

2021 Annual Review

Royal Ordnance Pension Scheme

Welcome

Welcome to the Trustee's 2021 annual review for the Royal Ordnance Pension Scheme ('the Scheme').

After such a difficult year, it's impossible to introduce our newsletter without mentioning the pandemic. Its impact on the world has been at the forefront of everything in our daily lives, although it does feel like there is light at the end of the tunnel from where we were a year ago. The vaccination programme gives us all hope for a return to a more 'normal' life coming into 2022.

Before touching on the content of this year's newsletter, it is with heartfelt regret that I need to draw your attention to the news that Eifion Pomeroy, one of our Member Nominated Trustees, sadly passed away on 4 June 2021. Eifion was a very dedicated member of the Trustee Board who had the interests of the members firmly at the heart of everything he said and did and he was a passionate protector of those interests. His contribution to the Trustee Board was significant and we will miss him greatly.

You will have recently received the Funding Update setting out the results of the actuarial valuation as at 31 March 2020. Within this newsletter the Scheme Actuary has provided an update on the funding position as at 31 March 2021 which can be found on page 4.

As usual there are a number of pensions news articles, covering topical issues and developments that may be of interest. On page 10 we focus on the growing issue of pension scams, which unfortunately are becoming increasingly sophisticated and we would like to take this opportunity to urge you to remain vigilant. The impact of falling victim to a scam can be devastating.

If you are approaching retirement there are three important areas to be aware of – thieves, tax and transfers - as our article 'Overcoming the risks at retirement' on page 12 explores. If you want to know how to find out the value of your pension you should read the article on page 14 to see how you can access this instantly online, or via your Scheme administrator if you would prefer.

The BAE Systems pensions website (baesystems.com/pensions) continues to be your go to place for the latest Scheme information and I would encourage you to take a look. Along with the documentation you would expect to see on this site, you will also find a series of helpful pension guides covering a range of topics from pension scams to the Lifetime Allowance. A list of all of the pension guides available is set out on page 9.

We hope that you find this newsletter interesting and, as ever we are keen to hear your thoughts. If you have any comments or suggestions about what you would like to see in future communications, please get in touch using the contact details on page 16.

Carol Woodley

Chair of the Trustee Board and
Professional Independent Trustee



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Who's in the Scheme?

At 31 March 2021 the Scheme had a total of **12,101 members**.

Active members

297

Deferred members

2,663

Pensioners

9,141

Money in and money out

The table below is a summary of how the value of the Scheme's assets changed during the year ended 31 March 2021.

Income and expenditure	(£m)
Fund at 31 March 2020	1,519.9
Total income	45.1
Total outgoings	(76.7)
Excess of outgoings over income	(31.6)
Change in market value of assets	107.8
Fund at 31 March 2021	1,596.1
Net investments	1,591.3
Net current assets	4.8
Net assets of the Scheme at 31 March 2021	1,596.1

Trustee Directors and Advisers

The Scheme's Trustee Directors

Carol Woodley
Chair and Professional
Independent Trustee

Richard Baker
Appointed 1 September 2020

Tim Eardley*

Gareth Edwards

Nicola Evans*

Craig Fennell
Resigned 31 August 2020

Murray Fullerton*

Lorraine Gregson

Eifion Pomeroy*
Died 4 June 2021

* Member Nominated Director (MND)

The Scheme's Advisers

Scheme Secretary
Louisa Richards
Resigned 31 August 2021
Louise Simmons
Appointed 1 September 2021

Actuary
Calum Cooper FFA
Hymans Robertson LLP

Auditor
Grant Thornton UK LLP
Legal Adviser
Pinsent Masons LLP
Investment Consultant
Hymans Robertson LLP

Funding update

The most recent formal valuation of the Royal Ordnance Pension Scheme ('the Scheme') was carried out as at 31 March 2020. At this date the surplus of the Scheme was £12m which was equivalent to a funding level of 101%.

In my role as Scheme Actuary, I provided the Trustee with an update on the funding position of the Scheme as at 31 March 2021. Despite a challenging year for the global economy because of the pandemic, the Trustee's funding strategy continued to perform well, and I am pleased to report that the funding position of the Scheme improved marginally compared to the position at 31 March 2020. The value of the Scheme's assets over the year decreased, however this was more than offset by a decrease in the value of the Scheme's liabilities (the amount needed to provide all benefits in future). The reasons for these changes are highlighted in the tables opposite. As at 31 March 2021 it was estimated that the funding surplus had increased to £22m and the funding level had remained broadly at 101%.

