Your choices when investing for your future

Investment Guide

Roll Group Pension Scheme
Summer 2021

If you read nothing else...

When you retire, the benefits you will receive from the Roll Group Pension Scheme (the Scheme) will depend on the decisions you make now to build up your Retirement Account.

Having a larger Retirement Account will result in a higher level of benefit at retirement and may offer you more flexibility when deciding how you would like to take your benefits.

The size of your Retirement Account is dependent on two key factors:

the contributions that you and the Company make

+

the investment returns on the money you invest

This Investment Guide focuses on the investment options which are available to you within the Scheme.

We understand that making investment decisions can be daunting, particularly if you have little or no investment experience. The Trustees have outlined different approaches to help make your decision easier, and to encourage you to think about what best suits your individual circumstances and retirement plans.

However, if you aren't comfortable making your own investment decisions, use one of our Lifestyle Strategies. Choose the one right for you by thinking about what you want to do with your Retirement Account when you leave work:

1. take a cash lump sum
2. purchase an annuity
3. take your savings over a period of time

If you are still unsure, you can simply ask for your contributions to be invested in the default fund, which assumes you will want to retire at the age of 65 (unless you choose to retire at a different age) and take your savings over a period of time.

Ultimately, however you choose to invest your Retirement Account, even if you elect to use the default option, you are responsible for ensuring that your investment choices are appropriate for your personal circumstances.

In this guide

Important information

We aim to explain how the various options work and the things you need to think about in simple, straightforward terms.

Depending upon how involved you would like to be in your investment choices, and how many decisions you make, you should be comfortable with some investment terminology.

We have listed some common terms and phrases on page 16.

What next?

If you would like to look at or change your current investment selections, you should go to the Roll Group Member portal (www.buckhrsolutions.co.uk/RollGroup). Alternatively, you can contact the Scheme Administrator, who will be able to help you.

If you feel the need for further assistance in making your investment choices, you should contact a Financial Conduct Authority-regulated financial adviser. Neither the Scheme, the Trustees, your employer nor the Administrator are allowed to advise you.

About the Trustees

The Trustee board has been set up to govern the Scheme and consists of three Trustees.

The role of the Trustees is to govern the Scheme in the best interests of its beneficiaries as a whole and they cannot provide any advice on how to structure your investments or what you should target in retirement.

What are my options at retirement?

With effect from 6 April 2015, the Government increased the flexibility surrounding how people can use their pension savings. This increased flexibility brings new retirement options. It is important that you consider your specific circumstances and plans and align your investments appropriately.

As you approach retirement, you should refer to the personal illustration you will receive in your 'wake-up pack', which will be sent to you approximately six months before your retirement date which outlines the options available to you at that time.

There are three key ways in which you can take income at retirement, which are set out below (you are able to mix and match these options):

CASH LUMP SUM	ANNUITY	INCOME DRAWDOWN
Withdraw it all as a single cash lump sum	Use it to purchase a regular guaranteed pension income from an annuity provider	Leave it invested and make regular withdrawals throughout retirement to suit your income requirements
This allows you access to all of your Retirement Account when you retire. You should note that, if your Retirement Account is of a substantial size, the tax that you will pay on releasing all of the fund at once could be very high compared with taking the proceeds over a longer period of time. As a result, this option may appeal to individuals with relatively small Retirement Accounts, who may have investments or pensions elsewhere that will provide the longer financial support needed in retirement.	You can choose to use your Retirement Account to purchase an 'annuity', or stream of income, from an annuity provider. This will guarantee you a specified annual income for the duration of your lifetime. Once you have purchased an annuity, it is difficult to change your mind. Historically, regulation meant that purchasing an annuity was the only option available to retirees, prior to the pension flexibilities introduced in April 2015.	If you choose to leave your Retirement Account invested, you can opt to withdraw a specified amount periodically to support your lifestyle in retirement. It is important that your Retirement Account is of a sufficient size to support the money you decide to withdraw each year. If not, there is a risk that you will deplete your investments too quickly, which will jeopardise your income in future years. The Scheme offers a limited income drawdown option. You will need to transfer out of the Scheme to access a fully flexible income drawdown policy.

If you decide not to make an investment decision, you will be automatically invested in assets targeting income drawdown.

Choosing how to invest your Retirement Account

Are you comfortable making your own investment choices? We offer two options, based on how active you wish to be in selecting funds.

