

Which Scheme am I in?

Pension Guide – Information for members

BAE SYSTEMS

This guide tells you how you can confirm which of the BAE Systems pension schemes you are a member of.

BAE Systems pension schemes

BAE Systems ('the Company') sponsors a number of open **Defined Contribution (DC)** schemes:

- ❖ BAE Systems Pension Scheme Defined Contribution Retirement Plan
- ❖ BAE Systems Executive Pension Scheme 2012 Edition (Grade 16+)
- ❖ BAE Systems Applied Intelligence Group Personal Pension Plan

The Company sponsors a number of **Defined Benefit (DB)** pension schemes, which are closed to new entrants, but for those active members who are in the following schemes future service pension benefits continue to accrue:

- ❖ BAE Systems Pension Scheme:
 - Levels 125, 167, 187 and 200 Benefits
 - Aircrew (pre 2003 joiners) Benefits
 - Level 100+ Benefits
 - Passport Benefits
 - SIPS (VSEL) Benefits
 - SIPS (Portsmouth) Benefits
 - SIPS (Fleet Support) Benefits
 - Alvis Benefits
 - 2000 Plan Benefits
- ❖ BAE Systems Executive Pension Scheme
 - Main Edition
 - 2006 Edition
- ❖ Royal Ordnance Pension Scheme

There are also a small number of employees who have transferred over from Government employment and are members of a Civil Service Pension arrangement:

- ❖ Principal Civil Service Pension Scheme
- ❖ Alpha Pension Scheme

How to find out which Scheme you are in

1. Your 'people management system' at work (e.g. Success Factors)

If you are employed by the Company you can log onto the HR system to find out which scheme you are in. If you are employed by a participating employer other than the Company, please contact your HR team for further assistance.

2. Your annual benefit statement

Your annual benefit statement is sent to your home address each year. Take a look at your latest benefit statement to confirm which scheme you are in.

3. Visit our pension website: baesystems.com/pensions

Go to the 'Contact us' page and when asked 'Which Scheme are you in?' select the 'Not sure' option. This will send an enquiry automatically to the scheme administrator, Equiniti, who will be able to confirm if you are a member of a scheme they administer. If no record is found and you believe you are a scheme member, it is likely you will be a member of the BAE Systems Pension Scheme – SIPS Benefits which is administered by Capita.

Scheme Administrators' contact details

The table below shows the contact details of all scheme administrators.

Scheme	Contact details
<ul style="list-style-type: none">❖ BAE Systems Pension Scheme (DC Retirement Plan)❖ BAE Systems Pension Scheme (Level 100+)❖ BAE Systems Pension Scheme (2000 Plan Benefits)❖ BAE Systems Pension Scheme (Alvis Benefits)❖ Royal Ordnance Pension Scheme❖ BAE Systems Executive Pension Scheme	Pensions Service Centre, PO Box 1194, Crawley, West Sussex, RH10 0FZ 0800 917 9568 fulwood.pensions@equiniti.com
<ul style="list-style-type: none">❖ BAE Systems Pension Scheme (Levels 125/167/187/200)❖ BAE Systems Pension Scheme (Aircrew Benefits)❖ BAE Systems Pension Scheme (Passport Benefits)	Pensions Service Centre, PO Box 1193, Crawley, West Sussex, RH10 0FY 0800 917 9568 farnborough.pensions@equiniti.com
<ul style="list-style-type: none">❖ BAE Systems Pension Scheme (SIPS Benefits (all three sections))	Capita, PO Box 55, Stead House, Darlington, DL1 9YT 0345 601 0607 member.enquiries@sips-pensions.co.uk
<ul style="list-style-type: none">❖ Civil Service Pension Scheme	civilservicepensionscheme.org.uk

If you are a new employee, more information about joining can be found via the pension website: baesystems.com/pensions