

Registered number: 10251440

**SPIRIT (LEGACY) PENSION SCHEME
REPORT AND FINANCIAL STATEMENTS
YEAR ENDED 30 JUNE 2024**

SPIRIT (LEGACY) PENSION SCHEME

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TRUSTEE AND ITS ADVISERS YEAR ENDED 30 JUNE 2024

Trustee	Spirit (Legacy) Pension Trustee Limited
Company Appointed Directors	John Freeman (resigned 15 July 2024) Jane Houldsworth (appointed 16 July 2024) Nicholas Wilks
Member-Nominated Directors	Maria Gavin Robert McDonald (resigned 22 March 2024) Francis Patton
Independent Director	BESTrustees PLC (represented by Iain Urquhart, Chairman)
Principal Employer	Spirit Pub Company (Services) Limited, a subsidiary of Greene King Limited
Participating Employer	Greene King Retail Services Limited (ceased 4 December 2023)
Secretary to the Trustee	Wendy Evershed Aon Solutions UK Limited
Actuary (DB Section)	Roger Moring, FIA Aon Solutions UK Limited
Administrator	Aon Solutions UK Limited
Independent Auditor	Crowe U.K. LLP
Bankers	Bank of Scotland plc HSBC Bank plc (opened 22 December 2023)
Covenant Advisers	Mercer LLC Ellcam Consulting Limited (appointed 22 April 2024)
Investment Adviser (DB and DC Section)	Aon Investments Limited
Investment Managers (DB Section)	Adept Investment Management plc ('Adept') BlackRock Advisors (UK) Limited ('BlackRock') Legal & General Investment Management Limited ('LGIM')
Investment Managers (DC Section)	Standard Life Assurance Limited ('Standard Life')
AVC Providers (DB Section)	Aviva plc ('Aviva') (disinvested 24 January 2024) Standard Life Assurance Limited ('Standard Life') (disinvested 22 February 2024)
Annuity Provider (DB Section)	Scottish Widows Limited
Custodian	Bank of New York Mellon (International) Limited

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TRUSTEE AND ITS ADVISERS YEAR ENDED 30 JUNE 2024

Legal Advisers

Linklaters LLP
Eversheds Sutherland (International) LLP

Contact Details

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SPIRIT (LEGACY) PENSION SCHEME

TRUSTEE'S REPORT YEAR ENDED 30 JUNE 2024

Introduction

The Trustee of Spirit (Legacy) Pension Scheme (the 'Scheme') is pleased to present the annual report together with the audited financial statements for the year ended 30 June 2024.

Constitution and management

The Scheme is an occupational hybrid pension scheme comprising Defined Benefit ('DB') and Defined Contribution ('DC') sections. The Scheme is governed by a Trust Deed, as amended from time to time, and is administered by Aon Solutions UK Limited in accordance with the establishing document and Rules solely for the benefit of its members and other beneficiaries.

The Scheme came into existence on 9 July 2014 to facilitate the merger of the Spirit Group Pension Scheme ('SGPS') and the Spirit Group Retail Pension Plan ('SGRPP'). A merger deed was signed on 2 June 2015. The assets and liabilities were transferred to the Scheme following the merger. Communications were issued to all members explaining the changes.

The Spirit Group Retail Retirement Savings Plan (the 'Plan') merged with the Scheme on 30 September 2019 as per the Transfer and Amendment Deed. The assets and liabilities were transferred to the Scheme via a Deed of Novation signed on 30 September 2019.

The DB Section is no longer open to new members and was closed to future accrual under SGPS and SGRPP on 5 April 2005. The DC Section was closed to new members under SGPS on 31 May 2000 and SGRPP on 31 January 2004. Contributions in respect of active members in the DC Section ceased on 30 November 2023. An alternative arrangement has been put in place and the members impacted by this change have been notified.

The Trustee and the Trustee Directors are shown on page 1.

Under the Trust Deed and Rules of the Scheme, Trustee and Trustee Directors are appointed and removed by Principal Employer, subject to the Member- Nominated arrangements.

In accordance with the Pensions Act 2004 at least one third of the total number of Trustee Directors must be nominated by Scheme members. The Member-Nominated Trustee Directors ('MNTD's') are elected from the membership.

A Trustee Director can choose to retire from office at any time. A Member-Nominated Trustee Director can only be removed with the agreement of all other Trustee Directors.

The Trustee Directors have appointed professional advisers and other organisations to support them in delivering the Scheme's objectives. These individuals and organisations are listed on pages 1 and 2. The Trustee Directors have written agreements in place with each of them.

Trustee meetings

The Trustee Board held ten meetings during the year to consider the business of the Scheme.

Scheme changes

Contributions in respect of active members in the DC Section ceased by 4 December 2023. An alternative arrangement has been put in place and the members impacted by this change have been notified.

SPIRIT (LEGACY) PENSION SCHEME

TRUSTEE'S REPORT YEAR ENDED 30 JUNE 2024

Financial statements

The financial statements included in this annual report have been prepared and audited in accordance with the regulations made under Sections 41 (1) and (6) of the Pensions Act 1995.

Membership

Details of the membership changes of the Scheme in the year are as follows:

	Actives	Active deferreds	Deferreds	Pensioners	Total
Members at the start of the year	37	-	3,187	3,054	6,278
Adjustments to members	(3)	-	(55)	22	(36)
New spouses and dependants	-	-	-	37	37
Retirements	(1)	-	(114)	115	-
Cessations	-	-	-	(2)	(2)
Deaths	-	-	(7)	(114)	(121)
Leavers	(33)	19	14	-	-
Trivial commutations	-	-	(13)	(11)	(24)
Transfers out	-	-	(4)	-	(4)
Members at the end of the year	-	19	3,008	3,101	6,128

Pensioners include 483 (2023: 460) individuals receiving a pension upon the death of their spouse who was a member of the Scheme. Pensioners also include 12 (2023: 10) child dependants in receipt of a pension.

These membership figures do not include movements notified to the Administrator after the completion of the annual renewal.

These membership figures include 13 (2023: 14) members who have a separate DC record in addition to their DB record. The 13 members consists of 1 active deferred member, 4 deferred members and 8 pensioner members.

The adjustments shown above are the result of retrospective updating of member records.

The movement of members from 'active' to 'active deferreds' in the year is due to closure to future contributions by 4 December 2023 with some members retaining a salary link for DB elements.

Pension increases

Pensions with an increase anniversary date of 1 November 2023 were increased in accordance with the Rules of the Scheme. Pensions in excess of Guaranteed Minimum Pensions ('GMP') were increased at 5.0% p.a. (minimum of 3.0% p.a. for the Ex-Allied Domecq pensioners), with the exception of a small number of pensions which do not increase in payment. Post-88 GMPs were increased at 3.0% p.a., Pre-88 GMPs were not increased, in accordance with the Scheme Rules and statutory requirements.

Pensions with an increase anniversary date of 1 May 2024 were increased in accordance with the Rules of the Scheme. Pensions in excess of Guaranteed Minimum Pensions ('GMP') were increased at 5.0% p.a. (minimum of 3.0% p.a. for the Ex-Allied Domecq pensioners), with the exception of a small number of pensions which do not increase in payment. Post-88 GMPs were increased at 3.0% p.a., Pre-88 GMPs were not increased, in accordance with the Scheme Rules and statutory requirements.

There were no discretionary pension increases in the year. Deferred benefits are increased in line with legislation and the Scheme Rules.

SPIRIT (LEGACY) PENSION SCHEME

TRUSTEE'S REPORT YEAR ENDED 30 JUNE 2024

Transfers

Cash equivalents paid during the year with respect to transfers have been calculated and verified in the manner prescribed by the Pension Schemes Act 1993 and do not include discretionary increases.

Members leaving service can normally transfer the value of their benefits under the Scheme to another scheme that they join or to an insurance contract or personal pension.

Transfers into the Scheme are allowed, however, this is restricted to active members transferring into the DC Section of the Scheme.

Contributions

Contributions were paid in accordance with the Schedule of Contributions certified by the Scheme Actuary on 25 July 2022 relating to the Spirit (Legacy) Pension Scheme members.

DB Section

The Employer has continued to contribute expense contributions of £80,179 per month from September 2020. It also contributed an additional expense contribution for the Pension Protection Fund ('PPF') levy recalculated each year to reflect the expected levy.

DC Section

Employer normal contributions:

Clerical and retail staff – 4% of basic pay/salary for employees under the age of 40 and 6% of basic pay/salary for employees aged 40 and over.

Middle managers and retail management team – 6% of basic pay/salary for employees under the age of 40 and 9% of basic pay/salary for employees aged 40 and over.

Executives – 13% of basic salary.

All active members pay Employee contributions under a salary sacrifice arrangement and are reflected as Employer contributions in the financial statements.

Employees who are active members of the Scheme and who are not 25-year members, pay 3% of basic pay/salary. Additional voluntary contributions are paid at rates selected by the employee, in accordance with the Trust Deed and Rules.

Contributions in respect of active members in the DC Section ceased by 4 December 2023. An alternative arrangement has been put in place.

GMP equalisation

On 26 October 2018, the High Court handed down a judgment involving the Lloyds Banking Group's defined benefit pension schemes. The judgment concluded the schemes should be amended to equalise pension benefits for men and women in relation to guaranteed minimum pension benefits. The issues determined by the judgment arise in relation to many other defined benefit pension schemes. The Trustee of the Scheme is working with its advisers to prepare to equalise pension benefits as required. Under the ruling schemes are required to backdate benefit adjustments in relation to GMP equalisation and provide interest on the backdated amounts. Based on an initial assessment of the potential backdated amounts and related interest the Trustee does not expect these to be material to the financial statements and have not included a liability in respect of these matters in these financial statements. They will be accounted for in the year they are determined.

SPIRIT (LEGACY) PENSION SCHEME

TRUSTEE'S REPORT YEAR ENDED 30 JUNE 2024

GMP equalisation (continued)

There was a further High Court judgement in 2020 relating to the equalisation of GMP benefits. This judgement focused on the GMP treatment of historic transfers out of members, an issue which had not been addressed in the 2018 GMP ruling. Under the 2020 ruling, trustees are required to review historic transfers values paid from May 1990 to assess if any top up payment is required to the receiving scheme, to reflect the member's right to equalised GMP benefits. The Trustee of the Scheme is working with its advisers to prepare to review historic transfer values. Based on an initial assessment of the potential impact the Trustee does not expect this to be material to the financial statements.

The Trustee has included an approximate allowance in the Scheme's technical provisions to reflect the estimated overall impact of GMP equalisation on liabilities. This encompasses both the estimated cost of backdated adjustments and equalisation of past transfers out as described above, and also the impact on future benefit payments out of the Scheme. This allowance is less than 1% of the liabilities.

Going Concern

The Scheme's financial statements have been prepared on the going concern basis. In making this assessment, the Trustee has assessed the ability of the Principal Employer to continue to meet its obligations to the Scheme and for the Scheme to meet its future obligations to pay member benefits as they fall due.

The Trustee has reviewed information available to them from the Principal Employer and their advisers and as a consequence, the Trustee believes the Scheme is well positioned to manage its risks successfully. In light of this the Trustee has a reasonable expectation that the Scheme will continue in operational existence for the foreseeable future. Accordingly, it continues or the Trustee to adopt the going concern basis in preparing the Scheme's financial statements.

Report on Actuarial Liabilities

As required by Financial Reporting Standard 102, 'The Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland' (FRS 102), the financial statements do not include liabilities in respect of promised retirement benefits.

Under Section 222 of the Pensions Act 2004, every scheme is subject to the Statutory Funding Objective, which is to have sufficient and appropriate assets to cover its technical provisions. The technical provisions represent the present value of the benefits members are entitled to based on pensionable service to the valuation date. This is assessed using the assumptions agreed between the Trustee and the Employer and set out in the Statement of Funding Principles, which is available to Scheme members on request.

The most recent full actuarial valuation of the Scheme was carried out as at 30 June 2021. Additionally, Annual Actuarial Reports were produced as at 30 June 2022 and 30 June 2023. These showed that on these dates:

	30 June 2021	30 June 2022	30 June 2023
The value of the technical provisions was:	£537.5 million	£430.1 million	£328.9 million
The Scheme's assets were valued at:	£560.0 million	£441.9 million	£332.6 million
Surplus	£22.5 million	£11.8 million	£3.7 million
Value of assets as a percentage of the technical provisions	104.2%	102.7%	101.1%

The values of the assets and liabilities above include the value of insurance policies (annuities) held by the Scheme in the Trustee's name.

Actuarial valuations will normally be carried out every three years, with the next valuation of the Scheme due to take place no later than as at 30 June 2024.

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TRUSTEE'S REPORT YEAR ENDED 30 JUNE 2024

Report on Actuarial Liabilities (continued)

The method and significant assumptions used were as follows:

Method – the actuarial method used in the calculation of the technical provisions is the Projected Unit Method.

Significant actuarial assumptions

The key assumptions are:

Basis item	Description
Investment return	Based on the Bank of England ('BoE') gilt yield curve plus an outperformance premium.
Outperformance premium	0.50% p.a.
Retail Price Inflation ('RPI')	Based on the BoE inflation curve.
Consumer Price Inflation ('CPI')	The difference between the long-term assumption for RPI and CPI inflation will vary over time to reflect the Scheme Actuary's views of long-term structural differences between the calculation of RPI and CPI inflation at the date subsequent calculations are carried out. As at 30 June 2021, this was RPI less 1.0% p.a. at each term prior to 2030, and RPI less 0.1% p.a. at each term thereafter.
Pension increases in payment: - GMP - Pension in excess of GMP	Statutory - RPI capped at 5% p.a. - RPI capped at 5% p.a., subject to a 3% p.a. minimum - Nil increases
Mortality post-retirement	In line with SAPS S3 heavy tables scaled to reflect the demographic profile and experience of the Scheme, with an allowance for improvements in line with CMI_2020 Core Projections with smoothing parameter of 7.0, initial adjustment factor of 0.50 and long-term annual rate of improvement in mortality rates of 1.5% p.a. for men and women.

The assumptions used for the Annual Actuarial Reports at 30 June 2022 and 30 June 2023 are consistent with those set out above.

Note: Liabilities in respect of the insurance policies with Scottish Widows are valued making approximate allowance for insurer pricing at the calculation date.

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TRUSTEE'S REPORT YEAR ENDED 30 JUNE 2024

Investment matters

Management and custody of investments

As required by Section 35 of the Pensions Act 1995, the Trustee has prepared a Statement of Investment Principles ('SIP'). A copy of the SIP can be found on the Scheme's website at <https://www.spiritpensioninfo.co.uk/> and is shown on pages 73 to 93.

The SIP notes that for the DB assets, the Scheme's actual asset allocation versus the target weight may deviate significantly from target due to factors such as market movements, investment views, governance constraints and implementation issues. The SIP does not have rebalancing ranges in place, and we are comfortable with the current asset allocation's deviation from the target given the nature of the Scheme's holdings.

Some of the Scheme's assets are invested in an insurance (annuity) policy with Scottish Widows Limited, which is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority.

The Trustee has delegated management of investments to the investment managers shown on page 1. These managers, who are regulated by the Financial Conduct Authority in the United Kingdom, manage the investments in line with the investment managers agreements which are designed to ensure that the objectives and policies captured in the SIP are followed.

The Trustee has limited influence over the underlying investments within pooled investment vehicles held by the Scheme; but review the managers' policies and statements of compliance in respect of rights attached to those investments, including active voting participation and consideration of social, ethical and environmental factors when making investment decisions.

The investment managers are paid fees for their services. The fees are calculated as a percentage of the market value of the part of the Scheme that they manage.

The Trustee has appointed The Bank of New York Mellon (International) Limited to provide custody services for its investments managed by BlackRock Investment Management (UK) Limited. The remaining assets are not held via a custodian.

For the DC Section, the fund managers appoint their own custodians to provide custody services for the investments they manage.

The Custodian is responsible for the safe keeping, monitoring and reconciliation of documentation relating to the ownership of listed investments. Investments are held in the name of the Custodian's nominee company, in line with common practice for pension scheme investments.

The Trustee has considered the nature, disposition, marketability, security and valuation of the Scheme's investments and believe them to be appropriate relative to the reasons for holding each class of investments.

SPIRIT (LEGACY) PENSION SCHEME

TRUSTEE'S REPORT YEAR ENDED 30 JUNE 2024

Investment report

Investment strategy and principles

The Trustee is responsible for determining the Scheme's investment strategy.

The Trustee's objectives for the investment strategy have been set with regard to the Scheme's Statutory Funding Objectives as set out in the Statement of Funding Principles. The Trustee's primary investment objectives are:

- Funding objective - to ensure that the Scheme's investments deliver sufficient return such that the Scheme attains and remains fully funded using assumptions that contain a margin for prudence;
- Stability objective - to have due regard to the likely level and volatility of required contributions when setting the Scheme's investment strategy; and
- Security objective - to ensure that the solvency position of the Scheme is expected to improve. The Trustee takes into account the strength of the employer's covenant when determining the expected improvement in the solvency position of the Scheme.

In accordance with section 35 of the Pensions Act 1995, the Trustee has agreed a statement of investment principles ("SIP"). This was reviewed in February 2022 and subsequently reviewed in September 2024. A copy of the SIP is included in the Annual Report on pages 73 to 93.

The Trustee has recently undertaken an investment strategy review to consider its long term objectives, the appropriateness of the current strategy and de-risking triggers (if deemed appropriate). Implementation of any strategic changes is ongoing.

As at Scheme year end, the Trustee's investment strategy was to hold approximately:

- 75.0% matching assets, consisting of fixed interest gilts, index-linked gilts, interest rate swaps, inflation swaps, corporate bonds and liquid credit; and
- 25.0% growth assets, consisting of equities and property.