If you are confident in making your own investment fund choices, you might prefer using the Freestyle Funds, see page 13. If not, and you prefer to have your investments chosen by the experts, you may prefer to invest in a Lifestyle Strategy – read more on page 6.

LIFESTYLE STRATEGIES

Designed for those who do not want to make active decisions about where to invest their funds.

More on page 6.

FREESTYLE FUNDS

Designed for those who feel confident about making their own investment decisions.

More on page 13.

Investing in a Lifestyle Strategy

Why choose a Lifestyle Strategy? Lifestyle strategies offer you the chance to invest in an appropriate investment vehicle for each of the three main retirement options. The benefit of this is that you can select what you would like to do at retirement without having to commit to designing your own investment strategy.

What you will need to decide

Rather than making investment decisions yourself, you can answer questions about your retirement preferences and the investment decision will be made for you. The particular Lifestyle Strategy in which you should invest depends on your answers to these three questions:

a) Which of the three options are you most likely to select as the method of drawing your pension at retirement?

1. Cash lump sum. Do you intend to take your pot as a cash lump sum or over a short period?
2. Income drawdown. Do you intend to invest your Retirement Account elsewhere and make periodic withdrawals over a longer period of time?
3. Annuity. Do you intend to use it to purchase a regular pension income?

b) When do you plan to start to take your income from the Scheme? This is your target retirement date.

c) What level of risk do you want to take whilst looking to grow your retirement savings?

Do I have to make a decision myself?

Depending on your combination of answers, there is a specific Lifestyle Strategy appropriate for you. Don't worry if you don't know the answers to those questions at the moment, because:

- The Trustees have identified a default investment option. This option assumes you will retire at age 65 (unless you choose to retire at a different age), and that when you retire you want to keep your options open of you intend to leave your Retirement Account invested and make periodic withdrawals over a longer period of time (i.e. income drawdown).

- Up until 5 years before the target retirement date, the three main Lifestyle Strategies invest in the same mix of underlying investments, designed to help build up the value of your Retirement Account. This is important because it means you only really need to decide your preferred route at retirement 5-10 years before your retirement date. You may by then feel you have a clearer idea of how you would like to access the funds built up in your Retirement Account at retirement, even if you do not know now.

How do I invest in a Lifestyle Strategy and how does it work?

You select the Lifestyle Strategy which targets your retirement date and retirement income option. The underlying investments are then changed automatically as you approach retirement.

When you are younger, your Retirement Account will be invested predominantly in equities, with the aim of growing your Retirement Account.

As you get nearer to your target retirement date, the assets are switched into investments that better match the retirement choice you have decided to target. For instance, if you wanted to take a cash lump sum upon retirement, your assets would be moved into cash-like assets, while bonds would be used to target an annuity.

Investing in a Lifestyle Strategy

How do the Lifestyle Strategies work?

The three main Lifestyle Strategies use the same investments in the 'growth phase' – this is the period up to 10 years before your target retirement date. They also adjust gradually in the same way between 10 years and 5 years leading up to retirement. During the final 5 years leading up to retirement, each strategy adjusts gradually to suit your chosen retirement plan. This means any decision to change Lifestyle Strategy can happen closer to retirement when your retirement plans might be clearer.