The next formal valuation is due with an effective date of 31 March 2022, following which I will be providing an update on the funding position of the Scheme.



Calum Cooper FFA
Scheme Actuary
Hymans Robertson LLP

What happened to the funding level in the period to 31 March 2021?

The funding level has improved slightly over the period due to a decrease in the value of the liabilities, although this was offset to an extent by a decrease in assets.

	31 March 2021	31 March 2020
Assets	£1,542m	£1,556m
Amount needed to provide benefits	£1,520m	£1,544m
Surplus	£22m	£12m
Funding level	101%	101%

Additional Voluntary Contributions are included in the above figures.

What has happened since the last formal actuarial valuation?

Change in assets

The value of assets has decreased over the year, primarily due to benefit payments and a decrease in the value of the longevity swap for the Scheme, although this was offset slightly by positive returns on the Scheme's assets.

Asset value at 31 March 2020	£1,556m
Interest on assets (expected returns)	£59m
Contributions paid in	£5m
Benefits paid out	(£72m)
Change in value of longevity swap	(£15m)
Asset outperformance over discount rate*	£9m
Asset value at 31 March 2021	£1,542m

* The additional returns achieved on the Scheme's assets over the period compared to the returns expected at the beginning of the period.

Change in liabilities

The value of liabilities (the capital amount needed to provide benefits) has also decreased over the year, mainly driven by an increase in the discount rate**, and the benefits paid out of the Scheme over the period. This has been somewhat offset by the Trustee's decision to strengthen the actuarial inflation assumption. This now reflects a more cautious assessment of the impact of the 2020 Government consultation on the future of RPI as a measure of inflation, which effectively lowered the expected return on inflation linked assets. Note that the Trustee expects further changes to this impact to be reflected at the next valuation due to the evolving market reaction to the Government consultation.

Value of liabilities at 31 March 2020	£1,544m
Interest on liabilities (in line with discount rate)**	£57m
Cost of benefits accruing	£4m
Change in discount rate**	(£120m)
Change in expectations for future inflation	£109m
Benefits paid out	(£72m)
Other actuarial (gains)/losses***	(£2m)
Value of liabilities at 31 March 2021	£1,520m

** The discount rate is used to determine the value of all expected future payments, and is linked to the latest market information on the yield of government bonds.

*** Other actuarial (gains)/losses reflects the impact of the many other items that lead to changes in the valuation of liabilities, primarily where we now know that actual events have differed from assumptions made in the past.

What would happen if the Scheme had to be wound up?

Whilst there is no intention to wind up the Scheme, it is a statutory requirement to provide members with information on the Scheme's position if that were to happen.

As part of the 31 March 2020 valuation, the Scheme Actuary estimated the cost of securing all members' benefits with an insurance company to be around £1,928m (after allowing for expenses). The Scheme's assets at that time were valued at £1,505m, resulting in a shortfall of £423m. This is approximately the amount the Scheme employers would have needed to pay into the Scheme if it had been wound up on 31 March 2020.

Please note that there is a difference in the calculation of liabilities for wind up purposes compared to funding purposes – the cost of wind up is typically higher because an insurance company would charge a premium for taking on the liabilities at this time. There is also a difference in the valuation of the assets compared to the table on the previous page. This is due to different values being placed on the insurance contracts the Scheme currently holds to protect it against future changes in life expectancy.

In the event of the Scheme having to be wound up, and the Scheme having insufficient assets to provide a certain minimum level of benefits for members, compensation should be provided by the Pension Protection Fund (PPF). PPF compensation is subject to certain caps and limits, and is not equal to your full Scheme benefits.

Further information and guidance is available on the PPF's website at:

> pensionprotectionfund.org.uk

Other confirmations

There have been no payments to the Scheme employers out of Scheme funds during the year, except to reimburse administration and investment expenses.

The Pensions Regulator has not had to exercise any of its statutory powers in relation to the Scheme.