In addition, the Trustee may choose to invest in bulk annuity policies in order to reduce risk. Given the illiquid nature of these investments, the Trustee considers these separately to the investment strategy. The actual allocations will change over time due to market movements and cashflows. The Trustee regularly reviews the allocations.

The Trustee's key aim in respect of the Defined Contribution ("DC") Section is to provide a range of investments that are suitable for meeting members' long and short-term investment objectives.

The Trustee's overall investment objective is implemented using a range of investment options accessible to members through a Trustee appointed platform provider – Standard Life Assurance Limited ('Standard Life'). The platform provider has been appointed on an 'investment-only' mandate. Members have access to three Lifestyle Strategies and a range of freestyle funds. The range of funds was chosen by the Trustee after taking advice from its advisers.

SPIRIT (LEGACY) PENSION SCHEME

TRUSTEE'S REPORT YEAR ENDED 30 JUNE 2024

Investment report (continued)

The Lifestyle Strategies are:

- Drawdown Targeting Lifestyle Strategy (Default for most members) - designed to be suitable for members who are considering income drawdown at retirement, while also recognising it will need to provide appropriately for those who do not know in what form they will be drawing their benefits.
- Cash Targeting Lifestyle Strategy (Default for a small number of members) - designed to be suitable for members who are considering taking their DC benefits as a cash lump sum at retirement.
- Annuity Targeting Lifestyle Strategy - designed to be suitable for members who are considering taking their using their DC funds to purchase an annuity at retirement.

The Trustee's objectives for the default strategies are as follows:

- Aim for significant long term real growth while members are further away from retirement.
- Manage down volatility in fund values as members near retirement.
- Target an end point portfolio that is appropriate and consistent with how members may take their benefits when they retire.

The Trustee's policy is to provide suitable information for members so that they can make appropriate investment decisions.

Investment performance

The Trustee assesses the performance of the Scheme's investments individually, and overall.

The Trustee receives reports from their investment advisers on a quarterly basis, showing performance of individual funds and the overall Scheme against both benchmark and target. Investment managers present to the Trustee upon request, to report on compliance with their agreements and to be questioned on fund performance and outlook.

Performance of the Scheme's DB investments over the 12 month, 3 year and 5 year periods are summarised as follows:

	12 months ending 30 June 2024	3 years p.a. ending 30 June 2024	5 years p.a. ending 30 June 2024
Total Scheme (estimated)	1.2%	-15.1%	-8.3%
Benchmark	0.6%	-14.9%	-8.1%

Notes: Performance, net of fees, estimated by Aon.

SPIRIT (LEGACY) PENSION SCHEME

TRUSTEE'S REPORT YEAR ENDED 30 JUNE 2024

Investment report (continued)

Performance of the Scheme's DC funds over a 12 month and 3 year periods are summarised as follows:

	12 months ending 30 June 2024	3 years p.a. ending 30 June 2024	5 years p.a. ending 30 June 2024
Standard Life Deposit and Treasury Pension Fund	5.2%	2.8%	1.7%
Benchmark	5.2%	2.9%	1.8%
Standard Life Developed World ex UK	21.6%	10.3%	12.4%
Benchmark	21.4%	10.2%	12.6%
Standard Life UK All Share Index	12.8%	7.3%	5.4%
Benchmark	13.0%	7.4%	5.5%
Standard Life Macro Fixed Income Pension Fund	10.0%	-0.2%	0.6%
Benchmark	5.2%	2.9%	1.9%
Standard Life UK Investment Grade Bond Index	9.5%	-4.0%	-1.0%
Benchmark	9.7%	-3.8%	-0.7%
Standard Life UK Inflation Linked Gilt Index	-0.8%	-12.3%	-6.5%
Benchmark	-0.7%	-12.2%	-6.4%

Notes: Performance, net of fees, provided by Standard Life. Performance has only been shown for funds invested for the period.

The principal economic factors which have affected the benchmarks against which performance is compared, and implicitly the assets held, were as follows:

The positive performance of the DB section can be explained to some extent by the performance of the LDI portfolio. The DB section of the Scheme has a large allocation to Liability Driven Investments ("LDI"), which has an inverse relationship with interest rates. Expectations of interest rate reductions increased over the year, driving performance of fixed gilts. This will have been offset by a slight increase in fixed liability values, leaving the funding level intact. The Scheme's equity allocation, although small, was also a driver of positive returns, with the allocation returning c.16%.

SPIRIT (LEGACY) PENSION SCHEME

TRUSTEE'S REPORT YEAR ENDED 30 JUNE 2024

Investment report (continued)

Narrative around the other asset classes that the Scheme is invested in, is below:

- The US equities were the best-performing market in sterling terms and second-best in local currency terms. In Q1 2024, earnings growth was strongest in the Communication Services, Utilities, Consumer Discretionary, and I.T. sectors. Several amongst the "Magnificent-7" stocks performed well after reporting solid earnings amidst high demand for A.I. technology. Index-heavyweight sectors such as Information Technology and Financials returned 40.4% and 26.1%, respectively. Communication Services was the best-performing sector with a return of 43.5%.
- The UK equities delivered positive returns over the year, rising by 13.2%. Rising commodity prices helped the sizeable resource sector as Energy and Materials rose by 20.3% and 16.9%, respectively. The index-heavyweight Financial sector rose by 17.9%, while other heavyweight sectors such as Consumer Staples and Industrials returned -1.6% and 32.4%, respectively.
- The UK nominal gilt curve had a mixed performance over the past twelve months as the gilt curve fell at shorter and medium-term maturities but rose at longer-term maturities. In Q3 2023, the UK nominal gilt curve fell at the short to medium maturities but rose at the longer end of the curve. In Q4 2023, the UK nominal gilt curve shifted downwards as yields fell sharply across maturities. In the first half of 2024, the UK nominal gilt curve shifted upwards as yields rose across maturities. Overall, according to FTSE All-Stocks indices, UK fixed-interest gilts rose 4.8% while index-linked gilts fell by 0.4% over the last twelve months.
- The UK credit market performed positively over the past twelve months. UK investment-grade credit spreads (the difference between corporate and government bond yields), based on the iBoxx Sterling Non-Gilt Index, narrowed by 46bps to 109bps. The index rose 9.7% over the year.
- Sterling ended the twelve months 1.3% higher on a trade-weighted basis.

The Trustee has considered the nature, disposition, marketability, security and valuation of the Scheme's investments and considers them to be appropriate relative to the reasons for holding each class of investment. More details about investments are given in the notes to the financial statements.

Engagement Policy Implementation Statement ('EPIS')

The Trustee has prepared an Engagement Policy Implementation Statement in accordance with legislation. This statement is shown at Appendix I.

Chair's Statement

The Chair's Statement, which forms part of the Trustee's Report is attached at Appendix II.

Employer related investments

The investments of the Scheme are invested in accordance with Section 40 of the Pensions Act 1995. Details of any Employer related investments are disclosed in note 21 to the financial statements.

SPIRIT (LEGACY) PENSION SCHEME

TRUSTEE'S REPORT YEAR ENDED 30 JUNE 2024

Further information

Further information about the Scheme is available, on request, to members, their spouses and other beneficiaries together with all recognised trade unions. In particular, the documents constituting the Scheme, the Rules and a copy of the latest actuarial report and the Trustee's SIP can be inspected.

Individual benefit statements are provided to active and deferred DC members annually and for deferred DB members on request. In addition to the information shown on these statements members can request details of the amount of their current transfer value and, if applicable, the current amount of any refund of contributions to which they would be entitled on leaving service. Such requests are available free of charge once a year.

If members have any queries concerning the Scheme or their own pension position, or wish to obtain further information, they should contact Aon Solutions UK Limited at the contact details on page 2 who will also be able to provide them with a further copy of the Scheme's booklet should they require one and answer any queries that they may have about entitlement to benefits.

Aon Solutions UK Limited processes the personal data as contained in this report and financial statements for the purpose of providing the Trustee with a report and financial statements on the operation of the Scheme. Aon Solutions UK Limited processes personal data in the context of providing pension scheme administration services on behalf of the Trustee, the data controller. Aon Solutions UK Limited, when operating in its capacity as a data processor who provides the members of the Scheme with pension scheme administration services on behalf of the Trustee, will comply with the applicable legislation including any data protection legislation and the instructions of the Trustee.

The Trustee or the Employer will ensure the data subjects of whom personal data is processed for the purposes of this report and financial statements are informed of the processing activities in accordance with the requirements of the applicable data protection legislation.

If any further information is required, this can be found at <https://www.spiritpensioninfo.co.uk/>.

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TRUSTEE'S REPORT YEAR ENDED 30 JUNE 2024

Governing bodies, regulators and sources of reference

Pension Tracing

The Scheme is registered with the Pension Tracing Service which maintains a list of up to date addresses of schemes to assist ex-members in tracing their rights if they have lost contact with the previous Employers' scheme. The Pension Tracing Service can be contacted at:

The Pensions Service
Post Handling Site A
Wolverhampton
WV98 1AF

0800 731 0193
www.gov.uk/find-pension-contact-details

The Pensions Regulator

The Pensions Regulator ('TPR') is the United Kingdom ('UK') regulator of work-based pension schemes.

TPR's role is to act to protect the interest of pension scheme members and to enforce the law as it applies to occupational pension schemes.

The regulations set out clearly the areas that TPR covers and the powers that are vested in it. For example, TPR can prohibit or disqualify trustees for acting unlawfully, and can impose fines on wrong doers.

TPR can be contacted at:

The Pensions Regulator
Telecom House
125-135 Preston Road
Brighton
BN1 6AF

0345 600 0707
customersupport@tpr.gov.uk
www.thepensionsregulator.gov.uk

The Pension Protection Fund

The Pension Protection Fund was established to provide compensation to members of eligible pension schemes, when there is a qualifying insolvency event in relation to the Employer and where there are insufficient assets in the pension scheme to cover Pension Protection Fund levels of compensation.

The Pension Protection Fund can be contacted at:

PPF Member Services
Pension Protection Fund
PO Box 254
Wymondham
NR18 8DN

0330 123 2222
ppfmembers@ppf.co.uk
www.ppf.co.uk

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TRUSTEE'S REPORT YEAR ENDED 30 JUNE 2024

Governing bodies, regulators and sources of reference (continued)

Questions about pensions

If you have any questions about your pension, MoneyHelper, which is part of the Money and Pensions Service, provides professional, independent and impartial help with pensions for free. Services include independent information and general guidance on pension matters.

MoneyHelper can be contacted at:

Money and Pensions Service
Borough Hall
Cauldwell Street
Bedford
MK42 9AP

0800 011 3797
www.moneyhelper.org.uk

Resolving difficulties/Internal Dispute Resolution

It is expected that most queries relating to benefits can be resolved with the Scheme's Administrator. In the event that a member's complaint cannot be resolved by the Administrator they may make a formal complaint using the Scheme's Internal Dispute Resolution ('IDR') procedure, details of which can be obtained from the Administrator or use the Pensions Ombudsman's informal Early Resolution Service.

The Government appointed Pensions Ombudsman can investigate complaints of injustice due to bad administration either by the Trustee or the Scheme's Administrator, or disputes of fact of law. The Pensions Ombudsman can be contacted at:

The Pensions Ombudsman
10 South Colonnade
Canary Wharf
London
E14 4PU

0800 917 4487
enquiries@pensions-ombudsman.org.uk
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SPIRIT (LEGACY) PENSION SCHEME

TRUSTEE'S REPORT YEAR ENDED 30 JUNE 2024

Statement of Trustee's Responsibilities

The financial statements, which are prepared in accordance with UK Generally Accepted Accounting Practice, including the Financial Reporting Standard applicable in the UK (FRS 102) are the responsibility of the Trustee. Pension scheme regulations require, and the Trustee are responsible for ensuring, that those financial statements:

- show a true and fair view of the financial transactions of the Scheme during the Scheme year and of the amount and disposition at the end of the Scheme year of its assets and liabilities, other than liabilities to pay pensions and benefits after the end of the Scheme year; and
- contain the information specified in Regulation 3A of the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, including making a statement whether the financial statements have been prepared in accordance with the relevant financial reporting framework applicable to occupational pension schemes.

In discharging the above responsibilities, the Trustee is responsible for selecting suitable accounting policies, to be applied consistently, making any estimates and judgments on a prudent and reasonable basis, and for the preparation of the financial statements on a going concern basis unless it is inappropriate to presume that the Scheme will not be wound up.

The Trustee is also responsible for making available certain other information about the Scheme in the form of an Annual Report.

The Trustee also has a general responsibility for ensuring that adequate accounting records are kept and for taking such steps as are reasonably open to them to safeguard the assets of the Scheme and to prevent and detect fraud and other irregularities, including the maintenance of an appropriate system of internal control.

The Trustee is responsible under pensions legislation for preparing, maintaining and from time to time reviewing and if necessary, revising a Schedule of Contributions showing the rates of contributions payable towards the Scheme by or on behalf of the Employer and the active members of the Scheme and the dates on or before which such contributions are to be paid. The Trustee is also responsible for keeping records in respect of contributions received in respect of any active member of the Scheme and for adopting risk-based processes to monitor whether contributions are made to the Scheme by the Employer in accordance with the Schedule of Contributions. Where breaches of the schedule occur, the Trustee is required by the Pensions Acts 1995 and 2004 to consider making reports to The Pensions Regulator and the members.

Approval

The Trustee's Report was approved by the Trustee and signed on its behalf by:

Trustee Director:

Trustee Director:

Date:

SPIRIT (LEGACY) PENSION SCHEME

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEE OF SPIRIT (LEGACY) PENSION SCHEME FOR THE YEAR ENDED 30 JUNE 2024

Opinion

We have audited the financial statements of Spirit (Legacy) Pension Scheme for the year ended 30 June 2024 which comprise the Fund Account, the Statement of Net Assets and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- show a true and fair view of the financial transactions of the Scheme during the year ended 30 June 2024, and of the amount and disposition at that date of its assets and liabilities, other than liabilities to pay pensions and benefits after the end of the year;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- contain the information specified in Regulation 3A of the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, made under the Pensions Act 1995.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Scheme in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustee's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustee has not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Scheme's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

SPIRIT (LEGACY) PENSION SCHEME

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEE OF SPIRIT (LEGACY) PENSION SCHEME FOR THE YEAR ENDED 30 JUNE 2024

Other information

The Trustee is responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Responsibilities of the Trustee

As explained more fully in the Statement of Trustee's Responsibilities set out on page 16, the Trustee is responsible for the preparation of the financial statements, for being satisfied that they give a true and fair view, and for such internal control as the Trustee determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustee is responsible for assessing the Scheme's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustee either intends to wind up the Scheme or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

We set out below the key areas which, in our opinion the financial statements are susceptible to material misstatement by way of irregularities including fraud and the extent to which our procedures are capable of detecting these.

- i) Management override of controls. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals and reviewing accounting estimates for bias.
- ii) Misappropriation of investment assets owned by the Scheme. This is addressed by obtaining direct confirmation from the investment managers of investments held at the Statement of Net Assets date.
- iii) Non-receipt of contributions due to the Scheme from the Employer. This is addressed by testing contributions due are paid to the Scheme in accordance with the Schedule of Contributions agreed between the Employer and the Trustee.

SPIRIT (LEGACY) PENSION SCHEME

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEE OF SPIRIT (LEGACY) PENSION SCHEME FOR THE YEAR ENDED 30 JUNE 2024

Auditor's responsibilities for the audit of the financial statements (continued)

- iv) Payment of large retirement lump sum benefits to invalid members. This is addressed through sample testing that there is evidence that the member's identity is verified and of the authorisation of the amount and approval of the payment of the transactions.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

These inherent limitations are particularly significant in the case of misstatement resulting from fraud as this may involve sophisticated schemes designed to avoid detection, including deliberate failure to record transactions, collusion or the provision of intentional misrepresentations.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the Scheme's Trustee, as a body, in accordance with Regulation 3 of the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, made under the Pensions Act 1995. Our audit work has been undertaken so that we might state to the Scheme's Trustee those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Scheme's Trustee as a body, for our audit work, for this report, or for the opinions we have formed.

Crowe U.K. LLP
Statutory Auditor
Oldbury
Date:

SPIRIT (LEGACY) PENSION SCHEME

FUND ACCOUNT FOR THE YEAR ENDED 30 JUNE 2024

	Note	DB £000	DC £000	2024 Total £000	DB £000	DC £000	2023 Total £000
Employer contributions	4	971	83	1,054	977	177	1,154
		971	83	1,054	977	177	1,154
Benefits paid or payable	5	(15,659)	(525)	(16,184)	(14,890)	(529)	(15,419)
Payments to and on account of leavers	6	(91)	-	(91)	(1,611)	(503)	(2,114)
Administrative expenses	7	(2,517)	-	(2,517)	(2,831)	(1)	(2,832)
		(18,267)	(525)	(18,792)	(19,332)	(1,033)	(20,365)
Net withdrawals from dealing with members		(17,296)	(442)	(17,738)	(18,355)	(856)	(19,211)
Investment income	8	2,934	7	2,941	2,205	3	2,208
Change in market value of investments	9	17,874	2,719	20,593	(93,399)	1,023	(92,376)
Investment management expenses	10	83	-	83	(52)	-	(52)
Net returns on investments		20,891	2,726	23,617	(91,246)	1,026	(90,220)
Net increase /(decrease) in the fund during the year		3595	2,284	5,879	(109,601)	170	(109,431)
Transfers between sections		341	(341)	-	219	(219)	-
Net assets of the Scheme at 1 July		332,779	18,078	350,857	442,161	18,127	460,288
at 30 June		336,715	20,021	356,736	332,779	18,078	350,857

The notes on pages 22 to 38 form part of these financial statements.