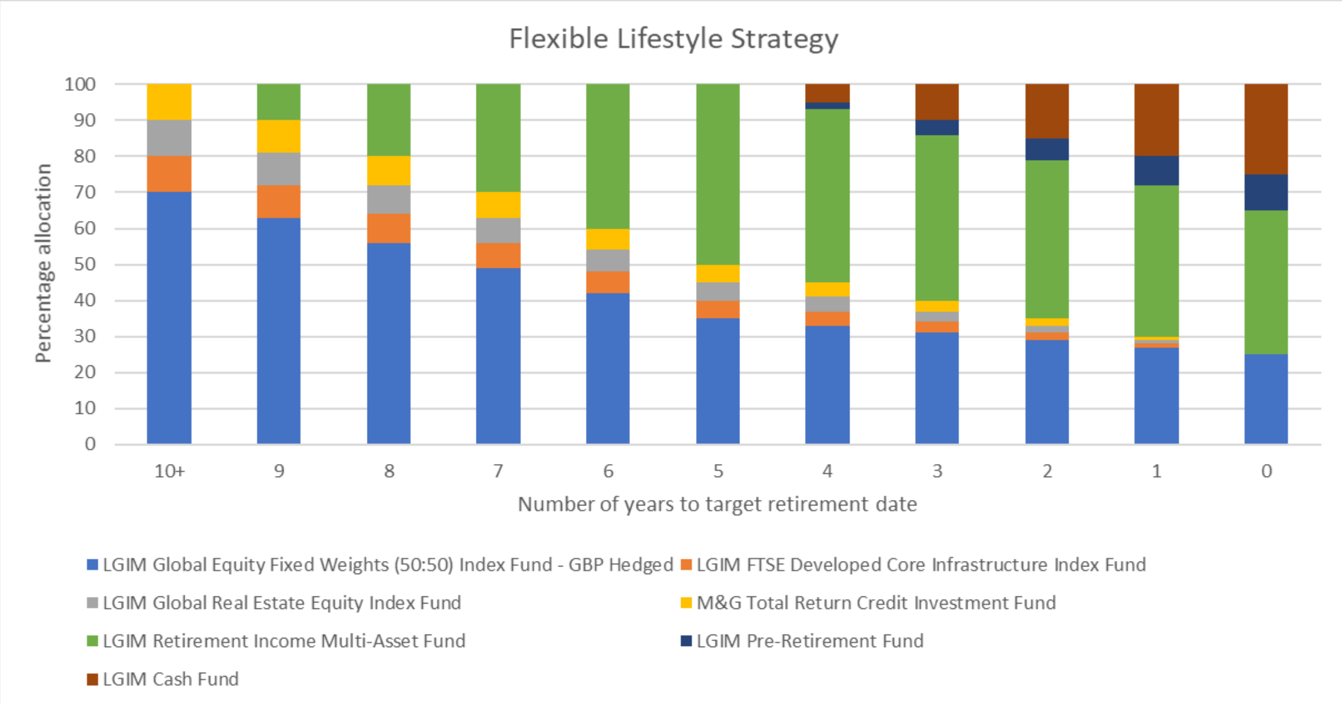
There is a 'Lower Risk Lifestyle Strategy' which has a slightly different mix of investments in the 'growth phase' as well as in the 10 years before your target retirement date.

There is a Lifestyle Strategy targeting each of the three main ways a Retirement Account can be put into payment:

<table>
<tr><th></th><th>Growth</th><th>Pre-retirement</th><th>Retirement</th></tr>
<tr><td>CASH
Cash Lifestyle Strategy</td><td rowspan="3">All the Lifestyle Strategies use the same investments in the 'growth phase' – this is the period up to 10 years before your target retirement date.

