

SHAW GROUP UK 1997 PENSION SCHEME ANNUAL REPORT FOR THE YEAR ENDED 31 DECEMBER 2020

TRUSTEE'S REPORT

Shaw Group UK 1997 Pension Scheme (the "Scheme") Implementation Statement for the year ended 31 December 2020

Purpose

This Implementation Statement provides information on how, and the extent to which, the Trustee of the Shaw Group UK 1997 Pension Scheme ("the Scheme") has followed their policy in relation to the exercising of rights (including voting rights) attached to the Scheme's investments, and engagement activities during the year ended 31 December 2020 ("the reporting year"). In addition, the statement provides a summary of the voting behaviour and most significant votes cast during the reporting year.

Background

There was a change in trustee over the reporting year, with it moving from CB&I Pension Trustees Limited (the "previous Trustee") to Ross Trustees Services Limited (the "Trustee"). The previous Trustee received training on Environmental, Social and Governance ("ESG") issues from their Investment Adviser, XPS Investment ("XPS") on 12 February 2019 and 14 May 2019 and discussed their beliefs around those issues. This enabled the previous Trustee to consider how to update their policy in relation to ESG and voting issues which, up until that point, had simply been a broad reflection of the investment managers' own equivalent policies. Their policy was documented in the Statement of Investment Principles. Following the change in trustee, the Trustee maintained the policy in place, incorporating it into the latest Statement of Investment Principles dated September 2020.

The Trustee's updated policy

The Trustee has considered its approach to environmental, social and corporate governance ("ESG") factors and believes there can be financially material risks relating to them. The Trustee has delegated the ongoing monitoring and management of ESG risks and those related to climate change to the Scheme's investment managers. The Trustee requires the Scheme's investment managers to take ESG and climate change risks into consideration within their decision-making, recognising that how they do this will be dependent on factors including the characteristics of the asset classes in which they invest.

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As the Scheme invests in pooled funds, the Trustee acknowledges that it cannot directly influence the policies and practices of the companies in which the pooled funds invest. It has therefore delegated responsibility for the exercise of rights (including voting rights) attached to the Scheme's investments to the Investment Managers.

The Trustee encourages them to engage with investee companies and vote whenever it is practical to do so on financially material matters such as strategy, capital structure, conflicts of interest policies, risks, social and environmental impact and corporate governance as part of their decision-making processes. The Trustee requires the Investment Managers to report on significant votes made on behalf of the Trustee.

If the Trustee becomes aware of an Investment Manager engaging with the underlying issuers of debt or equity in ways that they deem inadequate or that the results of such engagement are mis-aligned with the Trustee's expectations and the investment mandate guidelines provided, then the Trustee may consider terminating the relationship with that Investment Manager.

Manager selection exercises

One of the main ways in which this updated policy is expressed is via manager selection exercises: the Trustee seeks advice from XPS on the extent to which their views on ESG and climate change risks may be taken into account in any future investment manager selection exercises. During the reporting year, there have been no such manager selection exercises.

When considering the selection, retention or realisation of investments, the Trustee has a fiduciary responsibility to act in the best interests of the beneficiaries of the Scheme, although it has neither sought, nor taken into account, the beneficiaries' views on matters including (but not limited to) ethical issues and social and environmental impact. The Trustee will review this policy if any beneficiary views are raised in future.

Ongoing governance

The Trustee, with the assistance of XPS, monitors the processes and operational behaviour of the investment managers from time to time, to ensure they remain appropriate and in line with the Trustee's requirements as set out in this statement. In addition, XPS help the Trustee to monitor the investment managers' processes on a regular basis as part of their quarterly governance reporting. Over the reporting period, the Trustee received an annual report from XPS into the Scheme's holdings ("ESG ratings report" dated December 2020), setting out an ESG rating of each of the funds in which the Scheme is invested. This followed a deep-dive research project by XPS's specialist ESG team.

The report concluded that, in XPS's opinion, all of the Scheme's holdings scored at least satisfactory – i.e. the investment managers integrated ESG in their processes to an acceptable degree. The report did note, however, that many of the funds held do have scope for improvement. The Trustee has instructed XPS to liaise with the investment managers to try and improve their ESG processes, and to provide detailed updates on an annual basis.

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Adherence to the Statement of Investment Principles

During the reporting year the Trustee is satisfied that they followed their policy on the exercise of rights (including voting rights) and engagement activities to an acceptable degree.