SPIRIT (LEGACY) PENSION SCHEME

STATEMENT OF NET ASSETS (AVAILABLE FOR BENEFITS) AS AT YEAR ENDED 30 JUNE 2024

	Note	DB £000	DC £000	2024 Total £000	DB £000	DC £000	2023 Total £000
Investment assets							
Pooled investment vehicles	12	229,348	19,742	249,090	233,721	17,927	251,648
Insurance policies	13	107,300	-	107,300	98,100	-	98,100
AVC investments	14	-	-	-	174	-	174
Cash account	15	1	-	1	1	-	1
Other investment balances	15	691	-	691	526	-	526
		<u>337,340</u>	<u>19,742</u>	<u>357,082</u>	<u>332,522</u>	<u>17,927</u>	<u>350,449</u>
Current assets	19	939	293	1,232	1,319	217	1,536
Current liabilities	20	(1,564)	(14)	(1,578)	(1,062)	(66)	(1,128)
Net assets available for benefits at 30 June		<u>336,715</u>	<u>20,021</u>	<u>356,736</u>	<u>332,779</u>	<u>18,078</u>	<u>350,857</u>

The financial statements summarise the transactions of the Scheme and deal with the net assets at the disposal of the Trustee. They do not take account of obligations to pay pensions and benefits which fall due after the end of the Scheme year. The actuarial position of the Scheme, which does take account of such obligations, is dealt with in the Report on Actuarial Liabilities included in the Trustee's Report on pages 6 and 7. These financial statements and Actuarial Certificate should be read in conjunction with this report.

The notes on pages 22 to 38 form part of these financial statements.

These financial statements on pages 20 to 38 were approved by the Trustee and were signed on its behalf by:

Trustee Director:

Trustee Director:

Date:

SPIRIT (LEGACY) PENSION SCHEME

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

1. Basis of preparation

The individual financial statements have been prepared on a going concern basis in accordance with the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, Financial Reporting Standard 102 ('FRS 102') – The Financial Reporting Standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council and the guidance set out in the Statement of Recommended Practice ('SORP') (2018) - Financial Reports of Pension Schemes, published by the Pensions Research Accountants Group ('PRAG').

2. Identification of financial statements

Spirit (Legacy) Pension Scheme is a hybrid occupational pension scheme, comprising both a Defined Benefit ('DB') and Defined Contributions ('DC') Sections, established under trust under English Law.

The address of the Scheme's principal place of business is Spirit Pub Company (Services) Limited, Westgate Brewery, Bury St Edmunds, Suffolk, United Kingdom, IP33 1QT.

3. Accounting policies

The principal accounting policies applied to the preparation of the financial statements are set out below. These policies have been consistently applied unless otherwise stated.

Functional and presentational currency

The Scheme's functional and presentational currency is GBP.

Contributions

Employer Normal contributions are accounted for on an accruals basis in the period to which they relate.

Expense contributions made by the Employer to reimburse costs and levies are accounted for when they fall due in accordance with the Schedule of Contributions.

Employee's contributions made under a salary sacrifice arrangement are accounted for on an accruals basis and are categorised as Employer's contributions.

Benefits paid or payable

Pensions in payment, including pensions funded by annuity contracts, are accounted for in the period to which they relate.

Benefits are accounted for in the period in which the member notifies the Trustee of their decision on the type and amount of the benefit to be taken, or if there is no member choice, on the date of retiring or leaving.

Payments to and on account of leavers

Individual transfers to other schemes are accounted for when member liability is discharged which is normally when the transfer amount is paid.

Refunds and opt-outs are accounted for when the Trustee is notified of the member's decision to leave the Scheme.

Administrative expenses

Administrative expenses are accounted for on an accruals basis, net of recoverable VAT.

SPIRIT (LEGACY) PENSION SCHEME

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

3. Accounting policies (continued)

Investment income

Income from pooled investment vehicles is accounted for when declared by the fund manager.

Income from cash and short-term deposits is accounted for in these financial statements on an accruals basis.

Income arising from (annuity) policies held by the Trustee to fund benefits payable to the Scheme members is included as sales proceeds within the investment reconciliation table.

Change in market value of investments

The change in market value of investments during the year comprises all increases and decreases in the market value of investments held at any time during the year, including profits and losses realised on sales of investments and unrealised changes in market value. In the case of pooled investment vehicles which are accumulation funds, where income is reinvested within the fund without issue of further units, change in market value also includes such income.

Investment management expenses

Investment management fees is accounted for on an accruals basis, net of recoverable VAT.

Investment management fees for pooled investment vehicles are incorporated in the unit price and reflected in change in the market value of investments in the Fund Account.

Valuation of investment assets

Investments

Investment assets are included in the financial statements at fair value. The methods of determining fair value for the principal classes of investment are:

Pooled investment vehicles which are unquoted or not actively traded are stated at bid price or single price where there is no bid/offer spread as provided by the investment managers at the year end.

Insurance policies are valued by the Actuary at the amount of the present value related obligation, determined using the most recent Scheme Funding valuation assumptions updated for market conditions at the reporting date. Insurance policies bought to provide a member's benefits are included in the Statement of Net Assets (Available for Benefits) at their actuarial value as determined by the Actuary as at 30 June 2024.

AVC funds are included within the Statement of Net Assets (Available for Benefits) on the basis of fair values provided by the AVC provider at the year end.

With profits insurance policies held as AVC investments are reported at the policy value provided by the insurer based on cumulative reversionary bonuses declared and the current terminal bonus.

Other investment balances are included in the Statement of Net Assets (Available for Benefits) on the basis of fair values provided by the Investment Managers at the year end.

Critical accounting judgements and estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

SPIRIT (LEGACY) PENSION SCHEME

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

3. Accounting policies (continued)

Key accounting estimates and assumptions

The Trustee makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. For the Scheme, the Trustee believes the only estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next financial year are related to the valuation of the Scheme investments and, in particular, those classified in Level 3 of the fair value hierarchy. Explanation of the key assumptions underpinning the valuation of investments are included above and within the notes to the financial statements for insurance policies.

4. Contributions

	DB	DC	2024	DB	DC	2023
	£000	£000	Total	£000	£000	Total
			£000			£000
Employer						
Normal	-	83	83	-	177	177
PPF Levy	9	-	9	15	-	15
Expense	962	-	962	962	-	962
	971	83	1,054	977	177	1,154

Employer normal contributions include £31k (2023: £55k) contributions in respect of salary sacrifice arrangements made available to certain members by the Employer.

Contributions in respect of active members in the DC Section ceased by 4 December 2023. An alternative arrangement has been put in place and the members impacted by this change have been notified.

5. Benefits paid or payable

	DB	DC	2024	DB	DC	2023
	£000	£000	Total	£000	£000	Total
			£000			£000
Pensions	12,666	-	12,666	12,385	-	12,385
Commutations of pensions and lump sum retirement benefits	2,777	465	3,242	2,347	516	2,863
Lump sum death benefits	216	60	276	158	13	171
	15,659	525	16,184	14,890	529	15,419

SPIRIT (LEGACY) PENSION SCHEME

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

6. Payments to and on account of leavers

	DB £000	DC £000	2024 Total £000	DB £000	DC £000	2023 Total £000
Individual transfers to other schemes	91	-	91	1,595	503	2,098
Refund to members leaving service	-	-	-	16	-	16
	91	-	91	1,611	503	2,114

7. Administrative expenses

	DB £000	DC £000	2024 Total £000	DB £000	DC £000	2023 Total £000
Administration and processing	577	-	577	864	-	864
Actuarial fees	875	-	875	724	-	724
Audit fees*	25	-	25	14	-	14
Legal fees**	157	-	157	335	-	335
Other professional fees	803	-	803	816	-	816
Scheme levies	28	-	28	31	-	31
Trustee fees and expenses	48	-	48	43	-	43
Bank charges	4	-	4	4	1	5
	2,517	-	2,517	2,831	1	2,832

*The significant increase in audit fees is due to an under accrual in the prior year.

**In the previous year there was significant work completed on the benefit specification as well as preparatory work for a major project however, in April 2023 the project was put on hold therefore, legal fees have decreased significantly during the current year.

Administration costs for the DC Section are included in the DB Section administrative expenses, other than bank charges and sundry expenses. Administration and processing expenses relate to day to day administration of the Scheme and ad hoc projects (for example projects relating to GMP equalisation and pensioner annuity policy).

8. Investment income

	DB £000	DC £000	2024 Total £000	DB £000	DC £000	2023 Total £000
Income from pooled investment vehicles	2,888	-	2,888	2,172	-	2,172
Interest on cash deposits	46	7	53	33	3	36
	2,934	7	2,941	2,205	3	2,208

SPIRIT (LEGACY) PENSION SCHEME

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

9. Investments

	Opening value at 1 Jul 2023 £000	Purchases at cost £000	Sales Proceeds £000	Change in market value £000	Closing value at 30 Jun 2024 £000
DB Section					
Pooled investment vehicles	233,721	3,799	(9,314)	1,142	229,348
Insurance policies	98,100	-	(7,521)	16,721	107,300
AVC investments	174	-	(185)	11	-
	<u>331,995</u>	<u>3,799</u>	<u>(17,020)</u>	<u>17,874</u>	<u>336,648</u>
Cash	1				1
Other investment balances	526				691
Total DB net investments	<u>332,522</u>				<u>337,340</u>
DC Section					
Pooled investment vehicles	17,927	9,767	(10,671)	2,719	19,742
	<u>17,927</u>	<u>9,767</u>	<u>(10,671)</u>	<u>2,719</u>	<u>19,742</u>
Total net investments	<u>350,449</u>				<u>357,082</u>

An analysis of the DC Section investment assets is as follows:

	2024 £000	2023 £000
Allocated to members	19,742	17,927
Not allocated to members	-	-
	<u>19,742</u>	<u>17,927</u>

DC Section investments purchased by the Scheme are allocated to provide benefits to the individuals on whose behalf corresponding contributions were paid.

Transaction costs

There are no direct transaction costs in the year nor in the previous year. Indirect costs are incurred through the bid-offer spread on pooled investment vehicles. It is not possible for the Trustee to quantify these indirect costs.

10. Investment management expenses

	DB £000	DC £000	2024 Total £000	DB £000	DC £000	2023 Total £000
Administration and management fees	83	-	83	52	-	52

SPIRIT (LEGACY) PENSION SCHEME

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

11. Taxation

The Scheme is a registered pension scheme in accordance with the Finance Act 2004 and is exempt from income tax and capital gains tax except for withholding tax on overseas investment income. This means that the contributions paid by both the Employer and the members qualify for full tax relief.

12. Pooled investment vehicles

	DB £000	DC £000	2024 Total £000	DB £000	DC £000	2023 Total £000
Bond funds	53,402	2,985	56,387	51,915	4,053	55,968
Cash and liquidity funds	3,051	-	3,051	4,666	3,494	8,160
Equity funds	43,408	16,757	60,165	41,248	10,380	51,628
LDI funds	129,487	-	129,487	135,892	-	135,892
	229,348	19,742	249,090	233,721	17,927	251,648

The legal nature of the Scheme's pooled arrangements is:

	DB £000	DC £000	2024 Total £000	DB £000	DC £000	2023 Total £000
Open ended investment company	53,402	-	53,402	51,915	-	51,915
UCITS	3,051	-	3,051	4,666	-	4,666
Unit linked insurance policies	43,408	19,742	63,150	41,248	17,927	59,175
Unit trusts	129,487	-	129,487	135,892	-	135,892
	229,348	19,742	249,090	233,721	17,927	251,648

SPIRIT (LEGACY) PENSION SCHEME

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

12. Pooled investment vehicles (continued)

The Scheme is the sole investor in an LDI fund which is managed by BlackRock. The LDI fund is part of the matching portfolio and invests in various investment instruments to move in a similar way to the Scheme's liabilities for changes in interest rate and inflation expectations. A breakdown of the net assets £129,486k (2023: £135,694k) at the year end is set out below:

	Expires within	Notional amounts £000	2024 £000 Assets	2024 £000 Liabilities	2023 £000 Assets	2023 £000 Liabilities
Bonds			166,633	-	187,910	-
Cash			7,304	-	9,610	-
Derivatives – interest rate swaps	1-15 years	71,043	229	(8,949)	-	(13,041)
Derivatives – inflation swaps	1-18 years	(38,094)	4,828	(181)	5,607	-
Repurchase agreements	0-1 years		-	(40,376)	-	(54,392)
			<u>178,994</u>	<u>(49,506)</u>	<u>203,127</u>	<u>(67,433)</u>

The notional amount represents the value of the interest rate and inflation exposure agreed within the swap contracts. The assets and liabilities figures represents the market value of the investment instruments at year end, with the sum of assets and liabilities included as the market value in the pooled investment vehicle table.

At the year end the Scheme's LDI fund held over-the-counter ('OTC') swaps collateral of £Nil (2023: £Nil) and had pledged collateral of £3,665k (2023: £6,438k).

At the year end, the Scheme held repurchase agreements within its pooled investment vehicles using its Government Bonds as the underlying security. The Scheme retains the entitlement to receive income accruing on these securities and has a contractual agreement to repurchase the securities at a specified future date.

13. Insurance policies

	DB £000	DC £000	2024 Total £000	DB £000	DC £000	2023 Total £000
Insurance policies	107,300	-	107,300	98,100	-	98,100

The Trustee holds insurance policies with Scottish Widows Limited which provides income to closely match a proportion of the Scheme's benefit payments.

SPIRIT (LEGACY) PENSION SCHEME

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

13. Insurance policies (continued)

Key Assumptions made during actuarial valuations

The valuations in respect of the annuity insurance policies have been estimated by rolling forward the following:

- (i) the full valuation carried out as at 30 June 2021 for the March 2018 buy-in policy held with Scottish Widows; and
- (ii) the 19 January 2022 valuation for the second buy-in policy held with Scottish Widows, which was calculated using assumptions consistent with the 30 June 2021 scheme funding assumptions, updated for market conditions at the effective date; and
- (iii) These valuations were rolled forward in line with interest rates, and adjusting to allow for net cash movements, expected deaths and changes in market conditions (including updated expectations of insurer pricing).

14. AVC investments

	DB £000	DC £000	2024 Total £000	DB £000	DC £000	2023 Total £000
Aviva	-	-	-	165	-	165
Standard Life	-	-	-	9	-	9
	-	-	-	174	-	174

The Trustee held assets which were separately invested from the main Scheme to secure additional benefits on a money purchase basis for those members electing to pay additional voluntary contributions. Members participating in this arrangement each receive an annual statement made up to 30 June each year confirming the amounts held to their account and movements during the year.

During the current year, the Scheme fully disinvested AVCs from Aviva and Standard Life and transferred the funds into the main arrangement held with Abrdn.

AVC investments can be further analysed as:

	2024 £000	2023 £000
With profits	-	165
Unit linked	-	9
	-	174

15. Cash and other investment balances

	DB £000	DC £000	2024 Total £000	DB £000	DC £000	2023 Total £000
Cash	1	-	1	1	-	1
Other investment balances	691	-	691	526	-	526
	692	-	692	527	-	527

SPIRIT (LEGACY) PENSION SCHEME

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

16. Fair value of investments

FRS 102 requires for each class of financial instrument an analysis of the level in the following fair value hierarchy into which the fair value measurements are categorised as follows:

Level 1: The unadjusted quoted price in an active market for identical assets or liabilities that the entity can access at the measurement date

Level 2: Inputs other than the quoted prices included within Level 1 which are observable (i.e., developed using market data) for the asset or liability, either directly or indirectly.

Level 3: Inputs are unobservable (i.e., for which market data is unavailable) for the asset or liability.

The Scheme's investment assets fall within the above hierarchy as follows:

	Level 1 £000	Level 2 £000	Level 3 £000	2024 Total £000
DB Section				
Investment assets				
Pooled investment vehicles	-	229,348	-	229,348
Insurance policies	-	-	107,300	107,300
AVC investments	-	-	-	-
Other investment balances	691	-	-	691
Cash	1	-	-	1
	<u>692</u>	<u>229,348</u>	<u>107,300</u>	<u>337,340</u>
DC Section				
Investment assets				
Pooled investment vehicles	-	19,742	-	19,742
	<u>-</u>	<u>19,742</u>	<u>-</u>	<u>19,742</u>
	<u>692</u>	<u>249,090</u>	<u>107,300</u>	<u>357,082</u>

SPIRIT (LEGACY) PENSION SCHEME

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

16. Fair value of investments (continued)

DB Section	Level 1 £000	Level 2 £000	Level 3 £000	2023 Total £000
Investment assets				
Pooled investment vehicles	-	233,721	-	233,721
Insurance policies	-	-	98,100	98,100
AVC investments	-	174	-	174
Other investment balances	526	-	-	526
Cash	1	-	-	1
	<u>527</u>	<u>233,895</u>	<u>98,100</u>	<u>332,522</u>
DC Section				
Investment assets				
Pooled investment vehicles	-	17,927	-	17,927
	<u>-</u>	<u>17,927</u>	<u>-</u>	<u>17,927</u>
	<u>527</u>	<u>251,822</u>	<u>98,100</u>	<u>350,449</u>

Valuation techniques and assumptions in determining fair value are described in notes 3 and 13 insurance policies.

17. Investment risks

FRS 102 requires the disclosure of information in relation to certain investment risks.

Credit risk: this is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation.

Market risk: this comprises currency risk, interest rate risk and other price risk.

Currency risk: this is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates.