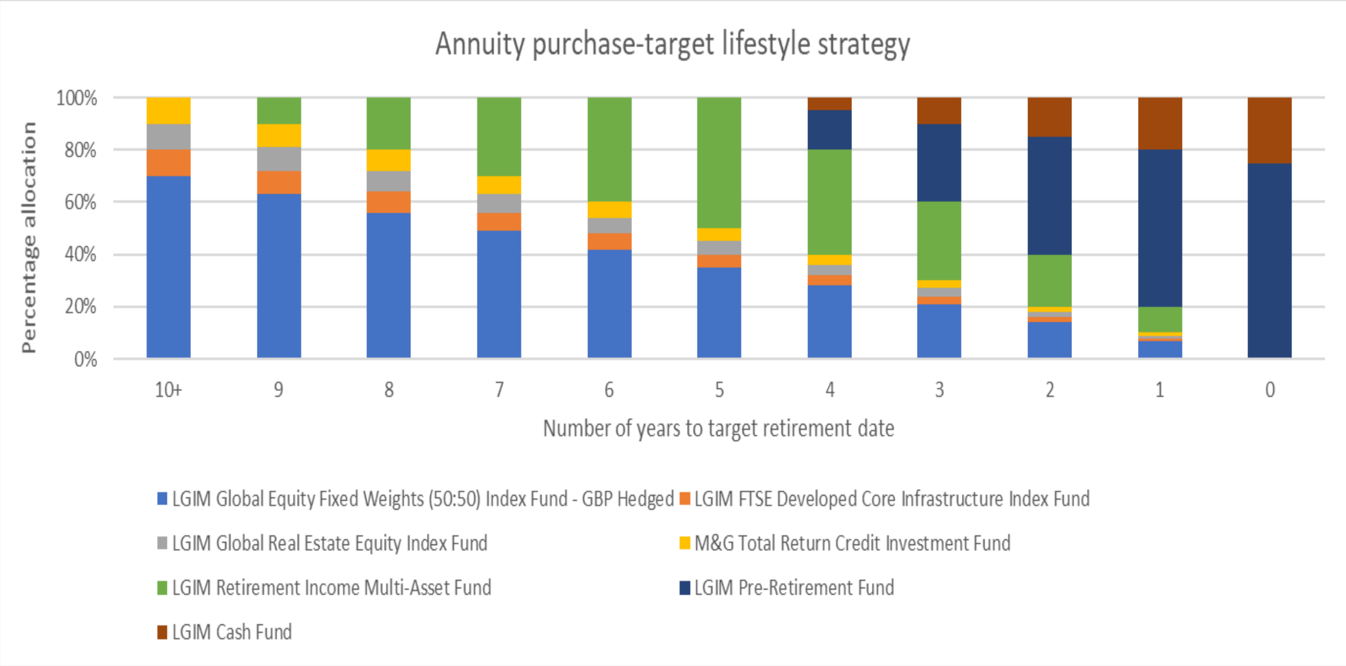
Invests in assets intended to grow the Retirement Account (such as equities).</td><td>The investments aim to be more stable and mitigate the risk of the capital value of the Retirement Account falling. However, the value of any investment can go up or down. In periods of high inflation, the returns during the pre-retirement phase may not keep up with inflation.</td><td>Targets withdrawing all your Retirement Account as a cash lump sum over a short period of time.</td></tr>
<tr><td>ANNUITY
Annuity Lifestyle Strategy</td><td>The investments aim to mitigate the risk of annuity rate changes and, to a lesser extent, mitigate the risk of the capital value of the Retirement Account falling. However, the value of any investment can go up or down.</td><td>Targets withdrawing 25% of your Retirement Account as a tax-free lump sum and using the remainder of your Retirement Account to purchase an annuity.</td></tr>
<tr><td>DRAWDOWN or UNDECIDED
Flexible Lifestyle Strategy or Lower Risk Lifestyle Strategy</td><td>The Flexible lifestyle strategy retains some degree of investment risk, recognising the longer-term investment horizon, even at retirement. This strategy has exposure to some growth investments through the pre- retirement phase.</td><td>DEFAULT
Targets leaving the Retirement Account invested and making periodic withdrawals over a longer period of time. Note that, on retirement, you may need to transfer to an external arrangement depending on how long you intend to use drawdown.</td></tr>
</table>

Investing in a Lifestyle Strategy



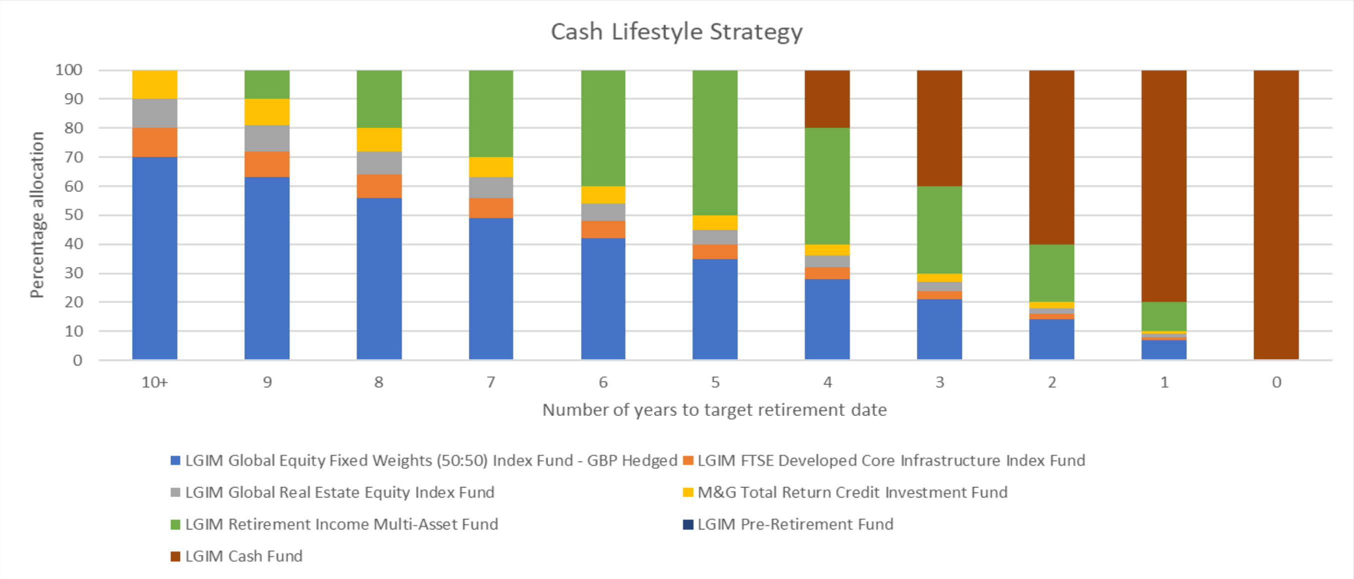
Years to Selected Retirement Age	Global Equity Fixed Weights (50:50) Index Fund	FTSE Developed Core Infrastructure Index Fund	Global Real Estate Equity Index Fund	Total Return Credit Fund	Retirement Income Multi-Asset Fund	Pre-Retirement Fund	Cash
10+	70	10	10	10	-	-	-
9	63	9	9	9	10	-	-
8	56	8	8	8	20	-	-
7	49	7	7	7	30	-	-
6	42	6	6	6	40	-	-
5	35	5	5	5	50	-	-
4	33	4	4	4	48	2	5
3	31	3	3	3	46	4	10
2	29	2	2	2	44	6	15
1	27	1	1	1	42	8	20
0	25	-	-	-	40	10	25