Investment update

Market background

Financial markets rebounded strongly from the pandemic with return-seeking assets delivering strong positive returns to investors. The performance from bonds was mixed. UK government bonds finished the period in negative territory as bond yields rose in line with the recovery in growth and inflation expectations whilst corporate bond returns were positive. Despite some challenges, particularly within the retail sector, UK property markets also finished in positive territory.

Investment strategy

The Trustee's investment strategy aims to ensure the Scheme has sufficient funds to pay benefits as and when required. The Trustee decides, in consultation with the Company and advisers, how to invest the Scheme's assets. The Statement of Investment Principles sets out the Trustee's chosen investment strategy and the investment objectives for the Scheme.

The Trustee has recently prepared its first Implementation Statement. The aim of the Implementation Statement is to explain how the Trustee has invested the Scheme's assets in line with the Statement of Investment Principles during the Scheme year, particularly regarding voting and engagement. The Trustee's Implementation Statement which forms part of the Scheme's Report and Accounts, together with the Statement of Investment Principles can be found in the Disclosure of Information section of the BAE Systems pensions website at: baesystems.com/disclosableinformation

The Trustee recognises that the consideration of Environmental, Social and Governance (ESG) factors is relevant at different stages of the investment process. The Trustee considers such factors in the development and implementation of the Scheme's investment arrangements and for the purposes of determining the suitability of its investment managers.

Asset allocation

The Trustee invests in a diverse range of assets across different geographic regions. The Scheme's investments include private equities, property, asset backed securities, private lending, corporate bonds and government bonds. The Trustee appoints specialist managers to invest in the different asset classes.

The Trustee is currently reviewing the Scheme's investment strategy following the completion of the recent actuarial valuation. When setting the investment strategy, the Trustee considers the funding position and strength of the employer covenant amongst other things.

As at 31 March 2021, the Scheme's strategic benchmark remained unchanged from last year and is shown below:

Strategic benchmark	31 March 2021	31 March 2020
Gilts and liability driven investments	50.8%	50.8%
Corporate bonds	33.0%	33.0%
Asset backed securities	6.0%	6.0%
Private lending	6.0%	6.0%
Property	1.2%	1.2%
Private equity	3.0%	3.0%
Total (excluding AVCs)	100%	100%

The Scheme's liability driven investment mandate seeks to hold assets that are matched to the Scheme's liabilities. Therefore, if the cost of providing benefits rises, the value of the liability driven mandate will also rise. Similarly if the cost of providing benefits falls, the value of the liability driven mandate will fall.

The evolution of the Scheme's asset portfolio, over the year to 31 March 2021, can be seen in the table below:

	31 March 2021	31 March 2020
Gilts and liability driven investments	49.3%	51.2%
Corporate bonds	35.9%	36.7%
Asset backed securities	6.0%	5.6%
Private lending	4.6%	2.0%
Property	1.0%	1.2%
Private equity	3.2%	3.4%
Total (excluding AVCs)	100.0%	100.0%

Source: Northern Trust Global Services Limited.
Figures may not sum to 100% due to rounding.

The actual asset allocation is expected to deviate slightly from the strategic benchmark shown on page 6 as new assets are purchased and as market conditions change. The Trustee monitors this on a regular basis and will take corrective action to rebalance back to the target should the position deviate by more than a set tolerance level.



Investment update continued....

Investment performance

The table below shows the performance of the Scheme's assets against its benchmark for the one year, three years and five years to 31 March 2021.

	1 year %	3 years %pa	5 years %pa
Scheme assets	3.31	4.16	6.17
Benchmark	4.84	4.35	6.65

Source: Northern Trust Global Services Limited

The Scheme delivered a positive return over the 12-month period largely driven by a rise in bond prices. The purpose of investing in bonds is to broadly match movements in the liabilities which also experienced a similar rise in value over the period.

The Trustee monitors the value of the Scheme's assets and the performance of the investment managers on at least a quarterly basis, with the aim of achieving good investment returns relative to agreed benchmarks.