Voting activity

The main asset class where the investment managers will have voting rights is equities. The Scheme has specific allocations to public equities, and investments in equities will also form part of the strategy for the diversified growth funds in which the Scheme invests. Therefore, a summary of the voting behaviour and most significant votes cast by each of the relevant investment manager organisations is shown below. Based on this summary, the Trustee concludes that the investment managers have exercised their delegated voting rights on behalf of the Trustee in a way that aligns with the Trustee's relevant policies in this regard.

Please note that all information provided on voting activity has been written by the investment managers, and this is reflected in the use of "we" throughout. Any views expressed are not necessarily those of the Trustee.

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Pyrford International

Voting Information
Pyrford Global Total Return (Sterling) Fund
The Fund currently occupies Tier 1 of the stewardship code
The manager voted on 90% of resolutions of which they were eligible out of 868 eligible votes.
Investment Manager Client Consultation Policy on Voting
For investors within our pooled Fund, the Pyrford Global Total Return Fund, all votes are carried out in line with our bespoke proxy voting policy. Segregated clients can apply their own voting criteria to their mandate. Pyrford do not consult with clients prior to voting however we are always happy to hear our client's views on upcoming votes. We have attached a copy of our bespoke proxy voting policy which details our guidelines - this can also be found on our website.
Investment Manager Process to determine how to Vote
Pyrford's policy is to consider every resolution individually and to cast a proxy on each issue with. The sole criterion for reaching these voting decisions is being in the best interests of the client. This is part of Pyrford's broader fiduciary responsibility to its clients.
How does this manager determine what constitutes a 'Significant' Vote?
At Pyrford we believe that all proxy votes are important and aim to vote all ballots received on behalf of our clients. All proxy votes are reviewed by our ESG Forum on a quarterly basis. Those deemed to be "significant" are where we believe the outcome could have a meaningful impact on shareholder returns over our five-year investment horizon. These could include management and board appointments and compensation, decisions affecting capital structure as well as company responses to social, environmental, or competitive pressures. A sample of those applying to the fund are in the enclosed report, full public disclosure on all votes executed and our policy can be found on our company website. In the enclosed report, we have provided a sample list at Fund level and not all significant votes carried out over the reporting period. In this submission we have only included votes against management, however, for future submissions we may include a wider sample including votes with management on significant issues. At this stage we are unable to report on outcome of vote, however we hope to in subsequent submissions.

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Does the manager utilise a Proxy Voting System? If so, please detail			
Pyrford have appointed ISS Proxy Voting Services to monitor meetings data and to produce a voting schedule based upon individual client proxy voting guidelines, or Pyrford's guidelines where a client does not provide their own. While we consider ISS to be providing us a 'proxy adviser' service, Pyrford's portfolio managers have the final authority to decide on how votes are cast in line with the relevant guidelines.			
Top 5 Significant Votes during the Period			
Company	Voting Subject	How did the Investment Manager Vote?	Result
SGS SA	Elect Director -Re-elect Paul Desmarais as Director	Against Management	At this stage we are unable to report on outcome of votes however, we hope to in later submissions.
A Vote AGAINST is warranted for any nominee who attended less than 75% of the board and committee meetings that they were scheduled to attend during the previous fiscal year.			
Essity B	Re-elect Par Boman as Director	Against Management	At this stage we are unable to report on outcome of votes however, we hope to in later submissions.
A vote AGAINST candidate Par Boman (Item12b) is warranted as he sits on excessive number of outside boards.			
Atlas CopCo	Reelect Staffan Bohman, Tina Donikowski, Johan Forssell, Sabine Neuss, Mats Rahmstrom, Hans Straberg and Peter Wallenberg Jr as Directors; Elect Anna Ohlsson-Leijon and Gordon Riske as New Directors	Against Management	At this stage we are unable to report on outcome of votes however, we hope to in later submissions.
A vote AGAINST this proposal is warranted due insufficient independence among the board members and the audit committee, as well as the presence of director serving on an excessive number of outside public companies.			

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Sanofi	Approve Compensation of Olivier Brandicourt, CEO Until Aug. 31, 2019	Against Management	At this stage we are unable to report on outcome of votes however, we hope to in later submissions.
A vote AGAINST this remuneration report is warranted for a number of reasons including the deemed ten-year service under the defined-benefit pension scheme granted to new CEO upon his arrival at the company was a practice lying well below market standards in France with insufficient information provided for shareholders to enable assessment of the reasonableness of the award.			
Assa Abloy AB	Approve Performance Share Matching Plan LTI 2020	Against Management	At this stage we are unable to report on outcome of votes however, we hope to in later submissions.
A vote AGAINST this item is warranted as the proposed annual performance period falls below the guidelines and the performance targets of the plan have not been disclosed.			