Investing in a Lifestyle Strategy



Years to Selected Retirement Age	**Global Equity Fixed Weights (50:50) Index Fund**	**FTSE Developed Core Infrastructure Index Fund**	**Global Real Estate Equity Index Fund**	**Total Return Credit Fund**	**Retirement Income Multi-Asset Fund**	**Pre-Retirement Fund**	**Cash**
10+	70	10	10	10	-	-	-
9	63	9	9	9	10	-	-
8	56	8	8	8	20	-	-
7	49	7	7	7	30	-	-
6	42	6	6	6	40	-	-
5	35	5	5	5	50	-	-
4	28	4	4	4	40	15	5
3	21	3	3	3	30	30	10
2	14	2	2	2	20	45	15
1	7	1	1	1	10	60	20
0	-	-	-	-	-	75	25

Investing in a Lifestyle Strategy



Years to Selected Retirement Age	Global Equity Fixed Weights (50:50) Index Fund	FTSE Developed Core Infrastructure Index Fund	Global Real Estate Equity Index Fund	Total Return Credit Fund	Retirement Income Multi-Asset Fund	Pre-Retirement Fund	Cash
10+	70	10	10	10	-	-	-
9	63	9	9	9	10	-	-
8	56	8	8	8	20	-	-
7	49	7	7	7	30	-	-
6	42	6	6	6	40	-	-
5	35	5	5	5	50	-	-
4	28	4	4	4	40	-	20
3	21	3	3	3	30	-	40
2	14	2	2	2	20	-	60
1	7	1	1	1	10	-	80
0	-	-	-	-	-	-	100

Investing in a Lifestyle Strategy

Years to Retirement	Global Equity Fixed Weights (50:50) Index Fund	FTSE Developed Core Infrastructure Index Fund	Global Real Estate Equity Index Fund	Total Return Credit Investment Fund	Investment Grade Corporate Bond - All Stocks	Retirement Income Multi-Asset Fund	Pre-Retirement Fund	Cash Fund
10+	50	10	10	10	20	-	-	-
9	47	9	9	9	16	10	-	-
8	44	8	8	8	12	20	-	-
7	41	7	7	7	8	30	-	-
6	38	6	6	6	4	40	-	-
5	35	5	5	5	-	50	-	-
4	33	4	4	4	-	48	2	5
3	31	3	3	3	-	46	4	10
2	29	2	2	2	-	44	6	15
1	27	1	1	1	-	42	8	20
0	25	-	-	-	-	40	10	25

Investing in a Lifestyle Strategy

Charges

The Total Expense Ratios (TERs) for the Lifestyle Strategies are currently:

- Up to 10 years prior to target retirement age: 0.49% per annum.
- During the 10 years before your retirement age: 0.38% to 0.57% per annum depending on the lifestyle strategy chosen and the number of years until your target retirement date.
- These charges are calculated as a proportion of your Retirement Account value and is charged directly to your investment funds.