Andrew Johnston
Hymans Robertson LLP



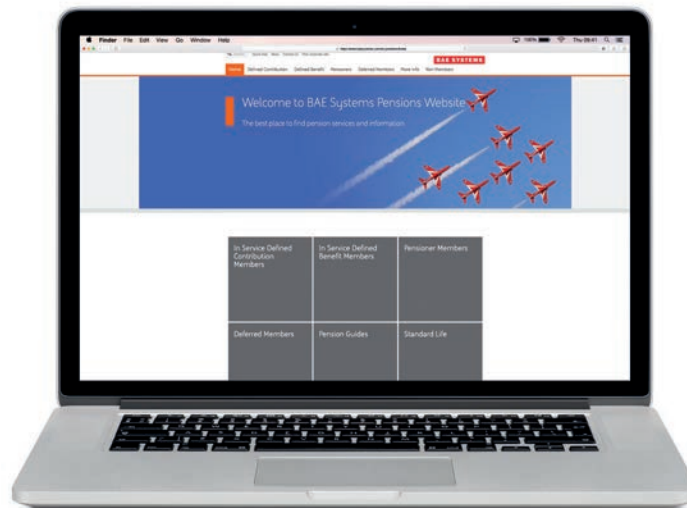
Pensions website

The BAE Systems pensions website is the central hub for the latest Scheme information and general pensions news. It can be found at baesystems.com/pensions. Why not add this link to your 'favourites'?

Over the year the pension guides section has been expanded to include more topics. The aim of these guides is to provide you with further information on subjects of general interest relating to your pension scheme and the wider pensions environment, using as little jargon as possible. Guides are written and added where a need for quick and accessible information is identified, often following member feedback.

There is a wide range of topics covering:

- > What scheme am I in?
- > Working part-time
- > Changing roles
- > Scheme Maximum
- > Paying severance into a pension scheme
- > Pension scams
- > Independent Financial Advice
- > Pension flexibilities
- > Stepped pension
- > Gender identity policy
- > Pensions and divorce
- > Triggering the Annual Allowance
- > Lifetime Allowance
- > Receiving your Company pension
- > Being a deferred member
- > Transferring out of a defined benefit pension scheme
- > State pension



If you can think of any topics for new pension guides please do get in contact with us at:
pensions.policy@baesystems.com

Pensions news

Pension scams

We covered pension scams in last year's newsletter, but we make no apologies for raising it again this year as there continues to be an increasing threat from scammers who employ a number of methods to try to access individuals' pension savings. These scams can have a devastating impact on their victims.

Action Fraud, the UK's national reporting centre for fraud and cybercrime, reported that savers lost £1.8m to pension fraud in the first quarter of 2021, which is a 45% increase over the same period in 2020. You need to be vigilant to ensure you do not get scammed and to protect the pension benefits you have worked for.



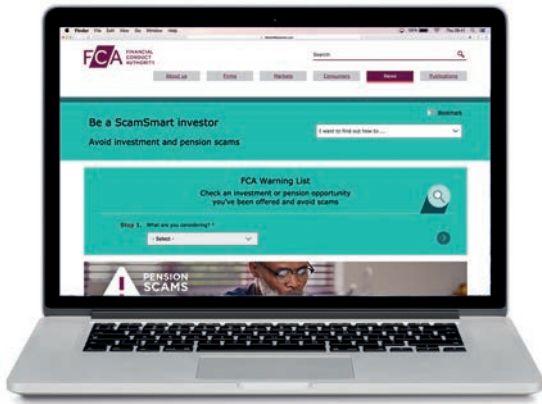
Scams come in a range of forms and are becoming more and more sophisticated. In order to protect your pension savings please ensure you take the following steps to help keep your benefits safe:

- > Be wary of unsolicited emails, texts or phone calls. Scammers will often say they are from banks or government bodies such as the Department of Work and Pension (DWP) to gain your trust. If this happens to you, ask where they are from and then call them back using the number on the official website.
- > Avoid investment deals claiming guaranteed returns or unregulated investments such as overseas investments, renewable energy bonds, parking and storage. If it sounds too good to be true then it probably is.
- > Never be pressured or rushed into signing up to deals or policies. Some scammers will insist on you signing up instantly, sometimes sending a courier to get an immediate signature. Always take stock, check the details and never agree to anything on the initial call no matter what clever tactics the scammer employs to influence you. Legitimate callers will understand your caution.
- > Avoid anyone claiming to 'unlock' your pension early (there are very few circumstances where you can take your pension benefits before the age of 55). These are often referred to as pension liberation scams. There are usually major tax implications of taking benefits prior to age 55 not least a tax charge of 55% being applied to your pension savings, which most people are unaware of. The unfortunate end result of such a scam is that not only do the individual's pension savings disappear, but they are then left with a hefty tax bill to pay as well.