Legal & General Investments Management

Legal & General Investment Management General Voting Information
Investment Manager Client Consultation Policy on Voting
LGIM's voting and engagement activities are driven by ESG professionals and their assessment of the requirements in these areas seeks to achieve the best outcome for all our clients. Our voting policies are reviewed annually and take into account feedback from our clients. Every year, LGIM holds a stakeholder roundtable event where clients and other stakeholders (civil society, academia, the private sector and fellow investors) are invited to express their views directly to the members of the Investment Stewardship team. The views expressed by attendees during this event form a key consideration as we continue to develop our voting and engagement policies and define strategic priorities in the years ahead. We also take into account client feedback received at regular meetings and/or ad-hoc comments or enquiries.
Investment Manager Process to determine how to Vote
All decisions are made by LGIM's Investment Stewardship team and in accordance with our relevant Corporate Governance & Responsible Investment and Conflicts of Interest policy documents which are reviewed annually. Each member of the team is allocated a specific sector globally so that the voting is undertaken by the same individuals who engage with the relevant company. This ensures our stewardship approach flows smoothly throughout the engagement and voting process and that engagement is fully integrated into the vote decision process, therefore sending consistent messaging to companies.

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How does this manager determine what constitutes a 'Significant' Vote?

As regulation on vote reporting has recently evolved with the introduction of the concept of 'significant vote' by the EU Shareholder Rights Directive II, LGIM wants to ensure we continue to help our clients in fulfilling their reporting obligations. We also believe public transparency of our vote activity is critical for our clients and interested parties to hold us to account. For many years, LGIM has regularly produced case studies and/ or summaries of LGIM's vote positions to clients for what we deemed were 'material votes'. We are evolving our approach in line with the new regulation and are committed to provide our clients access to 'significant vote' information.

In determining significant votes, LGIM's Investment Stewardship team takes into account the criteria provided by the Pensions & Lifetime Savings Association consultation (PLSA). This includes but is not limited to:

- High profile vote which has such a degree of controversy that there is high client and/ or public scrutiny;
- Significant client interest for a vote: directly communicated by clients to the Investment Stewardship team at LGIM's annual Stakeholder roundtable event, or where we note a significant increase in requests from clients on a particular vote;
- Sanction vote as a result of a direct or collaborative engagement;
- Vote linked to an LGIM engagement campaign, in line with LGIM Investment Stewardship's 5-year ESG priority engagement themes.

We will provide information on significant votes in the format of detailed case studies in our quarterly ESG impact report and annual active ownership publications.

If you have any additional questions on specific votes, please note that we publicly disclose our votes for the major markets on our website. The reports are published in a timely manner, at the end of each month and can be used by clients for their external reporting requirements. The voting disclosures can be found on the following page:

<https://vds.issgovernance.com/vds/#/MjU2NQ==/>

Does the manager utilise a Proxy Voting System? If so, please detail

LGIM's Investment Stewardship team uses ISS's 'ProxyExchange' electronic voting platform to electronically vote clients' shares. All voting decisions are made by LGIM and we do not outsource any part of the strategic decisions. Our use of ISS recommendations is purely to augment our own research and proprietary ESG assessment tools. The Investment Stewardship team also uses the research reports of Institutional Voting Information Services (IVIS) to supplement the research reports that we receive from ISS for UK companies when making specific voting decisions.

To ensure our proxy provider votes in accordance with our position on ESG, we have put in place a custom voting policy with specific voting instructions. These instructions apply to all markets globally and seek to uphold what we consider are minimum best practice standards which we believe all companies globally should observe, irrespective of local regulation or practice.

We retain the ability in all markets to override any vote decisions, which are based on our custom voting policy. This may happen where engagement with a specific company has provided additional information (for example from direct engagement, or explanation in the annual report) that allows us to apply a qualitative overlay to our voting judgement. We have strict monitoring controls to ensure our votes are fully and effectively executed in accordance with our voting policies by our service provider. This includes a regular manual check of the votes input into the platform, and an electronic alert service to inform us of rejected votes which require further action.