Changing your Lifestyle strategy

You can change your Lifestyle Strategy and target retirement date at any time. It is important to note that, when making any investment switches, there are likely to be some implicit charges (see the section 'Key information for investors', page 14). If you would like to look at or change your current investment selections, you should go to the Roll Group member portal (www.buckhrsolutions.co.uk/RollGroup), alternatively you can contact the Scheme Administrator, who will be able to help you.

Investing in a Freestyle option

If you feel comfortable taking greater control of your investment options, the Trustees have selected a range of investment funds for you. The Trustees, in conjunction with the investment adviser, monitor the performance of these funds and their suitability for members' investment.

If you are going to select a Freestyle strategy, it is important you have considered:

- what type and level of risk you are willing to be exposed to, and what risk you want to avoid or reduce (see pages 14 and 15)
- if you are approaching retirement, how you will put your Retirement Account into payment (see page 4)
- how you will monitor and change your chosen investment options if they no longer meet your needs

Freestyle funds

There is a range of 7 Freestyle funds from the investment platform which the Trustees actively monitor:

Fund Name	Active/Passive	Risk Profile	Total Expense Ratio (% p.a.)
Global Equity Fixed Weights 50/50 – GBP Currency Hedged The money in this fund is invested in equities in companies in the UK and overseas split equally 50/50 and it aims to track the return of its benchmark. Currency hedging is in place for the overseas equities to reduce the impact movements in currency markets will have on your returns.	Passive	High Risk	0.4125
UK Equity Index Fund The money in this find is invested in equities in companies listed in the UK only and aims to track the return of its benchmark.	Passive	High Risk	0.3625
Aquila Connect Emerging Markets Fund The fund invests mainly in equities within the MSCI Emerging Markets Index and aims to track the return of its benchmark	Passive	Very High Risk	0.5525
Ethical Global Equity Index Fund This passive fund invests mainly in overseas equities within the FTSE4Good Global Equity Index and aims to track the return of its benchmark.	Passive	High Risk	0.6325
Retirement Income Multi-Asset Fund This fund aims to provide long-term investment growth and to facilitate the drawdown of retirement income. It typically invests in a combination of equities, alternative growth-focused assets, corporate bonds, government bonds and cash.	Active	Medium Risk	0.6425
Pre-retirement Fund This fund aims to provide a diversified exposure to assets that reflect the investments underlying a typical traditional level annuity product. It predominantly invests in corporate bonds and government bonds.	Active	Medium Risk	0.3925
Cash Fund This fund invests in short term deposits, with a range of high-quality financial institutions. It may also invest in UK treasury bills. The aim is to provide a stable capital value, and a low level of return.	Active	Very Low risk	0.3825

Charges quoted are correct at time of publication (June 2021).

+ For more details on the asset classes, please see 'Investment terminology' on page 16.

Key information for investors

Changing your investment options

You can change your Lifestyle Strategy and target retirement date at any time. It is important to note that, when making any investment switches, there are likely to be some implicit charges, shown below. If you would like to look at or change your current investment selections, you should go to the Roll Group member portal (www.buckhrsolutions.co.uk/RollGroup), alternatively you can contact the Scheme Administrator, who will be able to help you.

Risk and what it means to you

One of the most common words used when talking about investments is 'risk'. Different investments carry different risks, and it is often true that the greater a potential for return, the higher the risks. Equally, low-risk investments usually offer less potential for return. It is important to get the right balance for you and your circumstances.

For example, equities are considered to be higher risk as companies may not perform as expected, but are, in general, expected to provide strong returns over the long term. In comparison, cash is likely to provide a low risk and steady returns but could be eroded by inflation.

It is therefore important to think about how comfortable you are with risk. Unfortunately, there is no such thing as a risk-free investment. Even putting your money under the mattress has risks: inflation may devalue it, fire may burn it, or a thief may steal it. However, generally when talking about investments, the reference to 'risk' refers to how volatile the performance of a fund might be – that is, the degree of fluctuations in value that your Retirement Account is expected to experience.