Interest rate risk: this is the risk that the fair value or future cash flows of a financial asset will fluctuate because of changes in market interest rates.

Other price risk: this is the risk that the fair value or future cash flows of a financial asset will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market.

The Trustee determines its investment strategy after taking advice from a professional investment adviser. The Scheme has exposure to these risks because of the investments it makes in following the investment strategy set out below. The Trustee manages investment risks, including credit risk and market risk, within agreed risk limits which are set taking into account the Scheme's strategic investment objectives. These investment objectives and risk limits are implemented through the investment management agreements in place with the Scheme's investment managers and monitored by the Trustee by regular reviews of the investment portfolio.

SPIRIT (LEGACY) PENSION SCHEME

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

17. Investment risks (continued)

The following table summarises the extent to which the various classes of investments are affected by financial risks:

Category	Credit Risk	Market risk			2024 £000	2023 £000
		Currency	Interest rate	Other price		
DB Section						
Pooled investment vehicles						
Direct	●	○	○	●	229,348	233,721
Indirect	●	●	●	●		
Insurance policies	●	○	●	●	107,300	98,100
Total DB Investments					336,648	331,821

Category	Credit Risk	Market risk			2024 £000	2023 £000
		Currency	Interest rate	Other price		
DC Section						
Pooled investment vehicles						
Direct	●	○	○	●	19,742	17,927
Indirect	●	●	●	●		
Total DC Investments					19,742	17,927

In the above table, the risk noted affects the asset class [●] significantly, [●] partially or [○] hardly/ not at all.

Further information on the Trustee's approach to risk management, credit and market risk is set out below.

Investment strategy

The investment objective is set out in the Investment strategy and principles section on page 9.

The Trustee sets the investment strategy for the DB Section taking into account considerations such as the strength of the employer covenant, the long term liabilities of the DB Section and the funding agreed with the Employer. The investment strategy is set out in its Statement of Investment Principles ("SIP").

Credit risk

The Scheme is subject to credit risk through its investments in pooled investment vehicles. It is directly exposed to credit risk in relation to the security of the pooled investment vehicles themselves, and the fund manager. The Scheme is also indirectly exposed to credit risks arising on underlying holdings within the funds, most notably through underlying corporate bond holdings, money market holdings and derivate contracts.

A summary of exposures to credit risk is given in the following table, the notes below which explain how this risk is managed and mitigated for the different classes:

SPIRIT (LEGACY) PENSION SCHEME

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

17. Investment risks (continued)

DB Section

Category (£k)	2024	2023
Pooled investment vehicles	229,348	233,721
Bond funds (direct and indirect risk)	53,401	51,915
Liability Driven Investment funds (direct and indirect risk)	129,487	135,892
Other funds (direct and indirect risk)	46,460	45,914
Insurance policies	107,300	98,100
Total	336,648	331,821

DC Section

Category (£k)	2024	2023
Pooled investment vehicles	19,742	17,927
Bond funds (direct and indirect risk)	2,984	4,053
Other funds (direct and indirect risk)	16,758	13,874
Total	19,742	17,927

Direct credit risk arising from pooled investment vehicles is mitigated by the underlying assets of the pooled arrangements being ring-fenced from the pooled manager, the regulatory environments in which the pooled managers operate and diversification of investments amongst a number of pooled arrangements. The Trustee carries out due diligence checks on the appointment of new pooled investment managers, receive ongoing monitoring of those pooled managers from the Scheme's investment consultant, and on an ongoing basis monitor changes to the operating environment of the pooled managers.

Indirect credit risk arises in relation to underlying investments held primarily in the bond pooled investment vehicle. This risk is mitigated by only investing in funds which hold at least investment grade credit rated investments.

The information about exposures to and mitigation of credit risk above applied at both the current and previous year end.

For the DC Section, access to the Standard Life investment only platform is achieved via the Trustee holding a unit-linked insurance policy with Standard Life, which invests in insured funds. The policy is classed as a long-term insurance contract. Investments are managed in line with the Financial Conduct Authority (FCA) rules that apply to unit-linked insurance policies.

The DC Section of the Scheme therefore has direct credit risk in relation to its policy with Standard Life.

The Financial Services Compensation Scheme (FSCS) covers business conducted by firms authorised by the FCA and applies when a firm is unable or likely to be unable to pay claims arising against it. It is the Trustee's understanding that if Standard Life became insolvent, it would be eligible to make a claim on the FSCS in respect of all assets invested through the insurance policy issued by Standard Life.

Standard Life will, in turn, invest in the funds of external fund managers. The underlying funds in which Standard Life invests are through a reinsurance arrangement with Vanguard and Abrdn.

SPIRIT (LEGACY) PENSION SCHEME

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

17. Investment risks (continued)

The DC Section of the Scheme is therefore also subject to indirect credit risk arising from the underlying funds managed by Vanguard and Abrdn, and from the individual securities held in the funds. Member level risk exposures will be dependent on the funds invested in by members.

Vanguard and Abrdn are regulated by the FCA and maintain separate funds for their policy holders. The Trustee's investment advisors have regular contact with Vanguard and Abrdn and notify the Trustee when an event arises which may impact members' investments.

The information about exposures to and mitigation of credit risk above applied at both the current and previous year end.

Interest rate risk

The Scheme is subject to interest rate risk because of the Scheme's investments in bonds, liability driven investment, and cash through pooled investment vehicles. The Scheme is also exposed to interest rate risk through the annuity, which had a value of £107.3m as at 30 June 2024. As at Scheme year end, the Trustee set a benchmark for total investment in bonds and liability driven investment of 75.0% of the DB Section assets. Typically, should interest rates rise, while the value of the bond portfolio will fall, so will the value of the liabilities, and vice versa. This helps the Scheme to be better matched to the interest rate exposures of the payments that the Scheme needs to make to beneficiaries.

DB Section

Category (£k)	2024	2023
Pooled investment vehicles	185,941	192,473
Bond funds (indirect risk)	53,402	51,915
Liability Driven Investment funds (indirect risk)	129,487	135,892
Cash funds (direct and indirect risk)	3,052	4,666
Insurance policies	107,300	98,100
Total	293,241	290,573

DC Section

Category (£k)	2024	2023
Pooled investment vehicles	2,985	7,547
Bond funds (indirect risk)	2,985	4,053
Cash funds (indirect risk)	-	3,494
Total	2,985	7,547

Currency risk

The Scheme is subject to currency risk because some of the Scheme's investments are held in overseas markets through pooled investment vehicles (indirect exposure). The Trustee has no set benchmark exposure.

SPIRIT (LEGACY) PENSION SCHEME

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

17. Investment risks (continued)

DB Section	Indirect Exposure	
	2024	2023
US Dollars (USD)	15,148	13,243
Euros (EUR)	1,848	1,891
Pound Sterling (GBP)	208,722	215,007
Japanese Yen	1,396	1,343
Other currencies	2,234	2,237
Total	229,348	233,721

Currency risk (continued)

DC Section	Indirect Exposure	
	2024	2023
US Dollars (USD)	10,703	6,291
Euros (EUR)	1,317	881
Pound Sterling (GBP)	5,080	7,502
Japanese Yen	937	626
Other currencies	1,705	2,627
Total	19,742	17,927

Other price risk

Other price risk arises principally in relation to the Scheme's return seeking portfolio which includes pooled holdings in equities. As at Scheme year end, the Scheme had set a target asset allocation of 25.0% of the DB Section's investments being held in return seeking investments. The Scheme manages this exposure to overall price movements by appointing suitable funds as to create a diverse portfolio of investments across markets.

Additionally, before each appointment, the Scheme receives advice from the Scheme's investment consultant on the suitability and risks to the Scheme of both the asset class and fund manager being appointed. On an ongoing basis, the Trustee takes advice from the investment consultant as to the continuing suitability of the asset classes and managers in which the Scheme invests.

Inflation risk

The Scheme's assets are subject to inflation risk because some of the Scheme's assets are held in inflation-linked bonds, via pooled funds. However, the inflation exposure of the Scheme's assets hedges part of the corresponding risks associated with the Scheme's liabilities. The net effect will be to reduce the volatility of the Scheme's funding level, and so the Trustee believes that it is appropriate to have exposures to these risks in this manner.

SPIRIT (LEGACY) PENSION SCHEME

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

18. Concentration of investments

The following investments, account for more than 5% of the net assets of the Scheme:

	2024 £000	%	2023 £000	%
DB Section				
BlackRock Sole Investor LDI Fund	129,486	36	135,891	37
Scottish Widows insurance policy 2022	79,100	22	72,300	21
Adept Strategy 29 Fund GBP Dist 9 Class	53,402	15	51,915	14
Scottish Widows insurance policy 2018	28,200	8	25,800	7
L&G HBAB - Devd Bal Factor EqIdxFdGBPHgd	21,921	6	21,675	6
L&G HBAA - Devd Balanced Factor Eq Idx Fd	21,486	6	19,572	5

DC Section

There are no DC Section investments in excess of 5% of the net assets of the Scheme.

19. Current assets

	DB £000	DC £000	2024 Total £000	DB £000	DC £000	2023 Total £000
Prepayments	-	-	-	292	-	292
Employer contributions due	-	-	-	-	14	14
Cash balances	939	291	1,230	1,027	201	1,228
Inter section debtor	-	2	2	-	2	2
	939	293	1,232	1,319	217	1,536

All contributions due to the Scheme were received in accordance with the Schedule of Contributions and Payment Schedule.

Included in the DC Section bank balance is £3,974 (2023: £1,821) which is not allocated to members. All other DC Section assets are allocated to members.

20. Current liabilities

	DB £000	DC £000	2024 Total £000	DB £000	DC £000	2023 Total £000
Accrued expenses	754	-	754	793	-	793
Accrued benefits	808	14	822	185	66	251
HM Revenue & Customs	-	-	-	82	-	82
Inter section creditor	2	-	2	2	-	2
	1,564	14	1,578	1,062	66	1,128

SPIRIT (LEGACY) PENSION SCHEME

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

21. Employer related investments

There were no direct Employer related investments during the year or at the year end.

The Trustee recognises that indirect investment in the employer's parent company is possible through holdings in pooled investment vehicles. Based on information provided by the investment managers, it was unlikely that there was any indirect exposure to the parent company. Given the fund of fund nature of some of the Scheme's investment it has not been possible to obtain information of this granularity however it is reasonable to assume that any exposure is unlikely and were there to be any it would be negligible given the nature of the funds.

The Trustee believes that any indirect exposure to shares in the Employer sponsor group were less than 5% of the Scheme assets at any time during the year and at year end.

- Standard Life Vanguard FTSE Developed World ex UK Equity Fund had an exposure of 0.05% to CK Asset Holdings as at 30 June 2023.
- There was a total exposure of 0.05% to CK Asset Holdings Ltd through the LGIM equity funds.

22. Related Party Transactions

Related party transactions and balances comprise:

Key management personnel

Contributions received into the Scheme and any benefits paid in respect of the Trustee Directors who are members of the Scheme have been made in accordance with the Trust Deed and Rules.

Expenses incurred by Trustee Directors are reimbursed by the Scheme. The total Trustee expenses for the year to 30 June 2024 were £0.4k (2023: £0.5k). Fees were paid during the year to the Independent Trustee, BESTrustees PLC in the amount of £47k (2023: £43k) by the Scheme. At the year end a creditor balance of £12k (2023: £Nil) is due to be paid.

The membership status of the Trustee Directors at the year end is as below:

John Freeman – non member - resigned 15 July 2024 (2023: non-member)
Robert McDonald – resigned 22 March 2024 (2023: pensioner member)
Maria Gavin – pensioner member (2023: deferred member)
Francis Patton – pensioner member (2023: deferred member)
Nick Wilks – deferred member (2023: deferred member)
Jane Houldsworth – non-member - appointed 16 July 2024

BESTrustees PLC is an independent Trustee, whose representative is not a member of the Scheme.

Employer and other related parties

The Principal Employer is considered a related party. All transactions involved with this entity relate to remittance of monthly contributions required under the Rules of the Scheme and reimbursed fees and expenses.

23. Contingent assets and liabilities

In the opinion of the Trustee, the Scheme had no contingent assets and liabilities as at 30 June 2024 (2023: £Nil).

SPIRIT (LEGACY) PENSION SCHEME

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

24. GMP equalisation

As explained on pages 5 and 6 of the Trustee's report, on 26 October 2018, the High Court handed down a judgment involving the Lloyds Banking Group's defined benefit pension schemes. The judgment concluded the schemes should be amended to equalise pension benefits for men and women in relation to guaranteed minimum pension benefits. The issues determined by the judgment arise in relation to many other defined benefit pension schemes. The Trustee of the Scheme is working with its advisers to prepare to equalise pension benefits as required. Under the ruling schemes are required to backdate benefit adjustments in relation to GMP equalisation and provide interest on the backdated amounts. Based on an initial assessment of the potential backdated amounts and related interest the Trustee does not expect these to be material to the financial statements and have not included a liability in respect of these matters in these financial statements. They will be accounted for in the year they are determined.

There was a further High Court judgement in 2020 relating to the equalisation of GMP benefits. This judgement focused on the GMP treatment of historic transfers out of members, an issue which had not been addressed in the 2018 GMP ruling. Under the 2020 ruling, trustees are required to review historic transfers values paid from May 1990 to assess if any top up payment is required to the receiving scheme, to reflect the member's right to equalised GMP benefits. The Trustee of the Scheme is working with its advisers to prepare to review historic transfer values. Based on an initial assessment of the potential impact the Trustee does not expect this to be material to the financial statements.

The Trustee has included an approximate allowance in the Scheme's technical provisions to reflect the estimated overall impact of GMP equalisation on liabilities. This encompasses both the estimated cost of backdated adjustments and equalisation of past transfers out as described above, and also the impact on future benefit payments out of the Scheme. This allowance is less than 1% of the liabilities.

SPIRIT (LEGACY) PENSION SCHEME

INDEPENDENT AUDITOR'S STATEMENT ABOUT CONTRIBUTIONS TO THE TRUSTEE OF SPIRIT (LEGACY) PENSION SCHEME

Statement about contributions payable under the Schedule of Contributions

We have examined the Summary of Contributions payable to the Spirit (Legacy) Pension Scheme, for the Scheme year ended 30 June 2024 which is set out in the Trustee's report on page 40.

In our opinion contributions for the Scheme year ended 30 June 2024 as reported in the Summary of Contributions and payable under the Schedule of Contributions have in all material respects been paid at least in accordance with the Schedule of Contributions certified by the Scheme Actuary on 25 July 2022.

Scope of work on Statement about Contributions

Our examination involves obtaining evidence sufficient to give reasonable assurance that contributions reported in the attached Summary of Contributions have in all material respects been paid at least in accordance with the Schedule of contributions. This includes an examination, on a test basis, of evidence relevant to the amounts of contributions payable to the Scheme and the timing of those payments under the Schedule of Contributions.

Respective responsibilities of Trustee and the auditor

As explained more fully in the Statement of Trustee's Responsibilities, the Scheme's Trustee is responsible for preparing, and from time to time reviewing and if necessary revising, a Schedule of Contributions and for monitoring whether contributions are made to the Scheme by the Employer in accordance with the Schedule of Contributions.

It is our responsibility to provide a Statement about Contributions paid under the Schedule of Contributions and to report our opinion to you.

Use of our statement

This statement is made solely to the Scheme's Trustee, as a body, in accordance with The Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996 made under the Pensions Act 1995. Our work has been undertaken so that we might state to the Scheme's Trustee those matters we are required to state to them in an auditor's statement about contributions and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Scheme's Trustee as a body, for our work, for this statement, or for the opinion we have formed.

Crowe U.K. LLP
Statutory Auditor
Oldbury

Date:

SPIRIT (LEGACY) PENSION SCHEME

SUMMARY OF CONTRIBUTIONS FOR THE YEAR ENDED 30 JUNE 2024

During the year ended 30 June 2024 the contributions payable to the Scheme were as follows:

	DB Employer £000	DB Employees £000	DB Total £000	DC Employer £000	DC Employees £000	DC Total £000
Contributions payable under the Schedule of Contributions and as reported by the Scheme auditor						
Normal	-	-	-	83	-	83
PPF levy	9	-	9	-	-	-
Expense	962	-	962	-	-	-
Total contributions reported in the financial statements	971	-	971	83	-	83

The Summary of Contributions was approved by the Trustee and signed on its behalf:

Trustee Director:

Trustee Director:

Date:

SPIRIT (LEGACY) PENSION SCHEME

ACTUARIAL CERTIFICATE

Certification of schedule of contributions

Spirit (Legacy) Pension Scheme

Adequacy of rates of contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective can be expected to continue to be met for the period for which the schedule is to be in force.

Adherence to statement of funding principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the Statement of Funding Principles dated 25 July 2022.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the scheme's liabilities by the purchase of annuities, if the scheme were to be wound up.

Signature

Date Jul 25, 2022

Name Roger Moring FIA

Qualification

Fellow of the Institute and Faculty of Actuaries

Address Verulam Point
Station Way
St Albans
Hertfordshire
AL1 5HE

Name of employer Aon Solutions UK Limited

APPENDIX I – IMPLEMENTATION STATEMENT (forming part of the Trustee’s Report)

Implementation Statement (“IS”)

Spirit (Legacy) Pension Scheme (the “Scheme”)

Scheme Year End – 30 June 2024

The purpose of the Implementation Statement is for us, the Trustee of the Spirit (Legacy) Pension Scheme, to explain what we have done during the year ending 30 June 2024 to achieve certain policies and objectives set out in the Statement of Investment Principles (“SIP”). It includes:

1. A summary of any review and changes made to the SIP over the year.
2. How our policies in the SIP have been followed during the year; and
3. How we have exercised our voting rights or how these rights have been exercised on our behalf, including the use of any proxy voting advisory services.