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Voting Information			
Legal and General Investment Management Japan Equity Index Fund			
The manager voted on 100% of resolutions of which they were eligible out of 6538 eligible votes.			
Top 5 Significant Votes during the Period			
Company	Voting Subject	How did the Investment Manager Vote?	Result
Olympus Corporation	'Resolution 3.1: Elect Director Takeuchi, Yasuo' at the company's annual shareholder meeting held on 30 July 2020.	We voted against the resolution.	94.90% of shareholders supported the election of the director
LGIM will continue to engage with and require increased diversity on all Japanese company boards.			
Fast Retailing Co. Limited.	Resolution 2.1: Elect Director Yanai Tadashi.	LGIM voted against the resolution.	Shareholders supported the election of the director.
LGIM will continue to engage with and require increased diversity on all Japanese company boards, including Fast Retailing.			

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Voting Information			
Legal and General Investment Management North America Equity Index Fund			
The manager voted on 100% of resolutions of which they were eligible out of 9634 eligible votes.			
Top 5 Significant Votes during the Period			
Company	Voting Subject	How did the Investment Manager Vote?	Result
Medtronic plc	Resolution 3 - Advisory Vote to Ratify Named Executive Officers' Compensation.	LGIM voted against the resolution.	The voting outcome was as follows: For: 91.73%; against: 8.23%.
LGIM will continue to monitor this company.			
Amazon	Shareholder resolutions 5 to 16	Of 12 shareholder proposals, we voted to support 10. We looked into the individual merits of each individual proposal, and there are two main areas which drove our decision-making: disclosure to encourage a better understanding of process and performance of material issues (resolutions 5, 6, 7, 8, 10, 13, 15 and 16) and governance structures that benefit long-term shareholders (resolutions 9 and 14).	Resolution 5 to 8, and 14 to 16 each received approx. 30% support from shareholders. Resolutions 9 and 10 received respectively 16.7 and 15.3% support. Resolution 11 received 6.1% support. Resolution 12 received 1.5 % support. Resolution 13 received 12.2% support. (Source: ISS data)
Despite shareholders not giving majority support to the raft of shareholder proposals, the sheer number and focus on these continues to dominate the landscape for the company. Our engagement with the company continues as we push it to disclose more and to ensure it is adequately managing its broader stakeholders, and most importantly, its human capital.			

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Cardinal Health	Resolution 3, Advisory Vote to Ratify Named Executive Officers' Compensation.	LGIM voted against the resolution.	The resolution encountered a significant amount of oppose votes from shareholders, with 38.6% voting against the resolution and 61.4% supporting the proposal.
LGIM continues to engage with US companies on their pay structures and has published specific pay principles for US companies.			
ExxonMobil	Resolution 1.10 - Elect Director Darren W. Woods	Against	93.2% of shareholders supported the re-election of the combined chair and CEO Darren Woods. Approximately 30% of shareholders supported the proposals for independence and lobbying. (Source: ISS data)
We believe this sends an important signal, and will continue to engage, both individually and in collaboration with other investors, to push for change at the company. Our voting intentions were the subject of over 40 articles in major news outlets across the world, including Reuters, Bloomberg, Les Échos and Nikkei, with a number of asset owners in Europe and North America also declaring their intentions to vote against the company.			
The Procter & Gamble Company (P&G)	Resolution 5 Report on effort to eliminate deforestation.	LGIM voted in favour of the resolution.	The resolution received the support of 67.68% of shareholders (including LGIM).
LGIM will continue to engage with P&G on the issue and will monitor its CDP disclosure for improvement.			

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Voting Information			
Legal and General Investment Management Europe (ex UK) Equity Index			
The manager voted on 99.88% of resolutions of which they were eligible out of 10402 eligible votes.			
Top 5 Significant Votes during the Period			
Company	Voting Subject	How did the Investment Manager Vote?	Result
Lagardere	Shareholder resolutions A to P. Activist Amber Capital, which owned 16% of the share capital at the time of engagement, proposed 8 new directors to the Supervisory Board (SB) of Lagardere, as well as to remove all the incumbent directors (apart from two 2019 appointments).	LGIM voted in favour of five of the Amber-proposed candidates (resolutions H,J,K,L,M) and voted off five of the incumbent Lagardere SB directors (resolutions B,C,E,F,G).	Even though shareholders did not give majority support to Amber's candidates, its proposed resolutions received approx. between 30-40% support, a clear indication that many shareholders have concerns with the board. (Source: ISS data)
LGIM will continue to engage with the company to understand its future strategy and how it will add value to shareholders over the long term, as well as to keep the structure of SB under review.			