Taking less risk generally means less volatility, but also may well reduce the potential reward long term. The funds you can invest in do not guarantee the capital value of a pension fund or the amount of pension that may be purchased at retirement.

Charges

All investments incur charges. These charges cover the cost of buying, holding and selling assets.

The Total Expense Ratio is the total percentage of your Retirement Account charged each year for managing your investments. It includes the Annual Management Charge and additional expenses (such as audit fees, custodian fees, tax and legal expenses) as well as administration costs. This is factored into the unit prices that are used to buy and sell investment units and value your Retirement Account. This means you won't see, or have to pay, an upfront charge.

If you switch your investment selections (this includes switching between lifestyle strategies), in some cases there will be modest transaction charges incurred. Again, these are reflected in the unit prices of the respective funds involved. For example, switching £10,000 from global equities to a cash fund might currently cost around 0.5% (or £50). However, as long as you are not switching too frequently, the benefit of switching and being in the right investment option for you will outweigh the modest short-term cost.

Security of assets

The Trustees interpretation of current regulations is that, in the unlikely event of a Mobius failure (the investment platform used by the Trustees), investments in the funds available will be protected under the Financial Services Compensation Scheme.

However, if you decide to invest in a fund outside of the Scheme, the Financial Services Compensation Scheme protection may not apply. Instead, security of the assets will essentially be directly dependent on the value of the underlying assets, which are held by an independent custodian, and so would be protected from the failure of a fund manager.

For the full list of which funds are covered by the Financial Services Compensation Scheme, and more details on the impact that this might have, please contact the Scheme Administrator.

For the purposes of the Financial Services Compensation Scheme, until your Retirement Account is paid out to you, the Trustees are the policyholder of any investments held in the Fund.

Please note that a change in market value of members' investments as a result of market volatility should not be regarded as failure of the fund or manager and is not subject to protection.

Thinking about different types of risk

We invest to grow our money, but investing comes with different levels of risk. Within every single investment option, the value of a fund can go down, as well as up, and risk needs to be carefully balanced with the investment returns targeted.

Below, we have set out some different types of risk. Understanding these different risks will help in any decisions you make about the investment of your Retirement Account.

Investment risk – too much, too little or just about right?

Investment risk refers to the magnitude of the likely fluctuations in the value of your investments. The size of your Retirement Account when you retire will depend partly on where you invest your money and how much risk you are prepared to take with it. Over the short term, taking too much investment risk is not usually a good idea in case values fall and you have no time to make up the loss. Over the long term, however, you have more time to make back any potential losses. This is why people tend to invest in riskier assets earlier in their working lives.

On the other hand, taking too little investment risk can be just as damaging to the end value of your Retirement Account. If you do not take sufficient risk, you are in danger of sacrificing potential rewards, which can lead to insufficient assets at retirement.

You should only ever take as much risk as you are comfortable with. You should note that saving for your pension is a long-term commitment and take appropriate risks as necessary.

If you are unsure how much risk to take, you may want to consider using one of the Lifestyle Strategies.

Risk approaching retirement

You and the Company may have paid into your Retirement Account for many years, and you would hope that, as you approach retirement, you will have built it up to a sizeable value.

It is therefore important that, as you approach retirement, you look to protect the money you have built up by reducing the level of risk you take. If not, there is the risk that, at the point at which you want to retire, your investments fall in value. This can result in a lower retirement income than you anticipated, or you having to work longer to build your Retirement Account back up.

In addition, as you approach retirement, you should also ensure that your investments are suitably lined up for whichever retirement option you intend to take.

Inflation risk

Inflation is the tendency for things to get more expensive over time. It is important that your investments grow faster than inflation, so that the buying power of your Retirement Account does not get smaller as you get older. Remember that you may be saving for many years in the future, so you will want your Retirement Account to have the same buying power when you retire, and for many years after, as it would do in today’s terms.

Risk of annuity rate changes

If you want to purchase a steady stream of income at retirement, you can use your Retirement Account to buy an annuity. Annuity rates are closely linked to interest rates, so when interest rates are low, the cost of buying an annuity is more expensive. This means that the amount of pension income your Retirement Account can buy may be lower than you had expected. If you intend to buy an annuity, as you get closer to retirement, you would want to move into investment funds that broadly move in line with the cost of buying an annuity (such as bonds), which would reduce the relative impact of annuity rate changes.

Investment terminology

Types of asset classes

To help you make a decision, we have set out details below of all the main asset classes available to you, and why you might want to use them.