Our conclusion

Based on the activity we have undertaken during the year, we believe that the policies set out in the SIP have been implemented effectively.

In our view, most of the Scheme’s material DB investment managers were able to disclose good evidence of voting and engagement activity, and the activities completed by our managers align with our stewardship expectations.

We delegate the management of some of the Scheme’s DB assets to Aon Investments Limited (‘Aon’) to manage on a fund of funds basis. We believe the activities completed by our fund of fund manager to review the underlying managers’ voting and engagement policies, and activities align with our stewardship expectations. We believe our voting rights have been implemented effectively on our behalf.

At the time of writing, the Scheme’s DC investment manager did not provide us with all requested information to allow us to review the engagement activity carried out on our behalf.

There are areas where the requested data is still outstanding for which we would like to see additional details, as set out in our engagement action plan.

APPENDIX I – IMPLEMENTATION STATEMENT (forming part of the Trustee’s Report)

Changes to the SIP during the year

We have a SIP that covers both the DB and DC Sections of the Scheme. We undertake a review of the SIP at least triennially or after any significant change in investment strategy. The SIP is being updated following the Scheme year covered by this statement.

The Scheme’s latest SIP can be found here:

<https://pensioninformation.aon.com/spiritgroup/fileviewer.aspx?FileID=12921&FileName=SLPS%20SIP%20February%202022.pdf>

What is stewardship?

Stewardship is investors using their influence over current or potential investees/issuers, policy makers, service providers and other stakeholders to create long-term value for clients and beneficiaries leading to sustainable benefits for the economy, the environment and society.

This includes prioritising which Environmental Social Governance (“ESG”) issues to focus on, engaging with investees/issuers, and exercising voting rights.

Differing ownership structures means stewardship practices often differ between asset classes.

How the policies in the SIP have been followed

In the table below we set out what we have done during the year to meet the policies in the SIP.

SPIRIT (LEGACY) PENSION SCHEME

APPENDIX I – IMPLEMENTATION STATEMENT (forming part of the Trustee's Report)

Joint DB and DC Policies

Environmental, Social and Governance ("ESG") considerations

During the year, we received Quarterly Investment Reports (QIRs) which included Aon's rating of the Scheme's investments. The monitoring included underlying ratings of sub-categories, such as ESG, which we reviewed and considered. Where appropriate, we would question the managers on their ESG practices and, if necessary, change the investment arrangements.

We are comfortable that the ESG policies and objectives have been met over the year.

Stewardship

We expect the Scheme's investment managers to, where appropriate, engage with investee companies and to exercise voting rights in relation to the Scheme's assets.

Via Aon, we maintain an active dialogue with the Scheme's investment managers and regularly review the continuing suitability of their appointment. This review includes consideration of stewardship matters and the managers' exercise of voting rights. We are supported in this review by Aon.

Details of the managers' stewardship activities over the year are provided at the end of this statement, including information on their voting behaviour, significant votes cast and the use of the services of a proxy voter.

Members views

In line with our policy, over the year, we have not explicitly taken into account the views of Scheme members and beneficiaries in relation to ethical considerations, social and environmental impact, or present and future quality of life matters.

That said, we are mindful of developments in this area and review this position as appropriate. Where a member does make a decision to share their views with us, we will note and discuss and minute any subsequent course of action.

We are supported by Aon in the monitoring the activity of its investments. As noted, we receive QIRs, which include Aon's ratings of the investments.

Arrangements with asset managers

Aon is responsible for researching, rating and monitoring asset managers across all asset classes. This includes some aspects on the manager's alignment with our policies generally; for example, whether the manager is expected to achieve the performance objective and a review of their approach to ESG issues.

For the DB arrangements, the investment sub-committee (ISC) aims to meet with each manager annually to receive an update on the investments performance, market outlook and positioning, ESG policies and how ESG is incorporated into the investment decision making process.

We are comfortable the investment strategy and decisions of the asset managers are aligned with our policies and that our policies in this area have been adhered to over the year.

SPIRIT (LEGACY) PENSION SCHEME

APPENDIX I – IMPLEMENTATION STATEMENT (forming part of the Trustee's Report)

Costs, transparency and the monitoring of performance and remuneration	<p>For the DB arrangements, we gather cost information on our investments annually, to provide a consolidated summary of all the investment costs incurred. The cost report includes a breakdown of the costs into their various component parts, including the costs of buying and selling assets (transaction costs) incurred by the underlying managers.</p> <p>During the year, Aon monitored portfolio turnover among the investment managers and had no material concerns. Additionally, the QIRs provided to us during the year consider the performance of the investment managers after costs and management fees costs; no concerns were identified by the Trustee during the year.</p> <p>For the DC arrangements, we provide cost information on our investments annually within the Chair's Statement in the Trustee Report & Accounts. We reviewed the data which included both explicit and implicit costs and charges. Aon also reviewed the member borne costs and none appeared to be unreasonable in their view.</p>
DB Specific Policies	
Investment Risks	<p>During the year, we received QIRs from Aon, monitoring the valuation of all investments held, the funding level, the performance the Scheme, performance of the investments against their respective benchmarks. The QIRs included details of any significant issues with the investments that may impact their ability to meet the performance targets.</p> <p>We are comfortable this policy has been met over the year.</p>
Flight Plan	<p>During the year, we received QIRs from Aon, monitoring the Scheme's funding level against the flight plan triggers. If a funding level trigger is achieved, a corresponding increase in the matching component allocation would be proposed at the meeting, or as soon as is reasonably practical thereafter.</p> <p>We continue to monitor the Scheme's funding level on a quarterly basis and are currently working to agree a revised Flight Plan. As a result, the previous trigger framework has been suspended. We expect this revised plan to have been implemented by the next year end, although we recognise that it is a material piece of work which will require consultation with the sponsor.</p>

SPIRIT (LEGACY) PENSION SCHEME

APPENDIX I – IMPLEMENTATION STATEMENT (forming part of the Trustee’s Report)

DC Specific Policies

For members who do not wish to take an active role in managing their investment choices, three Lifestyle strategies are available as low-involvement options targeting Income Drawdown, Annuity or Cash at retirement. The primary default strategy for members is the Drawdown Targeting Lifestyle Strategy.

The default strategies manage risk automatically by moving from higher to lower risk funds as members approach their selected retirement age.

The Investment Strategy

In addition to the three Lifestyle strategies, we make available to members a range of self-select funds which provide members with a diversified range of investment options covering the main asset classes, ranging from low to high risk / return options.

With the help of Aon, we agreed the triennial investment strategy review of the DC section on 10 March 2022. **The next investment strategy review is due to take place by March 2025.**

Based on the advice we received as part of the most recent strategy review and subsequent updates from Aon during the year, we are comfortable that the Scheme provides a suitable range of investments and that, following the implementation of the agreed changes, the default strategies are aligned with our objectives and are expected to meet the needs of members.

Risks

Based on advice and updates provided by Aon, we are comfortable that the agreed investment strategy appropriately manages the various key risks associated with DC investments.

APPENDIX I – IMPLEMENTATION STATEMENT (forming part of the Trustee's Report)

Our Engagement Action Plan

Based on the work we have done for the IS, we have decided to take the following steps over the next 12 months:

1. While Legal and General Investment Management did provide a comprehensive list on fund level engagements, which we find encouraging, it did not provide detailed engagement examples specific to the fund in which we are invested, as per the Investment Consultants Sustainability Working Group ("ICSWG") best practice industry standard. We will request our fund of fund manager meets with LGIM to better understand its voting and engagement practices and discuss the areas which are behind those of its peers.
2. Standard Life Investments did not provide engagement information for the data requested in the industry standard template. The manager also did not provide voting example for Vanguard FTSE UK All Share Index Pension Fund. We will request our investment manager meet with Standard Life Investments to better understand its voting and engagement practices and discuss the areas which are behind those its peers.
3. We will invite our fund of fund manager to a meeting to get a better understanding of how it is monitoring voting practices and engaging with underlying managers on our behalf, and how these help us fulfil our Responsible Investment policies.
4. We will undertake an annual review of our investment managers' Responsible Investment policies to ensure they are in line with our own.

APPENDIX I – IMPLEMENTATION STATEMENT (forming part of the Trustee's Report)

Our fund of fund manager's engagement activity

We invest some of the Scheme's DB assets in Aon Diversified Liquid Credit Strategy. This is a fund of funds arrangement, where Aon selects the underlying investment managers on our behalf.

We delegate monitoring of ESG integration and stewardship of the underlying managers to Aon. We have reviewed Aon's latest annual Stewardship Report, and we believe it shows that Aon is using its resources to effectively influence positive outcomes in the funds in which it invests.

Over the year, Aon held several engagement meetings with many of the underlying managers in its strategies. Aon discussed ESG integration, stewardship, climate, biodiversity and modern slavery with the investment managers. Aon provided feedback to the managers after these meetings with the aim of improving the standard of ESG integration across its portfolios.

Over the year, Aon engaged with the industry through white papers, working groups, webinars and network events, as well as responding to multiple consultations.

In 2021, Aon committed to achieve net zero emissions by 2050, with a 50% reduction by 2030 for its fully delegated clients' portfolios and defined contribution default strategies (relative to baseline year of 2019).

Aon also successfully renewed its signatory status to the 2020 UK Stewardship Code, which is a voluntary code established by the Financial Reporting Council that sets high standards on stewardship for asset owners, investment managers and service providers.

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APPENDIX I – IMPLEMENTATION STATEMENT (forming part of the Trustee's Report)

Our managers' voting activity

Good asset stewardship means being aware and active on voting issues, corporate actions and other responsibilities tied to owning a company's stock. We believe that good stewardship is in the members' best interests to promote best practice and encourage investee companies to access opportunities, manage risk appropriately, and protect shareholders' interests. Understanding and monitoring the stewardship that investment managers practice in relation to the Scheme's investments is an important factor in deciding whether a manager remains the right choice for the Scheme.

Voting rights are attached to listed equity shares, including equities held in multi-asset funds. We expect the Scheme's equity-owning investment managers to responsibly exercise their voting rights.

Voting statistics

The table below shows the voting statistics for each of the Scheme's material funds with voting rights for the year to 30 June 2024.

Section	Funds	Number of resolutions eligible to vote on	% of resolutions voted	% of votes against management	% of votes abstained from
DB	LGIM - Developed Factor Index Fund Hedged and Unhedged	11,793	99.6%	21.0%	0.4%
	Standard Life Investments - Vanguard Emerging Markets Stock Index Pension Fund	25,541	99.0%	10.0%	1.0%
DC	Standard Life Investments - Vanguard FTSE UK All Share Index Pension Fund	2,347	100.0%	0.0%	0.0%
	Standard Life Investments - Vanguard FTSE Developed World ex UK Pension Fund	26,584	98.0%	3.0%	0.0%

Source: Managers. Please note that the 'abstain' votes noted above are a specific category of vote that has been cast and are distinct from a non-vote.

Use of proxy voting advisers

Many investment managers use proxy voting advisers to help them fulfil their stewardship duties. Proxy voting advisers provide recommendations to institutional investors on how to vote at shareholder meetings on issues such as climate change, executive pay and board composition. They can also provide voting execution, research, record keeping and other services.

Responsible investors will dedicate time and resources towards making their own informed decisions, rather than solely relying on their adviser's recommendations.

The table below describes how the Scheme's manager uses proxy voting advisers.

Managers	Description of use of proxy voting adviser(s) (in the managers' own words)
LGIM	LGIM's Investment Stewardship team uses Institutional Shareholder Services' (ISS) '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. 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.
Standard Life Investments	Vanguard Investment Stewardship utilises the ISS ProxyExchange platform for the execution of our votes. We have developed a robust custom policy that ISS has implemented on our

Why is voting important?

Voting is an essential tool for listed equity investors to communicate their views to a company and input into key business decisions. Resolutions proposed by shareholders increasingly relate to social and environmental issues.

Source: UN PRI

Why use a proxy voting adviser?

Outsourcing voting activities to proxy advisers enables managers that invest in thousands of companies to participate in many more votes than they would without their support.

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APPENDIX I – IMPLEMENTATION STATEMENT (forming part of the Trustee's Report)

behalf along with rigorous controls and oversight mechanisms to ensure the accurate application of the Vanguard policy.

Source: Managers.

Significant voting examples

To illustrate the voting activity being carried out on our behalf, we asked the Scheme's investment managers to provide a selection of what they consider to be the most significant votes in relation to the Scheme's funds. A sample of these significant votes can be found in the appendix.

Our managers' engagement activity

Engagement is when an investor communicates with current (or potential) investee companies (or issuers) to improve their ESG practices, sustainability outcomes or public disclosure. Good engagement identifies relevant ESG issues, sets objectives, tracks results, maps escalation strategies and incorporates findings into investment decision-making.

The table below shows some of the engagement activity carried out by the Scheme's material managers. The managers have provided information for the most recent calendar year available.

Section	Funds	Number of engagements		Themes engaged on at a fund level
		Fund level	Firm level	
DB	Aegon (held within the Aon Diversified Liquid Credit Fund) - European Asset Backed Securities	127	528	Environment - Climate Change Governance - Board Effectiveness; Leadership - Chair/CEO; Remuneration Other - General Disclosure
	Janus Henderson (held within the Aon Diversified Liquid Credit Fund) - Asset Backed Securities Strategy	52	1,065	Environment - Climate Change Social - Human Capital Management; Inequality Strategy, Financial & Reporting - Reporting Other - Climate Risk Analysis
	LGIM - Developed Factor Index Fund Hedged and Unhedged	296	2,500	Environment - Climate Impact Pledge; Climate Change Social - Gender Diversity; Income Inequality Governance - Remuneration; Board Composition
DC	Standard Life Investments - Vanguard Emerging Markets Stock Index Pension Fund			Not provided
	Standard Life Investments - Vanguard UK Investment Grade Bond Index Pension Fund			Not provided
	Standard Life Investments - SLI Absolute Return Global Bond Strategies Pension Fund			Not provided
	Standard Life Investments - Vanguard FTSE UK All Share Index Pension Fund			Not provided
	Standard Life Deposit and Treasury Fund			Not provided
	Standard Life Investments - Vanguard UK Inflation Linked Gilt Index Pension Fund			Not provided
	Standard Life Investments - Vanguard FTSE Developed World ex UK Pension Fund			Not provided

Source: Managers.

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Data limitations

At the time of writing, the following managers did not provide all the information we requested:

- LGIM did provide fund level engagement information but not in the industry standard Investment Consultants Sustainability Working Group ("ICSWG") template.
- Standard Life Investments did not provide engagement information for the data requested as the underlying manager do not break it down on a fund-by-fund basis. While they have provided an engagement report, it is not in the industry standard template.

This report does not include commentary on certain asset classes such as gilts or cash because of the limited materiality of stewardship to these asset classes.

Appendix – Significant Voting Examples

In the table below are some significant vote examples provided by the Scheme's managers. We consider a significant vote to be one which the manager considers significant. Managers use a wide variety of criteria to determine what they consider a significant vote, some of which are outlined in the examples below, in managers' own words:

LGIM - Developed Factor Index Fund Hedged and Unhedged	Company name	Canadian National (CN) Railway Company
	Date of vote	26 April 2024
	Approximate size of fund's/mandate's holding as at the date of the vote (as % of portfolio)	0.04
	Summary of the resolution	Resolution 6: Management Advisory Vote on Climate Change
	How you voted?	Votes supporting resolution
	Where you voted against management, did you communicate your intent to the company ahead of the vote?	LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to shareholder meeting topics.

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Rationale for the voting decision	Climate change: A vote FOR is applied as LGIM expects companies to introduce credible transition plans, consistent with the Paris goals of limiting the global average temperature increase to 1.5°C. This includes the disclosure of scope 1, 2 and material scope 3 GHG emissions and short-, medium- and long-term GHG emissions reduction targets consistent with the 1.5°C goal. CN's climate transition plan includes clear and approved science-based targets, specific actions, and governance framework.
Outcome of the vote	Pass
Implications of the outcome eg were there any lessons learned and what likely future steps will you take in response to the outcome?	LGIM will continue to engage with our investee companies, publicly advocate our position on this issue and monitor company and market-level progress.
On which criteria have you assessed this vote to be most significant?	Thematic - Climate: LGIM is publicly supportive of so called "Say on Climate" votes. We expect transition plans put forward by companies to be both ambitious and credibly aligned to a 1.5°C scenario. Given the high-profile nature of such votes, LGIM deems such votes to be significant, particularly when LGIM votes against the transition plan.

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Standard Life Investments - Vanguard Emerging Markets Stock Index Pension Fund	Company name	Reliance Industries Ltd.
	Date of vote	20 June 2024
	Approximate size of fund's/mandate's holding as at the date of the vote (as % of portfolio)	<i>Not provided</i>
	Summary of the resolution	2 Re-elect Yasir Othman H. Al Rumayyan as Director
	How you voted?	Against
	Where you voted against management, did you communicate your intent to the company ahead of the vote?	<i>Not provided</i>
	Rationale for the voting decision	Concern regarding director attendance at board meetings.
	Outcome of the vote	Pass
	Implications of the outcome eg were there any lessons learned and what likely future steps will you take in response to the outcome?	<i>Not provided</i>
	On which criteria have you assessed this vote to be most significant?	<i>Not provided</i>
Standard Life Investments - Vanguard FTSE Developed World ex UK Pension Fund	Company name	Pioneer Natural Resources Company
	Date of vote	7 February 2024
	Approximate size of fund's/mandate's holding as at the date of the vote (as % of portfolio)	<i>Not provided</i>
	Summary of the resolution	2 Advisory Vote on Golden Parachutes
	How you voted?	Against
	Where you voted against management, did you communicate your intent to the company ahead of the vote?	<i>Not provided</i>
	Rationale for the voting decision	Concern regarding compensation/remuneration plan structure.
	Outcome of the vote	Fail
	Implications of the outcome eg were there any lessons learned and what likely future steps will you take in response to the outcome?	<i>Not provided</i>
	On which criteria have you assessed this vote to be most significant?	<i>Not provided</i>

Source: Managers.