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Voting Information			
Legal and General Investment Management Asia Pacific (ex-Japan) Developed Equity Index			
The manager voted on 100% of resolutions of which they were eligible out of 3634 eligible votes.			
Top 5 Significant Votes during the Period			
Company	Voting Subject	How did the Investment Manager Vote?	Result
Qantas Airways Limited	Resolution 3 Approve participation of Alan Joyce in the Long-Term Incentive Plan Resolution 4 Approve Remuneration Report.	LGIM voted against resolution 3 and supported resolution 4.	About 90% of shareholders supported resolution 3 and 91% supported resolution 4. The meeting results highlight LGIM's stronger stance on the topic of executive remuneration, in our view.
We will continue our engagement with the company.			
Whitehaven Coal	Resolution 6 Approve capital protection. Shareholders are asking the company for a report on the potential wind-down of the company's coal operations, with the potential to return increasing amounts of capital to shareholders.	LGIM voted for the resolution.	The resolution did not pass, as a relatively small amount of shareholders (4%) voted in favour. However, the environmental profile of the company continues to remain in the spotlight: in late 2020 the company pleaded guilty to 19 charges for breaching mining laws that resulted in significant environmental harm. As the company is on LGIM's Future World Protection List of exclusions, many of our ESG-focused funds and select exchange-traded funds were not invested in the company.
LGIM will continue to monitor this company.			

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Voting Information			
Legal and General Investment Management UK Equity Index Fund			
The manager voted on 100% of resolutions of which they were eligible out of 12468 eligible votes.			
Top 5 Significant Votes during the Period			
Company	Voting Subject	How did the Investment Manager Vote?	Result
International Consolidated Airlines Group	Resolution 8: Approve Remuneration Report' was proposed at the company's annual shareholder meeting held on 7 September 2020.	We voted against the resolution.	28.4% of shareholders opposed the remuneration report.
LGIM will continue to engage closely with the renewed board.			
Pearson	'Resolution 1: Amend remuneration policy' was proposed at the company's special shareholder meeting, held on 18 September 2020.	We voted against the amendment to the remuneration policy.	At the EGM, 33% of shareholders voted against the co-investment plan and therefore, by default, the appointment of the new CEO.
Such significant dissent clearly demonstrates the scale of investor concern with the company's approach. It is important that the company has a new CEO, a crucial step in the journey to recover value; but key governance questions remain which will now need to be addressed through continuous engagement.			
SIG plc.	'Resolution 5: Approve one-off payment to Steve Francis' proposed at the company's special shareholder meeting held on 9 July 2020.	We voted against the resolution.	The resolution passed. However, 44% of shareholders did not support it. We believe that with this level of dissent the company should not go ahead with the payment.
We intend to engage with the company over the coming year to find out why this payment was deemed appropriate and whether they made the payment despite the significant opposition.			

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Barclays	Resolution 29 - Approve Barclays' Commitment in Tackling Climate Change Resolution 30 - Approve Share Action Requisitioned Resolution	LGIM voted for resolution 29, proposed by Barclays and for resolution 30, proposed by Share Action.	Resolution 29 - supported by 99.9% of shareholders Resolution 30 - supported by 23.9% of shareholders (source: Company website)
The hard work is just beginning. Our focus will now be to help Barclays on the detail of their plans and targets, more detail of which is to be published this year. We plan to continue to work closely with the Barclays board and management team in the development of their plans and will continue to liaise with Share Action, Investor Forum, and other large investors, to ensure a consistency of messaging and to continue to drive positive change.			
Rank Group	Resolution 2 Approve the remuneration report; and resolution 3 Approve remuneration policy.	LGIM supported both resolutions.	90.79% of shareholders supported resolution 2 and 96.4% supported resolution 3. However, it should be noted that a majority shareholder owned 56.15% of the voting rights shortly before the time of the vote. This remains an interesting outcome given the recommendation of a vote against both resolutions by influential proxy voting agency ISS.
Our engagement with the company on the topic of remuneration led to an informed vote decision by LGIM.			

Voting Information

Legal and General Investment Management World Emerging Markets Equity Index Fund

The manager voted on 99.87% of resolutions of which they were eligible out of 34537 eligible votes.

Top 5 Significant Votes during the Period

Company	Voting Subject	How did the Investment Manager Vote?	Result
There were no significant votes made in relation to the securities held by this fund during the reporting period.			

