



Pension scheme objectives

- Review the Scheme structure to ensure it is fit for purpose, including design features (contribution rates) and with a desire to harmonise its structure going forward (the Trustee is conscious that there is a disparity in death benefits offered);
- Ensure the investment options offered to members (default and wider choice) are suitable for the members;
- Ensure members understand how the Scheme works and the options open to them (and how these can be used to the benefit of their retirement saving);
- Ensure member education and engagement is actively promoted within the scheme, to improve member outcomes;
- Ensure members are receiving value for money, and the investment provider and pension scheme administrators are providing a good service and support to members;
- Ensure the Scheme is complying with all relevant legislation (governance requirements, DC Code and auto-enrolment);
- Establish a robust governance structure to ensure the above are monitored and evaluated on an ongoing basis as legislation changes. To include engaging with appropriate professional advisors where relevant (and regularly reviewing the performance of these advisors); and
- Ensure Trustee knowledge and training is up to date and scheme relevant.