Manager has not provided voting example for Standard Life Investments - Vanguard FTSE UK All Share Index Pension Fund.

APPENDIX II – CHAIR’S STATEMENT (forming part of the Trustee’s Report)

Annual statement regarding governance of the AVCs and DC Section of the Spirit Legacy Pension Scheme ('the Scheme')

The Occupational Pension Schemes (Scheme Administration) Regulations 1996 ('the Administration Regulations') require the Trustee to prepare an annual statement regarding governance which must be included in the annual Trustee's report and accounts. The governance requirements apply to all Defined Contribution (DC) pension arrangements and aim to help members achieve a good outcome from their pension savings.

This statement issued by the Trustee covers the period from 1 July 2023 to 30 June 2024 and is signed on behalf of the Trustee by the Chair. It covers the Scheme's DC section and member's Additional Voluntary Contribution (AVC) funds.

This statement covers governance and charge disclosures in relation to the following:

1. The default arrangements
2. Net investment returns
3. Member borne charges and transaction costs
 - i. Default arrangements
 - ii. Self-select funds
 - iii. Additional Voluntary Contributions
 - iv. Illustrations of the cumulative effect of these costs and charges
4. Processing of core financial transactions
5. Assessment of value for members
6. Trustee's knowledge and understanding

APPENDIX II – CHAIR’S STATEMENT (forming part of the Trustee’s Report)

Cessation of pension contributions to the Scheme

As part of the employer’s plan to harmonise its pension provision, during November and December 2023, active members ceased contributing to the Scheme and all future pension contributions were made into an alternative pension arrangement with the employer.

1. The Default Arrangements

During the period covered by this statement, the Scheme was used as a Qualifying Scheme for auto-enrolment purposes. The Trustee is responsible for the Scheme’s investment governance which includes setting and monitoring the investment strategy for the Scheme’s default arrangements. The default arrangements for members are the Drawdown Targeting Lifestyle Strategy and the Cash Targeting Lifestyle Strategy.

The Drawdown Targeting Lifestyle Strategy is primarily provided for members who join the Scheme and do not choose an investment option for their contributions. The Cash Targeting Lifestyle Strategy also contains a small number of members’ funds that are close to retirement where no active decision has been taken to invest in that option, therefore it is also considered a “default” arrangement for the purposes of legislation.

Details of the objectives and the Trustee’s policies regarding the default arrangements can be found in a document called the Statement of Investment Principles (SIP). The latest SIP for the Scheme is attached to this statement and included in the Trustee Report and Accounts. The objective of the default arrangements (and the alternative Annuity Targeting Lifestyle Strategy) is to automatically move members from higher return, higher risk investments to lower risk, lower return investments as they near their retirement age. This is done with the aim of providing growth to members while they are further from retirement while helping to protect fund values as members get closer to retirement and investing in a mix of assets broadly appropriate to how members in each strategy may take their benefits when they retire.

APPENDIX II – CHAIR’S STATEMENT (forming part of the Trustee’s Report)

Investment strategy review

The default arrangements were not formally reviewed during the period covered by this statement.

The last review was completed on 10 March 2022. The review considered suitability of the default arrangements and other fund options with reference to the membership demographics and how members access their benefits, as well as industry data and wider trends. This assessment was made by considering the current membership profile and member outcomes adequacy modelling was completed. As a result of the review, the Trustee agreed to change the lifestyle strategies (including the default arrangements) by removing the allocation to emerging market equities given there was investment in Russia, which the Trustee did not support following the Russia/Ukraine conflict. This change was completed on 2 May 2023 and is expected to improve the risk adjusted returns of the lifestyle strategies.

The Trustee undertakes a formal review of the default arrangement every 3 years. The next formal review is due to take place by 10 March 2025.

Performance Monitoring

The Trustee reviews the performance of the funds underlying the default arrangements against their aims and objectives on a quarterly basis.

The Trustee reviews that took place in the year concluded that the funds were performing broadly as expected.

Specified performance based fees

Where a fee is calculated by reference to the returns from investments held by the Scheme and is not calculated by reference to the value of the member’s rights under the Scheme, the Trustee must state the amount of any such performance-based fees in relation to each default arrangement. The Trustee confirms that, over the Scheme year, no performance based fees were incurred by members in the default arrangements.

Default arrangement asset allocation

The Trustee is required to disclose full asset allocations of investments for each default arrangement. The table below shows the percentage of assets allocated in the default arrangement to specified asset classes as at 30 June 2024.

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APPENDIX II – CHAIR’S STATEMENT (forming part of the Trustee’s Report)

(i) **Default arrangement: Drawdown Targeting Lifestyle Strategy**

	Average asset allocation over year to 30 June 2024 (%)			
Asset class	25 years old	45 years old	55 years old	Normal Retirement Age (65)
Cash	0.00%	0.00%	4.71%	5.22%
Bonds	0.00%	0.00%	50.46%	59.98%
<i>Corporate bonds</i>	0.00%	0.00%	21.17%	21.92%
<i>Fixed interest government bonds</i>	0.00%	0.00%	16.79%	18.06%
<i>Index-linked government bonds</i>	0.00%	0.00%	12.50%	20.00%
Listed equities	99.97%	99.97%	44.89%	34.99%
<i>UK equities</i>	12.56%	12.56%	5.65%	4.40%
<i>Developed market equities (excluding UK)</i>	87.41%	87.41%	39.33%	30.59%
Other	0.03%	0.03%	-0.06%	-0.19%

Source: Investment Managers: Vanguard, abrdn

SPIRIT (LEGACY) PENSION SCHEME

APPENDIX II – CHAIR’S STATEMENT (forming part of the Trustee’s Report)

(ii) Additional default arrangement: Cash Targeting Lifestyle Strategy

Asset class	Average asset allocation over year to 30 June 2024 (%)			
	25 years old	45 years old	55 years old	Normal Retirement Age (65)
Cash	0.00%	0.00%	4.71%	71.38%
Bonds	0.00%	0.00%	50.46%	28.62%
<i>Corporate bonds</i>	0.00%	0.00%	21.17%	0.00%
<i>Fixed interest government bonds</i>	0.00%	0.00%	16.79%	28.62%
<i>Index-linked government bonds</i>	0.00%	0.00%	12.50%	0.00%
<i>Other bonds¹</i>	0.00%	0.00%	0.00%	0.00%
Listed equities	99.97%	99.97%	44.89%	0.00%
<i>UK equities</i>	12.56%	12.56%	5.65%	0.00%
<i>Developed market equities (excluding UK)</i>	87.41%	87.41%	39.33%	0.00%
Other	0.03%	0.03%	-0.06%	0.00%

Source: Investment Managers: Vanguard, abrdn

SPIRIT (LEGACY) PENSION SCHEME

APPENDIX II – CHAIR’S STATEMENT (forming part of the Trustee’s Report)

2. Net investment returns

The Trustee is required to report net investment returns for each default arrangement and for each non-default fund which Scheme members were invested in during the Scheme year. Net investment return refers to the returns on funds minus all member-borne transaction costs and charges. The net investment returns to 30 June 2024 (with the exception of Additional Voluntary Contributions, which are to 31 March 2024) are shown in the tables below and have been prepared having regard to statutory guidance. It is important to note that past performance is not a guarantee of future performance.

The net returns for the Lifestyle Strategy Funds shown in tables (i), (ii) and (iii) below are based on a member having a Target Retirement Age of 65. The statutory guidance states net investment returns for lifestyle strategies must be shown for members aged 25, 45 and 55 at the start of the Scheme year. The Scheme’s lifestyle strategies start de-risking from 10 years before retirement (from age 55 where the Target Retirement Age is 65), therefore the net returns for the lifestyle strategies and all self-select funds are the same at age 25, 45 and 55 for the 1 year or 5 year periods. We have shown net investment returns at age 55 (this covers the performance for the ages set out in the statutory guidance). Additionally we have set out the performance for ages 60 and 65 (to show returns achieved for members closer to retirement).

(i) Default arrangement – Drawdown Targeting Lifestyle Strategy

Age at the end of investment reporting period	Net return (% p.a.)	
	1 year	5 years
55 and under	21.9	13.3
60	14.2	8.9
65	11.8	4.4

Source: abrdn and Aon calculations

SPIRIT (LEGACY) PENSION SCHEME

APPENDIX II – CHAIR’S STATEMENT (forming part of the Trustee’s Report)

(ii) Additional default arrangement – Cash Targeting Lifestyle Strategy

Age at the end of investment reporting period	Net return (% p.a.)	
	1 year	5 years
55 and under	21.9	13.3
60	14.2	8.9
65	6.0	4.2

Source: abrdn and Aon calculations

(iii) Self-select– Annuity Targeting Lifestyle Strategy

Age at the end of investment reporting period	Net return (% p.a.)	
	1 year	5 years
55 and under	21.9	13.3
60	14.2	8.9
65	2.3	-0.3

Source: abrdn and Aon calculation

SPIRIT (LEGACY) PENSION SCHEME

APPENDIX II – CHAIR’S STATEMENT (forming part of the Trustee’s Report)

(iv) Self-select investment funds

Fund name	Net returns (% p.a.)	
	1 year	5 years
SL Vanguard FTSE Developed World ex UK Pension Fund ^{1,2,3}	21.6	12.4
SL Vanguard FTSE UK All Share Index Pension Fund ^{1,2,3}	12.8	5.4
SL Vanguard Emerging Markets Stock Index Pension Fund	12.4	2.8
SL Vanguard UK Investment Grade Bond Index Pension Fund ^{1,2,3}	9.5	-1.0
SL Vanguard UK Inflation Linked Gilt Index Pension Fund ^{1,2,3}	-0.8	-6.5
SL SLI Absolute Return Global Bond Strategies Pension Fund ^{1,2,3}	10.0	0.6
Standard Life Deposit and Treasury Fund ^{2,3}	5.2	1.7

Source: abrdn

1 Funds also used in the Drawdown Targeting Lifestyle Strategy

2 Funds also used in the Cash Targeting Lifestyle Strategy

3 Funds also used in the Annuity Targeting Lifestyle Strategy

(v) Additional Voluntary Contributions

During the period covered by this statement, the Scheme held legacy AVC funds in which some members of the defined benefit section of the Scheme were invested, however the funds were disinvested and transferred into the main arrangement held with abrdn during Q1 2024. The net returns of these fund are therefore shown to 31 March 2024.

Fund name	Net returns (% p.a.)	
	1 year	5 years
Aviva		
Long Gilt Fund	-6.1	-8.9
Global Equity Fund	16.9	9.0
UK Equity Fund	7.0	4.9
My Future Focus Consolidation Fund	5.6	1.2
Mixed Invest (40-85% Shares) Fund	9.7	4.5
With-Profit Fund	0.6	1.9
Standard Life		
Standard Life Stock Exchange Pension Fund	13.9	7.5
Standard Life Money Market Pension Fund	4.3	0.8

Source: Aviva & Standard Life

SPIRIT (LEGACY) PENSION SCHEME

APPENDIX II – CHAIR’S STATEMENT (forming part of the Trustee’s Report)

3. Member Borne Charges and Transaction costs

The Trustee has set out the costs and charges that are incurred by members, rather than the employer, over the Scheme year in respect of each investment fund available to members. These comprise the Total Expense Ratio and transaction costs.

The Total Expense Ratio is an explicit charge and represents the costs associated with operating and managing an investment fund. Transaction costs are not explicit and are incurred when the fund managers buy and sell assets within the investment funds.

The fund managers calculate transaction costs on a quarterly basis at fund-level not scheme-level. The Trustee requested details of transaction costs for the period 1 July 2023 to 30 June 2024 from the Scheme's providers.

The charges and transaction costs have been supplied by abrdn, Standard Life and Aviva. Where transaction costs have been provided as a negative cost, a floor of zero has been set by the Trustee so as not to potentially understate costs.

(i) Default arrangements

Drawdown Targeting Lifestyle Strategy

The actual costs that a member paid over the year depends on their term to retirement. The TER ranged from 0.11% p.a. to 0.21% p.a. Transaction costs were 0.02% p.a.. The actual costs based on term to retirement during the year are shown in the table below:

Years to retirement	10+	9	8	7	6	5	4	3	2	1	0
TER % p.a.	0.11	0.13	0.15	0.17	0.18	0.20	0.20	0.21	0.21	0.21	0.21
Transaction costs % p.a.	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
Total costs % p.a.	0.13	0.15	0.17	0.19	0.20	0.22	0.22	0.23	0.23	0.23	0.23

Cash Targeting Lifestyle Strategy

The actual costs that a member paid over the year depends on their term to retirement. The TER ranged from 0.11% p.a. to 0.20% p.a. Transaction costs ranged between 0.00% p.a. and 0.02% p.a. The actual costs based on term to retirement during the year are shown in the table below:

Years to retirement	10+	9	8	7	6	5	4	3	2	1	0
TER % p.a.	0.11	0.13	0.15	0.17	0.18	0.20	0.19	0.19	0.18	0.17	0.16
Transaction costs % p.a.	0.02	0.02	0.02	0.02	0.02	0.02	0.01	0.01	0.01	0.00	0.00
Total costs % p.a.	0.13	0.15	0.17	0.19	0.20	0.22	0.20	0.20	0.19	0.17	0.16

The charges paid by members invested in either of the above arrangements are within the 0.75% p.a. charge cap for schemes that are used for auto enrolling their employees.

SPIRIT (LEGACY) PENSION SCHEME

APPENDIX II – CHAIR’S STATEMENT (forming part of the Trustee’s Report)

(ii) Self-select – Annuity Targeting Lifestyle Strategy

In addition to the Drawdown Targeting Lifestyle Strategy and the Cash Targeting Lifestyle Strategy shown above, members also have the option to invest in the Annuity Targeting Lifestyle Strategy.

The actual costs that a member paid over the year depends on their term to retirement. The TER ranged from 0.11% p.a. to 0.20% p.a. Transaction costs were 0.02% p.a.

The actual costs based on term to retirement during the year are shown in the table below:

Years to retirement	10+	9	8	7	6	5	4	3	2	1	0
TER % p.a.	0.11	0.13	0.15	0.17	0.18	0.20	0.19	0.17	0.15	0.14	0.12
Transaction costs % p.a.	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
Total costs % p.a.	0.13	0.15	0.17	0.19	0.20	0.22	0.21	0.19	0.17	0.16	0.14

(iii) Self-select investment funds

In addition to the lifestyle strategies shown above, members also have the option to invest in seven self-select funds.

The TERs and transaction costs for each of the individual funds available to members are shown in the following table:

Self-select Fund name	TER % p.a.	Transaction Costs % p.a.	Total Costs % p.a.
SL Vanguard FTSE Developed World ex UK Pension Fund ^{1,2,3}	0.11	0.02	0.13
SL Vanguard FTSE UK All Share Index Pension Fund ^{1,2,3}	0.11	0.04	0.15
SL Vanguard Emerging Markets Stock Index Pension Fund	0.26	0.07	0.33
SL Vanguard UK Investment Grade Bond Index Pension Fund ^{1,2,3}	0.11	0.01	0.12
SL Vanguard UK Inflation Linked Gilt Index Pension Fund ^{1,2,3}	0.11	0.02	0.13
SL SLI Absolute Return Global Bond Strategies Pension Fund ^{1,2,3}	0.52	0.01	0.53
Standard Life Deposit and Treasury Fund ^{2,3}	0.16	0.00	0.16

1 Funds also used in the Drawdown Targeting Lifestyle Strategy

2 Funds also used in the Cash Targeting Lifestyle Strategy

3 Funds also used in the Annuity Targeting Lifestyle Strategy

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APPENDIX II – CHAIR’S STATEMENT (forming part of the Trustee’s Report)

(iv) Additional Voluntary Contributions (AVCs)

The costs and charges for the AVC funds are shown in the table below.

	TER % p.a.	Transaction Costs ¹ % p.a.	Total Costs % p.a.
Aviva			
Long Gilt Fund	0.60	0.08	0.68
Global Equity Fund	0.60	0.04	0.64
UK Equity Fund	0.60	0.16	0.76
My Future Focus Consolidation Fund ¹	0.60	0.07	0.67
Mixed Invest (40-85% Shares) Fund	0.60	0.06	0.66
With-Profit Fund	0.60	0.07	0.67
Standard Life			
Standard Life Stock Exchange Pension Fund	1.00	0.00	1.00
Standard Life Money Market Pension Fund	1.00	0.00	1.00

¹ Transaction costs are shown to 31 March 2024 as the legacy AVCs transferred into the main scheme arrangement with abrdn in Q1 2024, with the exception of the Aviva With Profit Fund and the Standard Life Stock Exchange Pension Fund which are shown to 30 September 2023 (the most recent costs made available at the time of publishing this statement)

APPENDIX II – CHAIR’S STATEMENT (forming part of the Trustee’s Report)

(v) Illustrations of the cumulative effect of costs and charges

From 6 April 2018 the Occupational Pension Schemes (Administration and Disclosure) (Amendment) Regulations 2018 introduced new requirements relating to the disclosure and publication of the level of costs by the trustees and managers of a relevant scheme. These changes are intended to improve transparency on costs.