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Voting Information			
Legal and General Investment Management Dynamic Diversified Fund			
The manager voted on 99.86% of resolutions of which they were eligible out of 81093 eligible votes.			
Top 5 Significant Votes during the Period			
Company	Voting Subject	How did the Investment Manager Vote?	Result
Qantas Airways Limited	Resolution 3 Approve participation of Alan Joyce in the Long-Term Incentive Plan Resolution 4 Approve Remuneration Report.	LGIM voted against resolution 3 and supported resolution 4.	About 90% of shareholders supported resolution 3 and 91% supported resolution 4. The meeting results highlight LGIM's stronger stance on the topic of executive remuneration, in our view.
We will continue our engagement with the company.			
Pearson	'Resolution 1: Amend remuneration policy' was proposed at the company's special shareholder meeting, held on 18 September 2020.	We voted against the amendment to the remuneration policy.	At the EGM, 33% of shareholders voted against the co-investment plan and therefore, by default, the appointment of the new CEO.
Such significant dissent clearly demonstrates the scale of investor concern with the company's approach. It is important that the company has a new CEO, a crucial step in the journey to recover value; but key governance questions remain which will now need to be addressed through continuous engagement.			

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Whitehaven Coal	Resolution 6 Approve capital protection. Shareholders are asking the company for a report on the potential wind-down of the company's coal operations, with the potential to return increasing amounts of capital to shareholders.	LGIM voted for the resolution.	The resolution did not pass, as a relatively small amount of shareholders (4%) voted in favour. However, the environmental profile of the company continues to remain in the spotlight: in late 2020 the company pleaded guilty to 19 charges for breaching mining laws that resulted in significant environmental harm. As the company is on LGIM's Future World Protection List of exclusions, many of our ESG-focused funds and select exchange-traded funds were not invested in the company.
LGIM will continue to monitor this company.			
International Consolidated Airlines Group	Resolution 8: Approve Remuneration Report' was proposed at the company's annual shareholder meeting held on 7 September 2020.	We voted against the resolution.	28.4% of shareholders opposed the remuneration report.
LGIM will continue to engage closely with the renewed board.			
Lagardere	Shareholder resolutions A to P. Activist Amber Capital, which owned 16% of the share capital at the time of engagement, proposed 8 new directors to the Supervisory Board (SB) of Lagardere, as well as to remove all the incumbent directors (apart from two 2019 appointments).	LGIM voted in favour of five of the Amber-proposed candidates (resolutions H,J,K,L,M) and voted off five of the incumbent Lagardere SB directors (resolutions B,C,E,F,G).	Even though shareholders did not give majority support to Amber's candidates, its proposed resolutions received approx. between 30-40% support, a clear indication that many shareholders have concerns with the board. (Source: ISS data)
LGIM will continue to engage with the company to understand its future strategy and how it will add value to shareholders over the long term, as well as to keep the structure of SB under review.			

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ADDITIONAL SCHEME INFORMATION

Most of the information required by members in respect of the Scheme is supplied automatically. This includes general information such as the Scheme Booklet and Trustee's Report and information such as statements of options on leaving or retiring. In addition, the documents governing the Scheme, the Trust Deed and Rules, can be inspected at 25 Southampton Buildings, London, WC2A 1AL. These rights apply to all members and most extend to prospective members, their spouses and other beneficiaries, and recognised trade unions.

Any member may request a statement of benefit entitlement once a year. Also, a member who is not yet in receipt of a pension may request a statement of transfer value annually.

It is hoped that all members feel sufficiently well informed, and that specific requests are dealt with fully. Members who are dissatisfied or concerned about any matter relating to the Scheme should first contact Julie Haves or the Trustee to resolve the matter and may also seek advice or help from a number of outside bodies:

Information about the Scheme has been given to the Pension Tracing Service. Pension Tracing Service may be contacted by telephoning 0800 731 0176 or by post at Pension Tracing Service, The Pension Service 9, Mail Handling Site A, Wolverhampton, WV98 1LU.

The Pensions Ombudsman (TPO) is available to assist members and beneficiaries of the Scheme in connection with any difficulties which they may have failed to resolve with the Trustee.

The Pensions Ombudsman may investigate and determine any complaint or dispute of fact or law in relation to the scheme. Enquiries may be made to the Ombudsman by telephoning 0800 917 4487.

The Pensions Ombudsman may be contacted by post at 10 South Colonnade, Canary Wharf, E14 4PU.

The Pensions Regulator (TPR) has power to intervene where trustees of an occupational pension scheme or the professional advisors to the trustees have failed in their duties. TPR's address is Napier House, Trafalgar Place, Brighton, BN1 4DW and its telephone number is 0345 600 1011.

This Trustee's Report was approved on 07-07-2021 and signed on behalf of the Trustee by:

Trustee Director