The Financial Conduct Authority (FCA) keeps a list of known companies that are operating without authorisation and should therefore be avoided. The list can be found on their website at: [fca.org.uk/scamsmart](https://www.fca.org.uk/scamsmart)

If you think you have been scammed or have your suspicions about a communication you have received get in touch with Action Fraud on 0300 123 2040.

For further information read the pension scams guide on the BAE Systems pensions website at: baesystems.com/en-pensions/more-info/pension-guides



Help is at hand: Although you need to be vigilant, your Scheme administrator has robust processes in place to help guard against potential scams. A common area involves pension transfers, for which there are comprehensive processes in place before any transfer of benefits is finalised, with the aim of ensuring the receiving arrangement is genuine. Before processing a transfer, your Scheme administrator may contact you directly, rather than your adviser, to ask further questions.

Launch of MoneyHelper

June 2021 saw the launch of MoneyHelper, a Government service offering free and impartial guidance to make your money and pension choices clearer. It combines three legacy government-backed financial guidance providers - the Money Advice Service, The Pensions Advisory Service and Pension Wise. This consolidation has resulted in a one-stop-shop which is intended to cut through the complexity of the financial choices open to us all.

MoneyHelper provides guidance on a wide range of financial matters including:

- > Benefits – what are you entitled to and how to claim them
- > Everyday money – banking, types of credit, insurance and budgeting
- > Family & care – extra financial support for the ill or disabled
- > Homes – buying or renting a home
- > Money troubles – dealing with debt, scams
- > Pensions & retirement – pensions basics, the State pension, auto enrolment
- > Savings – how to save, investing and the types of savings
- > Work – self-employment, losing your job

In particular, the Pensions & Retirement section has a number of features that you may find useful such as the pensions calculator that gives an estimate of your likely pension income in retirement. You can also find details of how to book an appointment with Pension Wise, the Government service that offers free, impartial guidance relating to defined contribution pensions. You can find further details at: moneyhelper.org.uk

Pensions news continued...

Overcoming the risks at retirement

There are three important areas that pension scheme trustees are often concerned about as members approach retirement. These can be summarised as the three Ts:

- > Thieves
- > Tax
- > Transfers

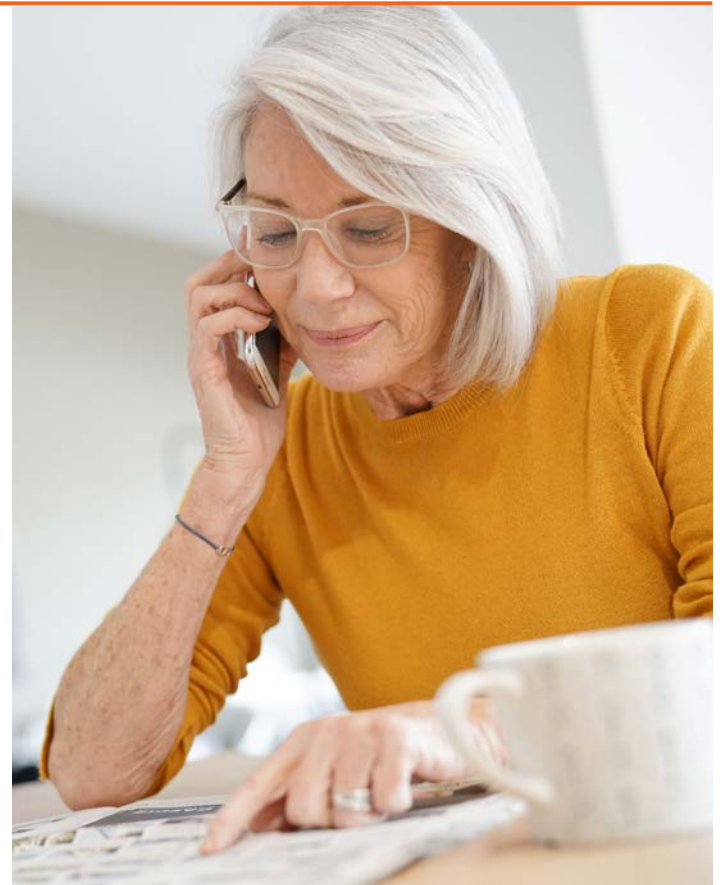
Thieves

No, not in terms of burglary or having your car stolen, but the more sophisticated scammers who operate more and more within financial services (you should also refer to the article on page 10 of this newsletter).

