funds as alternatives emerge, funds change and the Scheme develops.

Expected Return

The Trustees expect the return on assets to be consistent with the investment objective and investment strategy outlined above.

The Trustees expect to generate a return over the long-term of c2.0-2.5% per annum (net of expenses) above a portfolio of long dated UK Government bonds (which are considered to change in value in a similar way to the Scheme's liability values). This return is a 'best estimate' of future returns that has been arrived at given the Scheme's longer term asset allocation and in the light of advice from the Investment Consultant.

The Trustees recognise that, over the short-term, performance may deviate significantly from this long-term expectation. This 'best estimate' will also generally be higher than the estimate used for the actuarial valuation of the Scheme's liabilities. For this purpose, a more prudent estimate of returns will generally be agreed and used by the Trustees on the basis of advice from the Scheme Actuary.

8. Liquidity, cash flow and rebalancing

New money will be invested (or disinvestments required for cash flow made) on a mechanical basis to bring the asset allocation back to the benchmark strategy as far as possible.

The Trustees are mindful of the need to periodically consider rebalancing the assets of the Scheme towards and in line with the Scheme's strategic benchmark asset allocation.

The Trustees will monitor the Scheme's actual asset allocation on a regular basis and will decide on a course of action which may involve redirecting cash flows, a switch of assets or taking no action, taking into account advice from the Investment Consultant.

9. Investment Management Structure

Platform Provider

The Trustees have appointed Mobius Life Limited ("the Platform Provider") to manage Scheme assets. The Platform Provider is regulated under the Financial Conduct Authority and Prudential Regulation Authority and has been selected in order to effect cost and operational efficiencies in the management of the assets. The Trustees utilise Mobius Life to access the Legal & General Investment Management ('LGIM'), Vontobel Asset Management, BNY Mellon Investment Management, Baillie Gifford Investment Management, BMO Investment Management, Aberdeen Standard Investments and Mobius Life fund investments. The Investment Managers are regulated under the Financial Conduct Authority. The Trustees entered into a contract with Mobius Life Limited in March 2014.

Investment Managers

The Trustees have decided to invest in pooled funds, other collective investment vehicles, and cash. The Scheme does not invest directly in stocks, shares, bonds, derivatives etc.

The Trustees have decided to invest in pooled funds because:

- the Scheme is not large enough to justify direct investment in equities or bonds on a cost-effective basis
- pooled funds allow the Scheme 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 Investment Managers appoint individual custodians to hold the securities owned by the Scheme.

The Trustees may, from time to time, decide to change the funds used within the overall investment strategy and the investment allocation between the funds as alternatives emerge, funds change and the Scheme develops.

The table below details the Scheme's Investment Managers and the date they were appointed.

Investment Managers	Inception date
Aberdeen Standard Life	30 March 2012*
Mobius Life	30 March 2012
Baillie Gifford Investment Management	30 March 2012*
BNY Mellon Investment Management	December 2019
Vontobel Asset Management	July 2020
Legal and General Investment Management	July 2020
BMO Investment Management	July 2020

*both managers were invested in via Mobius Life Platform

10. Investment Monitoring

The Trustees employ Broadstone to assist in monitoring the performance of the Scheme's investment strategy and Investment Managers.

The Platform Provider provides the Trustees with monthly reports setting out a valuation of the funds and quarterly performance reports.

Where necessary, the Trustees may request the Investment Managers to attend Trustees' meetings in order to report on their activity and performance, to outline their views on future investment conditions and to answer any questions the Trustees may have.

The Investment Managers will supply the Investment Consultant with sufficient information when requested in order to monitor financial and non-financial performance.

The Investment Consultant will provide periodic advice to the Trustees, commenting on the managers, performance, asset allocation and an estimate of the impact of changing financial conditions on the funding level of the Scheme.

Review of Investment Manager

The Trustee expects investment managers to be appointed for the long term but the Trustee will consider on a regular basis whether or not the Investment Manager remains appropriate to continue to manage the Scheme's investments based on an evaluation of performance against the objectives set out in this document.

Information from Investment Manager

The Investment Managers will supply the Trustee with sufficient information each quarter to enable them to monitor financial and non-financial performance.

11. Portfolio Turnover Costs

The Trustees expect the Investment Managers to change underlying holdings only to an extent required to meet their investment objectives. The reasonableness of such turnover will vary by fund and change according to market conditions.

The Trustees therefore do not set a specific portfolio turnover target for their strategy or the underlying funds.

The Investment Managers when requested by the Investment Consultant shall provide information on portfolio turnover and associated costs so that this can be monitored, as appropriate.

12. Conflicts of Interest

The Trustees maintain a separate conflicts of interest policy and register.

Subject to reasonable levels of materiality, these documents record any actual or potential conflicts of interest in relation to investee companies or the Investment Managers, while also setting out a process for their management.

13. Incentivisation of Investment Managers

The Investment Managers are primarily remunerated based on an agreed fixed annual percentage of the asset value for each underlying fund.

The Trustees do not directly incentivise the Investment Managers to align the approach they adopt for a particular fund with the Trustees' policies and objectives. Instead, the Investment Managers and the funds are selected so that, in aggregate, the returns produced are expected to meet the Trustees' objectives.

Neither do the Trustees directly incentivise the Investment Managers to make decisions about the medium to long-term performance of an issuer of debt or equity, or to engage with those issues to improve their performance. The Trustees expect such assessment of performance and engagement to be undertaken as appropriate and necessary to meet the investment objectives of the funds used by the Scheme.

14. Fee structures

The Investment Managers are paid a management fee on the basis of assets under management. The Platform Provider is paid a fee on the basis of assets held on the platform. The Investment Consultant is paid on a project basis which may be a fixed fee or based on time cost, as negotiated by the Trustees in the interests of obtaining best value for the Scheme.

The appropriateness of the Investment Managers' remuneration will be assessed relative to market costs for similar strategies, the skill and resources required to manage the strategy, and the success or otherwise a manager has had in meeting its objectives, both financial and non-financial.

15. Review of this statement

The Trustees will review this Statement at least once every three years and without delay after any significant change in investment policy. Any change will only be made after having obtained and considered the written advice of someone who the Trustees reasonably believe to be qualified by their ability in, and experience of, financial matters and to have the appropriate knowledge and experience of the management of pension scheme investments.

Katherine Ball

For and on behalf of the Trustees of the Red Funnel Staff Pension Scheme

23 September 2020