In order to help members understand the impact that costs and charges can have on their retirement savings, the Trustee has provided two illustrations of their cumulative effect on the value of typical scheme members' savings over the period to their retirement.

The illustrations have been prepared having regard to statutory guidance, selecting suitable representative members and are based on a number of assumptions about the future which are set out below.

Members should be aware that such assumptions may not hold true, so the illustrations do not promise what could happen in the future and fund values are not guaranteed. Furthermore, because the illustrations are based on typical members of the Scheme, they are not a substitute for the individual and personalised illustrations which are provided to members in their annual Benefit Statements.

Each illustration is shown as a table. As the projected retirement savings are dependent on investment returns as well as the level of costs and charges, comparison figures with other investments have been included in the tables. For comparison purposes, the projected retirement savings if the typical member were invested in the SL Vanguard UK Investment Grade Bond Index Pension Fund (which has the lowest charge level) and the Absolute Return Global Bond Strategies Pension Fund (which has the highest charge level) are shown in the tables.

All projected fund values are shown in today's terms so do not need to be reduced further for the effect of future expected inflation.

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Illustration A: is based on an existing deferred Scheme member who has 12 years to go until their retirement at age 65. The member is not contributing and has a starting fund value of £19,700.

Age	Drawdown Targeting Lifestyle Strategy (default)			SL Vanguard UK Investment Grade Bond Index Pension Fund			Absolute Return Global Bond Strategies Fund		
	Before charges £	After charges £	Effect of charges £	Before charges £	After charges £	Effect of charges £	Before charges £	After charges £	Effect of charges £
53	19,700	19,700	0	19,700	19,700	0	19,700	19,700	0
55	21,100	21,060	40	20,280	20,230	50	19,510	19,270	240
60	24,490	24,240	250	21,810	21,620	190	19,040	18,230	810
65	27,440	26,830	610	23,450	23,100	350	18,580	17,250	1,330

Illustration B: is based on an existing deferred Scheme member who has 12 years to go until their retirement at age 65 and is invested in the Cash Targeting Lifestyle Strategy. The member is not contributing and has a starting fund value of £19,700.

Age	Cash Targeting Lifestyle Strategy (default)			SL Vanguard UK Investment Grade Bond Index Pension Fund			Absolute Return Global Bond Strategies Fund		
	Before charges £	After charges £	Effect of charges £	Before charges £	After charges £	Effect of charges £	Before charges £	After charges £	Effect of charges £
53	19,700	19,700	0	19,700	19,700	0	19,700	19,700	0
55	21,100	21,060	40	20,280	20,230	50	19,510	19,270	240
60	24,490	24,240	250	21,810	21,620	190	19,040	18,230	810
65	25,980	25,450	530	23,450	23,100	350	18,580	17,250	1,330

Members are encouraged to consider both the level of costs and charges and the expected return on investments (i.e. the risk profile of the strategy) when making investment decisions.

Assumptions and data for illustrations:

The following assumptions have been made for the purposes of the above illustrations:

- Annual salary growth and inflation are assumed to be 2.5% per annum
- The starting fund values used in the projections are representative of the average for the Scheme.
- The projected growth rates used are consistent with the growth rates providers use in members’ annual benefit statements which are determined by the statutory guidance for producing money purchase illustrations and which are now based on the historic volatility of the fund not expected future returns. The projected annual returns on assets (gross of costs and charges) are:

SPIRIT (LEGACY) PENSION SCHEME

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Fund		Return (% p.a.)
SL Vanguard FTSE Developed World ex UK Pension Fund	Used in the Drawdown and Cash Targeting Lifestyle Strategies	6.0
SL Vanguard FTSE UK All Share Index Pension Fund		7.0
SL Vanguard UK Investment Grade Bond Index Pension Fund		4.0
SL Vanguard UK Inflation Linked Gilt Index Pension Fund		7.0
SL SLI Absolute Return Global Bond Strategies Pension Fund		2.0
Standard Life Deposit and Treasury Fund	Used in the Cash Targeting Lifestyle Strategy	2.0

- *The projections assume the lifestyle strategies are rebalanced annually across the different underlying funds associated with a members' term to retirement*
- *The transaction costs are based on an average of the previous 5 years' transaction costs or, where data was available for fewer than 5 years, an average of transactions costs over the years for which data is available, as per Statutory guidance.*

4. Processing of Core Financial Transactions

Core financial transactions include the investment of contributions, transfer of member funds into and out of the Scheme, transfers between different investments within the Scheme and payments to and in respect of members/beneficiaries. The bulk of the core financial transactions are undertaken on behalf of the Trustee by the Scheme administrator, Aon, while the Company was responsible for ensuring that contributions are paid to the Scheme promptly, until the Scheme closed. The timing of such payments is monitored by the Trustee from quarterly administration reports submitted by Aon.

APPENDIX II – CHAIR’S STATEMENT (forming part of the Trustee’s Report)

In order to determine how well the administration is performing, the Trustee has service level agreements (SLAs) in place with Aon. These SLAs detail a number of key administration processes to be performed and the target timescale within which each of these processes needs to be completed. There are SLAs in place for all core financial transactions.

The Trustee periodically reviews the key processes adopted by the administrator and their output in order to minimise the risks of inaccurate or late payment of core financial transactions. Key processes include:

- A full member and Scheme reconciliation being undertaken annually as part of the annual preparation of the Trustee Report & Accounts.
- Provision of quarterly administration reports – enabling the Trustee to check core financial transactions and review processes relative to any member complaints made.
- Monthly contribution checks and daily reconciliation of the Trustee's bank account.
- Checks for all investment and banking transactions prior to processing.
- Straight-through processing where possible, therefore avoiding the need for manual intervention and, in turn, significantly reducing the risk of error.
- Annual data reviews.
- Documentation and operation in line with quality assurance policies and procedures.
- Operation in line with the business continuity plan and confirmation that the administrator has prioritised core financial transactions during this period.

Controls around administration and the processing of transactions are being documented in the Scheme risk register so that they will be subject to regular review. The Scheme audit also reviews a sample of calculations carried out during the Scheme year.

APPENDIX II – CHAIR’S STATEMENT (forming part of the Trustee’s Report)

The Trustee is satisfied that, over the period:

- The administrator was operating appropriate procedures, checks and controls and operating within the agreed SLA.
- There have been no material administration errors in relation to processing core financial transactions.
- All core financial transactions have been processed promptly and accurately during the Scheme year.

5. Assessment of Value for Members

There is no legal definition of "good value" or the process of determining this for Scheme members. Therefore, working in conjunction with its advisers, Aon, the Trustee has developed a cost-benefit analysis framework in order to make an assessment as to whether members receive good value from the Scheme relative to the costs and charges they pay.

Costs

The costs have been identified as TERs and transaction costs and are set out in section 3 of this statement. Benchmarking relative to other pension arrangements or industry best practice guidelines has been undertaken.

Based on the profile of the Scheme's DC/AVC arrangements, we believe that the explicit charges are generally competitive when compared to current market rates on a like-for-like basis.

Benefits

The Trustee has considered the benefits of membership under the following four categories:

SPIRIT (LEGACY) PENSION SCHEME

APPENDIX II – CHAIR’S STATEMENT (forming part of the Trustee’s Report)

Scheme governance

The Scheme is governed by an experienced group of Trustee Directors including a professional, independent Chair. The Board regularly reviews information about the performance of Scheme investments and the DC members and decisions being made, amongst other information. This helps the Trustee to determine an appropriate strategy to support members and make improvements.

Investments

The Scheme provides members with an appropriate range of lifestyle and self-select fund options. The investment strategy and performance are regularly monitored and reviewed by the Trustee. The investment funds available have been designed, following advice from the Trustee’s investment advisers, Aon, with the specific needs of members in mind.

Administration

The Trustee regularly monitors the Scheme administration and, over the period, found that the necessary administration standards were being achieved.

Member support

The Scheme provides members with regular, clear communications regarding the choices open to them, as well as annual benefit statements and 'at retirement' communications. The Trustee will continue to review and improve as necessary.

Conclusion

The Trustee's assessment concluded that the charges and transaction costs borne by Scheme members represents good value for members relative to the benefits of Scheme membership.

APPENDIX II – CHAIR’S STATEMENT (forming part of the Trustee’s Report)

6. Trustee's Knowledge and Understanding

The comments in this section relate to the Scheme as a whole and not solely the DC section.

The Trustee has processes and procedures in place to meet the Pension Regulator's Trustee Knowledge and Understanding requirements (as set out in their Code of Practice No 7); some of which are identified below:

- A structured training programme for newly appointed Trustee Directors including completion of the Pension Regulator's Trustees toolkit, which is an online learning programme.
- Assessing training needs and identifying gaps in knowledge through regular self-assessments.
- Undergoing regular training for the year, this included investment strategy training, training on pensioner buy-ins and training on funding.
- Maintaining training logs for each individual Trustee Director which supports the above.

The Trustee has engaged with its professional advisers regularly throughout the year to ensure that it exercises its functions properly and take professional advice where needed. In exercising its functions, this has required knowledge of key scheme documents such as the Trust Deed & Rules, Trustee Report & Accounts and Statement of Investment Principles. A few of the areas that support this statement are set out below:

- Preparation for the production of an Implementation statement.
- Arrange preparation and audit of the annual Trustee's Report and Accounts.
- The law relating to pensions and trusts through updating the risk register.
- Review of quarterly administration reports to monitor service delivery against agreed service levels standards and assessing the member experience.

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- Reviewing investment reports to assess fund performance against benchmarks, and funds against overall Scheme aim and objectives, as set out in the statement of Investment Principles.
- Maintaining a regime for proper governance – reviewing and updating the Trustee's governance framework for the DC Section of the Scheme and working on the Scheme's Own Risk Assessment to comply with the Pension Regulators new General Code.
- Implementing the investment strategy changes following completion of the investment strategy review in March 2022.

The Trustee held 10 meetings across the Scheme year including its Sub-Committee meetings.

The Trustee board is currently made up of five Trustee Directors with diverse skill sets. During the Scheme year, one Trustee Director stepped down. The Chair of the Trustee is an independent professional trustee and there are three other Company appointed Trustee Directors and two member nominated Trustee Directors. The composition of the Trustee board aims to demonstrate diversification of skills and breadth and depth of pension knowledge. New Trustee Directors receive comprehensive introductory training which they are required to supplement with the Pensions Regulator's Trustee Toolkit (within 6 months of appointment).

The Trustee Directors consider that they meet the Pension Regulator's Trustee Knowledge and Understanding requirements and are confident that their combined knowledge and understanding, together with the support of their advisers, enables them to properly exercise their functions as the Trustee of the Scheme.

The Trustee publishes this statement on a publicly accessible website (<https://www.spiritpensioninfo.co.uk/>) and confirms the location to members in their annual benefits statements.

Signed on behalf of the Trustee of the Spirit (Legacy) Pension Scheme.

Signature _____

Name: Iain Urquhart, Chair of Trustee

Date

SPIRIT (LEGACY) PENSION SCHEME

APPENDIX III – STATEMENT OF INVESTMENT PRINCIPLES

Spirit (Legacy) Pension Scheme ("Scheme") **Statement of Investment Principles ("SIP")** **September 2024**

Scheme Investment Objective

For the Defined Benefit Section, the Trustee aims to invest the assets of the Scheme prudently to ensure that the benefits promised to members are provided. In setting investment strategy, the Trustee first considered the lowest risk asset allocation that it could adopt in relation to the Scheme's liabilities. The asset allocation strategy it has selected is designed to achieve a higher return than the lowest risk strategy, while maintaining a prudent approach to meeting the Scheme's liabilities.

For the Defined Contribution Section, the Trustee's key aim is to provide a range of investments that are suitable for meeting members' long and short-term investment objectives, in order for the investing of the assets to be done in a prudent manner. It has taken into account members' circumstances, in particular the range of members' attitudes to risk and term to retirement.

STRATEGY

The Scheme has both a Defined Benefit Section and a Defined Contribution Section.

APPENDIX III – STATEMENT OF INVESTMENT PRINCIPLES

Defined Benefit Section

In the Defined Benefit Section, the current planned asset allocation strategy is set out in the table below.

The Trustee has also adopted a flightplan, which is designed to reduce investment risk and protect the funding level as it improves. Following the breach of a trigger the Scheme's asset allocation will change in order to achieve these objectives. Further details of this strategy can be found within the 'Flightplan Parameters' section of this report.

In order to secure the benefits that are promised to members, the Trustee will consider whether opportunities to enter into buy-in arrangements with an insurance company are appropriate.

Following consultation with the Company, the Trustee agreed to reduce investment risk and the Trustee entered into a buy-in policy with Scottish Widows during March 2018. This policy remains an asset of the Scheme and, at inception, was valued at c. £50m.

In January 2022, following similar consultation with the Company, the Trustee agreed to further reduce investment risk and entered into a second buy-in policy with Scottish Widows. This policy remains an asset of the Scheme and, at inception, was valued at c. £110m.

As the buy-in policies held by the Trustee are illiquid assets which will be held until the windup of the Scheme, these have been excluded from the target asset allocation strategy outlined below.

The current target asset allocation strategy chosen to meet the objective above is set out in the table below. The Trustee will monitor the actual asset allocation versus the target weight set out in the table below. The Trustee acknowledges that due to factors such as market movements, investment views, governance constraints and implementation issues the Scheme's strategic asset allocation may deviate significantly from the target. The Trustee does however monitor this regularly.

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APPENDIX III – STATEMENT OF INVESTMENT PRINCIPLES

Asset Class	SLPS (%)
Growth Assets	25.0
Global Equities	15.0
Property	10.0
Credit Assets	25.0
Credit	25.0
Matching Assets	50.0
Liability Driven Investment and Cash	50.0

This strategy was set on advice from the Trustee's investment adviser and following consultation with the sponsoring employer. The strategy has been set on the assumption that growth assets such as equities would outperform gilts over the longer term and assumes that active fund management can be expected to add value. However, the Trustee recognises the potential volatility in equity returns, particularly relative to the Scheme's liabilities, and the risk that the fund managers do not achieve the targets set.

In combination with any corporate bond held by the Trustee, the Liability Driven Investment portfolio is also designed to protect the Scheme's self-sufficiency funding level against adverse movements in interest rates and inflation expectations of the Scheme's uninsured liabilities.

In choosing the Defined Benefit Section's planned asset allocation strategy, it is the Trustee's policy to consider:

- A full range of asset classes.
- The risks and rewards of a range of alternative asset allocation strategies.
- The suitability of each asset class.
- The need for appropriate diversification.

SPIRIT (LEGACY) PENSION SCHEME

APPENDIX III – STATEMENT OF INVESTMENT PRINCIPLES

The overall investment objective in respect of the Defined Contribution Section is implemented using the range of investment options set out in **Table 1**. Details of the Trustee's aims and objectives for the default investment strategy and other investment options are provided below.

Default Strategy – The default strategy is the Drawdown Targeting Lifestyle Strategy.

The Trustee's objectives for the default strategy are as follows:

- Aim for significant long-term real growth while members are further away from retirement.
- Manage down volatility in fund values as members near retirement.
- Target an end point portfolio that is appropriate and consistent with how members may take their benefits when they retire.

The objectives of the fund managers in respect of the underlying funds used within the default strategy are set out in **Table 1**, which also details the kinds of investments held and the balance between them.

Other investment policies relating to the default strategy are set out in the sections below.

Following analysis of the membership, the objectives and policies the Trustee has adopted for the default strategy are expected to meet the needs of members by providing the following:

- The opportunity to increase the value of their benefits with investment growth.
- An investment which manages risk in an appropriate and considered way.
- A portfolio commensurate with how members may take their benefits when they retire.

APPENDIX III – STATEMENT OF INVESTMENT PRINCIPLES

Other Investment Options – It is the Trustee's policy to provide suitable information for members so that they can make the appropriate investment decisions. The range of funds was chosen by the Trustee after taking advice from its investment adviser. In choosing the Scheme's investment options, it is the Trustee's policy to consider:

- A full range of asset classes.
- The suitability of the possible styles of investment management.
- The suitability of each asset class.
- The need for appropriate diversification.

The overall balance of assets held within the Defined Contribution Section will depend on the choices made by members for the investment of their pension accounts.

The Trustee expects the long-term return on the investment options that invest predominantly in equities to exceed price inflation and general salary growth. The long-term returns on the bond and cash options are expected to be lower than the options which are predominantly equities. However, bond funds are expected to broadly match the price of annuities. Cash funds are expected to be stable in terms of nominal capital values.

Environmental, Social and Governance considerations

In setting the Scheme's Defined Benefit and Defined Contribution investment strategies, the Trustee's primary concern is to act in the best financial interests of the Scheme and its beneficiaries, seeking the best return that is consistent with a prudent and appropriate level of risk. The Trustee believes that incorporating appropriate consideration of environmental, social and governance factors including climate change can lead to better returns and lower risk, and therefore the Trustee believes these factors should be understood and evaluated. The Trustee considers these issues by taking advice from its investment adviser when setting the Scheme's asset allocation, when selecting managers and when monitoring their performance.

Stewardship – Voting and Engagement

The Trustee recognises the importance of its role as a steward of capital and the need to ensure the highest standards of governance and promoting corporate responsibility in the underlying companies in which its investments reside. The Trustee recognises that ultimately this protects the financial interests of the Scheme and its beneficiaries.

The Trustee delegates all stewardship activities, including voting and engagement, to its appointed investment managers. The Trustee accepts responsibility for how the investment managers steward assets on its behalf, including the casting of votes in line with each manager's individual voting policies.