To help ensure you don't lose your retirement savings, it is recommended you read some of the articles written about scams so you are forewarned of the methods used by scammers. Just to reiterate what we say on pages 10 and 11:

- > A useful pension scams guide can be found on the BAE Systems pensions website. Visit: baesystems.com/en-pensions/more-info/pension-guides
- > The Financial Conduct Authority (FCA) has a tool called Scamsmart which helps you check if a deal or investment opportunity being proposed is a scam. Visit fca.org.uk/scamsmart

Additionally, whilst your Scheme administrator is unable to offer financial advice, they will always be on hand to help with any questions you may have.



Tax

The pension flexibilities introduced in 2015 were designed to give you more options at retirement. This means it is more important than ever that you are as well informed as you can be while saving for retirement and you consider carefully your options to avoid paying more tax than is necessary.

- > The **Annual Allowance** is the maximum amount of pension savings you can build up in each tax year with the benefit of tax relief. For most people, for the 2021/22 tax year the Annual Allowance is £40,000 (but see below). This is a single limit which applies to your pension benefits across all schemes of which you are a member. Since 6 April 2016, the Annual Allowance has been subject to tapering for 'high earners' with the minimum Annual Allowance for 2021/22 being £4,000. It is possible you could be affected by this if your total taxable income from employment and income you receive from any other sources exceeds £200,000 a year.
- > The **Lifetime Allowance** limits the total amount you can build up in pension benefits over your lifetime (excluding your State pension) without paying extra tax. Again, this is a single limit which applies to your pension benefits across all schemes of which you are member. The Lifetime Allowance for most people is £1,073,100 in the 2021/22 tax year and it is expected to be fixed at this rate until 2025/26.
- > The **Money Purchase Annual Allowance** restricts the amount you can pay into any defined contribution pension scheme to £4,000 a year if you have accessed benefits from a defined contribution arrangement after April 2015 in one of the ways permitted by the new pension flexibilities introduced at that time. It may also affect the Annual Allowance subsequently applicable to any benefits you have in defined benefit pension schemes.
- > In general, once in receipt of your pension, your pension income will be taxed at your own marginal rate of income tax.

- > Ordinarily, up to 25% of the value of your pension can be taken as a tax-free cash lump sum, and anything over that amount will usually be subject to tax.

These are just a few points to think about. But, as tax can be a complex subject, you may wish to find more in-depth help on the new MoneyHelper website at: moneyhelper.org.uk/en/pensions-and-retirement/tax-and-pensions

The Trustee also strongly recommends that you seek independent financial advice to help in assessing your own tax circumstances and before making any decisions about your pension benefits.

Transfers

You have the option to transfer your pension benefits to another arrangement prior to taking them from the Scheme. This may be to access more options at retirement than are offered by the Scheme.

A decision to transfer your benefits out of the Scheme must be carefully considered, as your defined benefit pension is a valuable benefit which provides you with a high degree of certainty of income in retirement. You will need to consult with an approved financial adviser if the value of your benefits in the Scheme is greater than £30,000 and there are normally restrictions on transferring if you are within one year of, or above, your normal retirement date. Even if the value of your benefits in the Scheme is below £30,000 and you wish to consider a transfer, the Trustee would still strongly recommend that you consult an independent financial adviser, even if this may not be a statutory requirement.

For more information refer to the pension guides on the BAE Systems pensions website covering pension flexibilities and transferring out of a defined benefit pension scheme at: baesystems.com/en-pensions/more-info/pension-guides

For more information on pension transfers, also refer to the following section within the MoneyHelper website: moneyhelper.org.uk/en/pensions-and-retirement/building-your-retirement-pot/uk-pension-transfers

Pensions news continued...

Do you know the value of your pension benefits?

In order to plan for your retirement it is important that you have a clear understanding of the total value of your pension benefits. Only then can you decide whether you are on course to have your desired level of income in retirement, and if not you are then in a position to do something about it. There are a number of ways you can find out what your current level of pension provision is.