Equities
Equities are shares in UK and overseas companies. They go up and down in value depending on general economic conditions, the success of a company, and how many people want to buy and sell the shares. Equities are generally considered a high-risk investment.

Equities:

- may be suitable if you are prepared to take a higher level of risk, aiming for a potentially higher reward over the medium- to long-term
- have historically produced the best returns over the long term, but offer little security of capital
- can carry currency exposure risks if invested overseas
- offer the best chance of beating inflation over the long term
- are generally considered to be unsuitable for short-term investment as there may be sudden and large falls in value
- provide no guarantee that you will get back the full value of your investment

Bonds
Governments and companies issue bonds as a way of borrowing money. In return, they repay the loan by a certain date, with periodic interest payments. Bonds issued by the UK Government are called gilts. Bonds issued by companies are known as corporate bonds. The returns received from bonds are a combination of interest received and changes in the capital value.

The capital value will change depending on long-term interest rates and on the chances of the company or government defaulting (failing to repay the loan). As a general rule, when interest rates rise, the capital value will decline. Because of the link with interest rates (which often affect annuity pricing), investing in bonds is particularly suitable in the lead up to retirement if you are likely to purchase an annuity.

Bonds:

- are a low- to medium-risk investment, suitable for more cautious investors
- are likely to be less volatile than equity funds (although this is not always the case, particularly if the bonds are long-dated), but may produce lower long-term returns
- provide no guarantee that you will get back the full value of your investment
- can produce returns that are closely linked to long-term interest rates, which also have an influence on the cost of buying a pension

Cash or money market investments
As well as issuing bonds, companies and governments can also borrow on a much shorter- term basis, e.g. days, weeks, or a few months. This is known as the 'money market'. It includes money being put on deposit where it earns interest, just like a bank or building society account, but also other types of cash-like investments, such as certificates of deposit and floating rate notes. The return received from money market instruments is a combination of interest and any changes in capital value, and is generally relatively low. They do offer much higher capital protection, although there are circumstances where their values may fall. A fall in value could also happen if interest income falls so low that it is less than the charges applied to the fund.

Money market investments:

- are a low-risk investment, which aim to protect the capital value of your investment
- may not be appropriate for a long-term investment, as cash tends not to keep pace with inflation over a long period
- can be a good place for your money while you are deciding what to do over the long term, or for part of your money as you get closer to retirement and do not want to be exposed to widely fluctuating values of other investments
- are not entirely without some level of investment risk, although this is generally much lower than for other funds

Investment management styles

Within the Freestyle fund list on page 13, we have specified whether a fund is passively managed or actively managed.

Passive fund management Managers try to match the investment returns of a chosen index; for example, the FTSE All- Share Index in the UK. The aim of passive funds is to perform in line with the chosen index, whether it goes up or down. They have the advantage of giving exposure to an asset class with the minimum of cost.

Active management Managers use their experience and research resources to choose investments that they believe will give higher investment returns than would be achieved by following market indices, or that will better meet the aims of the fund.

Some types of fund are always notionally active as there is no market recognised index that can be tracked. The three 'active' funds available as freestyle options fall into this second category and are not 'active' in the traditional sense of the word.

Financial advice

The Trustees encourage all members to take financial advice when selecting investment options and making retirement choices.

You can find a Financial Conduct Authority-regulated financial adviser in your area at: www.moneyadviceservice.org.uk

Contact us

This guide gives you an overview of the investment options the Scheme provides and should answer many of your questions. If you have any other questions about the Scheme or would like any further information, please contact the Scheme Administrator:

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Important notes

- All rates and charges shown are correct as at June 2021 (time of publication).
- The Scheme is a tax-registered scheme.
- This booklet has been prepared by Buck and approved for issue by the Trustees. The information in this booklet is based on Buck's understanding of current legislation, which is subject to change.
- Each individual's circumstances are different. This booklet is intended as a guide only. It does not constitute advice and should not be taken as giving personal advice. You should seek appropriate financial advice if you need help deciding whether to join the Scheme and which investment options to choose. Neither the Trustees nor the Trustees' advisers can offer employees individual financial advice.
- Please note that, whilst every effort has been made to ensure the information in this booklet accurately reflects the Trust Deed and Rules, if there is any difference, the Trust Deed and Rules will apply.