Online portals

The Scheme administrator provides an online system which allows you to run your own pension estimate and run modelling tools based on different scenarios.

You should use the Equiniti MyPension portal, which can be found at: mybaespension.equiniti.com

If you have any Additional Voluntary Contributions (AVCs) invested with the Trustee's provider, Standard Life, current fund values can be obtained by logging onto the Standard Life online portal at standardlife.co.uk/online or by downloading the Standard Life mobile phone app.

Scheme administrator request

If you are unable to run your own pension estimate online, you can contact your Scheme administrator to obtain an up to date value of your Scheme benefits. Contact details can be found page 16.

Annual benefit statements for in-service members

In-service members of the Scheme receive an annual benefit statement. It provides a snapshot of your pension at 5 April, showing both the pension built up to date and also the pension projected to retirement. In-service member statements are added to the MyPension portal in August each year.

Do you have any benefits elsewhere?

To get the full picture in terms of your future pension provision it is important that you contact the administrators of any other schemes you have been a member of to get an up to date value of your pension benefits. You may have left a previous scheme some time ago and be surprised at how your pension has increased in value in the intervening years. If you have lost track of where to obtain details of a previous pension, you can use the Government pension tracing service at: gov.uk/find-pension-contact-details

Do you know the value of your State pension?

The State pension still forms a large proportion of most individuals' retirement provision, however it is surprising how many people have no idea how much they will be entitled to. Recent research from Just Group has found that 37% of retired or semi-retired adults did not check their State pension forecast before retiring. According to the findings, amongst those who did check, 14% said their forecast was less than they had expected. You can request a State Pension Statement from the Department of Work and Pensions at: gov.uk/check-state-pension



Remember: There is a limit on the total amount of pension savings that you can build up over your lifetime (excluding your State pension) across all schemes you are a member of without paying extra tax. This is known as the Lifetime Allowance. The Lifetime Allowance for most people is £1,073,100 in the 2021/22 tax year and it is expected to be fixed at this rate until 2025/26.

You can request a State Pension Statement from the Department of Work and Pensions at: gov.uk/check-state-pension



Did you know that you have the ability to defer your State pension?

It has recently been reported that 25% of over 65s are unaware that they could receive a higher State pension if they decided to defer receiving it. With many people now deciding to work past their State pension age this can be a valid option.

You do not have to do anything in order to defer your State pension as it will be automatically deferred until you claim it. In deferral your State pension will increase by 1% for every nine weeks you delay claiming. This works out at just under 5.8% for every full year. The additional amount will be paid with your State pension when you eventually choose to claim it and whilst it is taxable it will receive any annual increases that have been granted to the rest of the State pension.

Please note that there are certain scenarios where you **cannot** build up extra State pension such as if you receive certain State benefits or tax credits. Deferring can also affect how much you can receive in benefits. For further information visit the Government website at: gov.uk/state-pension

Getting in touch

The Equiniti Pensions Service Centre is available to answer any questions you may have. You can contact them by:

- > Freephone: **0800 917 9568**
- > Email: **fulwood.pensions@equiniti.com**

If you want to write to Equiniti their address for in-service and deferred members is:

- > Royal Ordnance Pension Scheme, Pensions Service Centre,
PO Box 1194, Crawley, West Sussex, RH10 0FZ

and for pensioner members is:

- > Royal Ordnance Pension Scheme, Pensions Service Centre, Freepost
RSTA-GHHR-EEAK, PO Box 1197, Crawley, West Sussex, RH10 0GD

MyPension

You can log into the MyPension service at:

- > **mybaespension.equiniti.com**

If you have paid Additional Voluntary Contributions (AVCs) to Standard Life you can access the Scheme AVC website hosted by Standard Life at:

- > **standardlifepensions.com/bspp/rops.page**

Read more information on the pensions website: baesystems.com/pensions

This newsletter provides some information on the Scheme. However, it is the Rules of the Scheme that set out the legal basis for the Trustee's administration of the Scheme and which override any statements in this newsletter with which they are inconsistent. Copies of the Rules are available from the Scheme Administrators. References to external websites are given for information only. No responsibility is accepted for the content or accuracy of the information provided through these sites.