The Trustee expects the Scheme's investment managers to use their influence as major institutional investors to carry out the rights and duties as a shareholder, including exercising voting rights along with – where relevant and appropriate – engaging with underlying investee companies on ESG considerations and other relevant matters (such as the companies' performance, strategy, risks, capital structure, and management of conflicts of interest).

APPENDIX III – STATEMENT OF INVESTMENT PRINCIPLES

The Trustee reviews its managers' voting and engagement policies and activities on an annual basis. The Trustee reviews these factors to check they are aligned with expectations and can reasonably be considered to be in the Trustee's, and therefore the members', best interests. The Trustee expects that their investment managers will provide details of their stewardship activities on an annual basis and will monitor this with input from their investment consultant. The Trustee will engage with their investment managers where necessary for more information. Prospective managers are required to provide this information in advance of their appointment.

If the Trustee's monitoring reveals that an investment manager's voting or engagement policies, or its stewardship actions are not aligned with the Trustee's expectations, the Trustee will engage with the manager, via different medium such as emails and meetings, to seek a more sustainable position, but it may look to replace the manager.

From time to time, the Trustee will consider the methods by which, and the circumstances under which, it would monitor and engage with an issuer of debt or equity, an asset manager or another holder of debt or equity, and other stakeholders. The Trustee may engage on matters concerning an issuer of debt or equity, including their performance, strategy, risks, social and environmental impact and corporate governance, the capital structure, and management of actual or potential conflicts of interest.

Members' Views and Non-Financial Factors

In setting and implementing the Scheme's Defined Benefit and Defined Contribution investment strategies the Trustee does not explicitly take into account the views of Scheme members and beneficiaries in relation to ethical considerations, social and environmental impact, or present and future quality of life matters (defined as "non-financial factors"¹).

¹ The Pension Protection Fund (Pensionable Service) and Occupational Pension Schemes (Investment and Disclosure) (Amendment and Modification) Regulations 2018.

APPENDIX III – STATEMENT OF INVESTMENT PRINCIPLES

RISK

Defined Benefit Section

The Trustee maintains a 'Statement of Funding Principles' which specifies that the funding objective is to have sufficient assets so as to make provision for 100% of the Scheme's liabilities as determined by an actuarial calculation.

The Trustee recognises that the key risk to the Scheme is that it has insufficient assets to make provisions for 100% of its liabilities ("funding risk"). The Trustee has identified a number of risks which have the potential to cause a deterioration in the Scheme's funding level and therefore contribute to funding risk. These are as follows:

- The risk of a significant difference in the sensitivity of asset and liability values to changes in financial and demographic factors ("mismatching risk"). The Trustee and its advisers considered this mismatching risk when setting the investment strategy.
- The risk of a shortfall of liquid assets relative to the Scheme's immediate liabilities ("cash flow risk"). The Trustee and its advisers will manage the Scheme's cash flows, taking into account the timing of future payments, in order to minimise the probability that this occurs.
- The failure by the fund managers to achieve the rate of investment return assumed by the Trustee ("manager risk"). This risk is considered by the Trustee and its advisers both upon the initial appointment of the fund managers and on an ongoing basis thereafter.
- The failure to spread investment risk ("risk of lack of diversification"). The Trustee and its advisers considered this risk when setting the Scheme's investment strategy.
- The possibility of failure of the Scheme's sponsoring employer[s] ("covenant risk"). The Trustee and its advisers considered this risk when setting investment strategy and consulted with the sponsoring employer as to the suitability of the proposed strategy.
- The risk of fraud, poor advice or acts of negligence ("operational risk"). The Trustee has sought to minimise such risk by ensuring that all advisers and third-party service providers are suitably qualified and experienced, and that suitable liability and compensation clauses are included in all contracts for professional services received.
- The risk of a default by a bulk annuity provider (buy-in insurer) ("insurer default/credit risk"). The Trustee and its advisers considered the strength of the insurer before entering into the policy, whilst considering the wider regulatory framework within which they are required to operate.

Due to the complex and interrelated nature of these risks, the Trustee considers the majority of these risks in a qualitative rather than quantitative manner as part of each formal investment strategy review (normally triennially). Some of these risks may also be modelled explicitly during the course of such reviews. In particular, the mismatching risk was modelled explicitly as part of the most recent investment strategy review.

Having set an investment objective which relates directly to the Scheme's liabilities and implemented it using a range of fund managers, the Trustee's policy is to monitor, where possible, these risks quarterly. The Trustee receives quarterly reports showing:

- Actual funding level versus the Scheme's specific funding objective.
- Performance versus the Scheme's investment objective.
- Performance of individual fund managers versus their respective targets.
- Any significant issues with the fund managers that may impact their ability to meet the performance targets set by the Trustee.

APPENDIX III – STATEMENT OF INVESTMENT PRINCIPLES

Defined Contribution Section

The Trustee has taken into consideration on behalf of the members the following aspects of risk:

1. The risk that low investment returns over members' working lives secures an inadequate retirement outcome.
2. The risk that unfavourable market movements in the years just prior to retirement lead to a substantial reduction in a member's account and hence in retirement outcome.
3. The risk of the chosen investment manager underperforming.
4. The risk that investment specific risks such as credit risk and market risk have an adverse impact on returns.

The first two risks identified above are managed by providing members with a choice of funds they can use to meet their requirements.

In addition, the default strategy is designed to be appropriate for a typical member with a predictable retirement date. The default strategy manages risk automatically by moving from higher to lower risk funds as members approach their selected retirement age.

To manage the third risk identified above, the Trustee regularly reviews the performance of the funds offered, as well as offering a range of index tracking funds to minimise the risk of underperformance.

The Trustee measures and manages investment specific risks, including market and credit risk, on a regular basis. All investments are subject to specific price risks that arise from factors peculiar to that asset class or individual investment, in addition to credit risk, currency risk and interest rate risk.

Before making any change to the default strategy or other investment options, the Trustee takes advice from its investment consultant. The decision as to whether to invest in a particular security is delegated to the investment managers of the underlying funds used.

SPIRIT (LEGACY) PENSION SCHEME

APPENDIX III – STATEMENT OF INVESTMENT PRINCIPLES

FLIGHTPLAN PARAMETERS

The aim of a formal flightplan for the Scheme is to create a more structured method of implementing the long-term move from "growth" to "matching" assets, as and when the Scheme's funding level improves.

The Trustee has agreed to monitor the flightplan against the Scheme's funding level, measured on a self-sufficiency basis. This is a measure of the Scheme's funding level which would permit it to be run independent of the Sponsoring Employer.

The Trustee has also adopted a flightplan which is designed to reduce investment risk and protect the funding level as it improves. The flightplan does not serve to re-risk the Scheme if the funding level deteriorates, falling below a previous trigger level.

Triggers are monitored by the Trustee at a minimum on a quarterly basis (during regular Trustee meetings) and if a funding level trigger is breached a corresponding increase in the matching component allocation would be proposed at the meeting, or as soon as is reasonably practical thereafter.

The target allocations exclude the buy-in policies due to the illiquid nature of the assets, with the target allocations for the flightplan shown below.

Self-sufficiency funding level	95% (current)	100% (under review)	105% (under review)
Growth Assets	25.0	22.2	16.7
Global equities	15.0	5.6	-
Property	10.0	-	-
Diversified Growth Fund	-	16.7	16.7
Credit Assets	25.0	33.3	33.3
Credit	25.0	33.3	33.3
Matching Assets	50.0	44.4	50.0
LDI (assets, inc cash)	50.0	44.4	50.0

The Scheme has recently breached the 95% trigger. The Trustee is in the process of agreeing future flightplan triggers to reflect market conditions and recent changes to the investment strategy.

APPENDIX III – STATEMENT OF INVESTMENT PRINCIPLES

IMPLEMENTATION

Aon has been selected as the investment adviser to the Trustee. Aon provides the Trustee with any training that it requests in order to ensure directors have sufficient knowledge and experience to take decisions themselves and to monitor those it delegates. Aon is paid on a either a fixed fee or time cost basis, dependent upon the nature of the work undertaken by Aon. This structure has been chosen to ensure that cost-effective, independent advice is received.

Arrangements with asset managers

The Trustee regularly monitors the Scheme's investments to consider the extent to which the investment strategy and decisions of the asset managers are aligned with the Trustee's policies. This includes monitoring the extent to which asset managers:

- make decisions based on assessments about medium- to long-term financial performance of an issuer of debt or equity; and
- engage with issuers of debt or equity in order to improve their performance in the medium- to long-term.

The Trustee is supported in this monitoring activity by its investment consultant.

The Trustee shares the policies, as set out in this SIP, with the Scheme's asset managers, and requests that the asset managers review and confirm whether their approach is in alignment with the Trustee's policies.

Before appointment of a new asset manager, the Trustee reviews the governing documentation associated with the investment and will consider the extent to which it aligns with the Trustee's policies.

APPENDIX III – STATEMENT OF INVESTMENT PRINCIPLES

The Trustee believes that having appropriate governing documentation, setting clear expectations to the asset managers by other means (where necessary), and regular monitoring of asset managers' performance and investment strategy, is in most cases sufficient to incentivise the asset managers to make decisions that align with the Trustee's policies and are based on assessments of medium- and long-term financial and non-financial performance.

There is typically no set duration for arrangements with asset managers, although the continued appointment for all asset managers will be reviewed periodically, and at least every three years.

Costs, transparency and the monitoring of performance and remuneration

The Trustee is aware of the importance of monitoring its asset managers' total costs and the impact these costs can have on the overall value of the Scheme's assets. The Trustee recognises that in addition to annual management charges, there are a number of other costs incurred by its asset managers that can increase the overall cost incurred by its investments.

The Trustee collects annual cost transparency reports covering all of its investments and ask that the investment managers provide this data in line with the appropriate Cost Transparency Initiative ("CTI") template for each asset class. This allows the Trustee to understand exactly what it is paying its investment managers.

The Trustee will only appoint investment managers who offer full cost transparency. This will be reviewed before the appointment of any new managers and includes the existing managers held by the Scheme.

The Trustee accepts that transaction costs will be incurred to drive investment returns and that the level of these costs varies across asset classes and by manager style within an asset class. In both cases, a high level of transaction costs is acceptable as long as it is consistent with the asset class characteristics, manager's style, and historic trends. Where the Trustee's monitoring identifies a lack of consistency the mandate will be reviewed.

SPIRIT (LEGACY) PENSION SCHEME

APPENDIX III – STATEMENT OF INVESTMENT PRINCIPLES

Targeted portfolio turnover is defined as the expected frequency with which each underlying investment managers' fund holdings change over a year. The Scheme's investment consultant monitors this on behalf of the Trustee as part of the manager monitoring it provides to the Trustee, and flags to the Trustee where there are concerns.

The Trustee undertakes analysis of the Scheme's costs and performance, on at least a triennial basis, by receiving benchmarking analysis comparing the Scheme's specific costs and performance of the underlying managers relative to those of the wider market. This is in line with the Trustee's policies on reviewing the kinds and balance of investments to be held. The benchmarking analysis can be used to assess the value for money received from the Scheme's assets on a regular basis and challenge the Scheme's investment managers where appropriate. The Trustee will review the investment managers relative to its objectives to ensure that the net of fees performance has met its requirements. The Trustee is open to managers implementing performance related fees if these are suitable for the Scheme and are aligned with the objectives of the Scheme.

For the Defined Benefits Section the following pooled funds are used:

Growth Assets

Multi Factor Equity – LGIM Developed Balanced Factor Equity Index

This is passively-managed with the objective to achieve index returns in line with the SciBeta Developed Low-Carbon & ESG High-Factor-Intensity Multi-Beta (vol, val, mom, pro/inv) Maximum Deconcentration Index. The Trustee targets an equal split between the currency unhedged and sterling hedged funds.

Credit Assets

Diversified Liquid Credit – Adept

This credit fund invests in diverse, high-quality and low risk credit assets and targets a net return of SONIA + 1.5% p.a. over a market cycle.

Matching Assets

Liability Driven Investment – BlackRock

The Trustee is the sole investor in a bespoke pooled fund that has an objective to match the movement of a portion of the Scheme's liabilities for changes in interest rates and inflation, therefore providing interest rate and inflation protection.

BlackRock – ICS Institutional Sterling Liquidity Fund

This is a cash fund that provides a low-risk investment and the objective is to perform in line with 7 Day Sterling LIBID.

SPIRIT (LEGACY) PENSION SCHEME

APPENDIX III – STATEMENT OF INVESTMENT PRINCIPLES

Bulk annuity policies

Scottish Widows

The Trustee holds two bulk annuity policies which insurers the Scheme's pensioner liabilities. This Trustee entered into the first policy in March 2018 and, at inception, was valued at c. £50m. This Trustee entered into the second policy in January 2022 and, at inception, was valued at c. £110m.

The Trustee has delegated all day-to-day decisions about the investments that fall within each mandate to the relevant fund manager through a written contract. When choosing investments, the Trustee and the fund managers (to the extent delegated) are required to have regard to the criteria for investment set out in the Occupational Pension Schemes (Investment) Regulations 2005 (regulation 4).

Defined Contribution Section

The Trustee has made available various investment options for members. These fall into two categories:

- Lifestyle – with this option, the member's account is invested according to a fixed investment pattern, based on the number of years to the member's retirement date.
- Freestyle – with this option, the member has the freedom to choose how their account is invested from the funds provided; what funds to invest in; and how much to invest in each fund.

SPIRIT (LEGACY) PENSION SCHEME

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Lifestyle Strategies

The Trustee offers three lifestyle strategies for members to choose from. These strategies are:

- Drawdown Targeting Lifestyle Strategy (the default arrangement)
- Cash Targeting Lifestyle Strategy
- Annuity Targeting Lifestyle Strategy

The **Drawdown Targeting Lifestyle Strategy** is the default strategy for all members. It is designed to be suitable for members who are considering income drawdown at retirement (i.e. those members who plan to withdraw money as a regular or series of one-off amounts, leaving the rest invested), while also recognising it will need to provide appropriately for those who do not know in what form they will be drawing their benefits. A chart setting out the asset allocation of the Drawdown Targeting Lifestyle Strategy is shown below:



APPENDIX III – STATEMENT OF INVESTMENT PRINCIPLES

The Trustee reviews its managers' voting and engagement policies and activities on an annual basis. The Trustee reviews these factors to check they are aligned with expectations and can reasonably be considered to be in the Trustee's, and therefore the members', best interests. The Trustee expects that their investment managers will provide details of their stewardship activities on an annual basis and will monitor this with input from their investment consultant. The Trustee will engage with their investment managers where necessary for more information. Prospective managers are required to provide this information in advance of their appointment.

If the Trustee's monitoring reveals that an investment manager's voting or engagement policies, or its stewardship actions are not aligned with the Trustee's expectations, the Trustee will engage with the manager, via different medium such as emails and meetings, to seek a more sustainable position, but it may look to replace the manager.

From time to time, the Trustee will consider the methods by which, and the circumstances under which, it would monitor and engage with an issuer of debt or equity, an asset manager or another holder of debt or equity, and other stakeholders. The Trustee may engage on matters concerning an issuer of debt or equity, including their performance, strategy, risks, social and environmental impact and corporate governance, the capital structure, and management of actual or potential conflicts of interest.

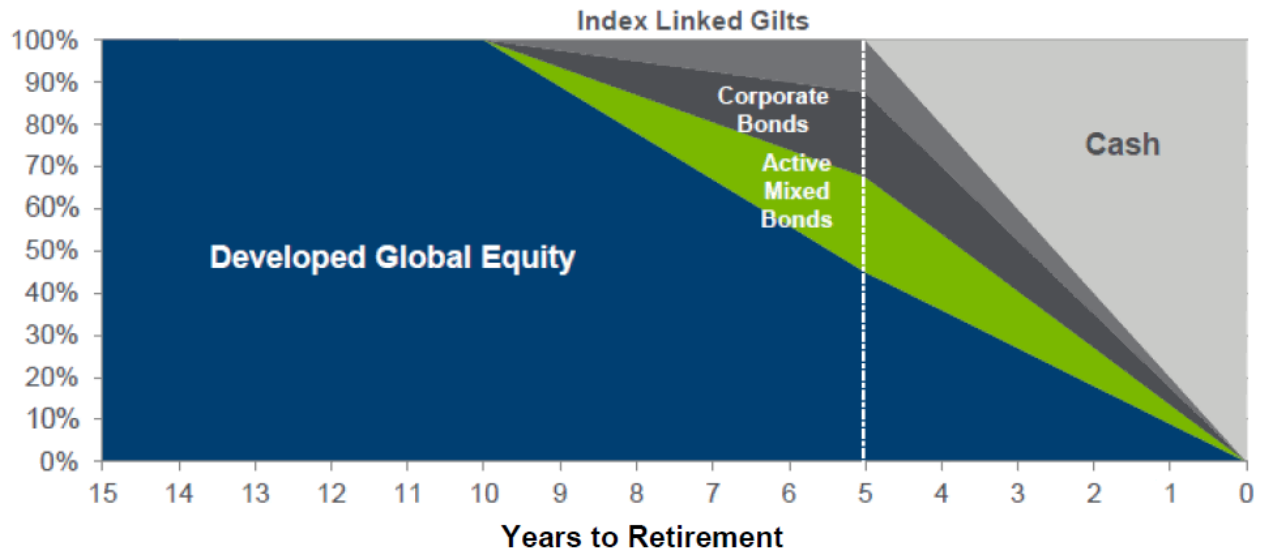
Members' Views and Non-Financial Factors

In setting and implementing the Scheme's Defined Benefit and Defined Contribution investment strategies the Trustee does not explicitly take into account the views of Scheme members and beneficiaries in relation to ethical considerations, social and environmental impact, or present and future quality of life matters (defined as "non-financial factors"¹).

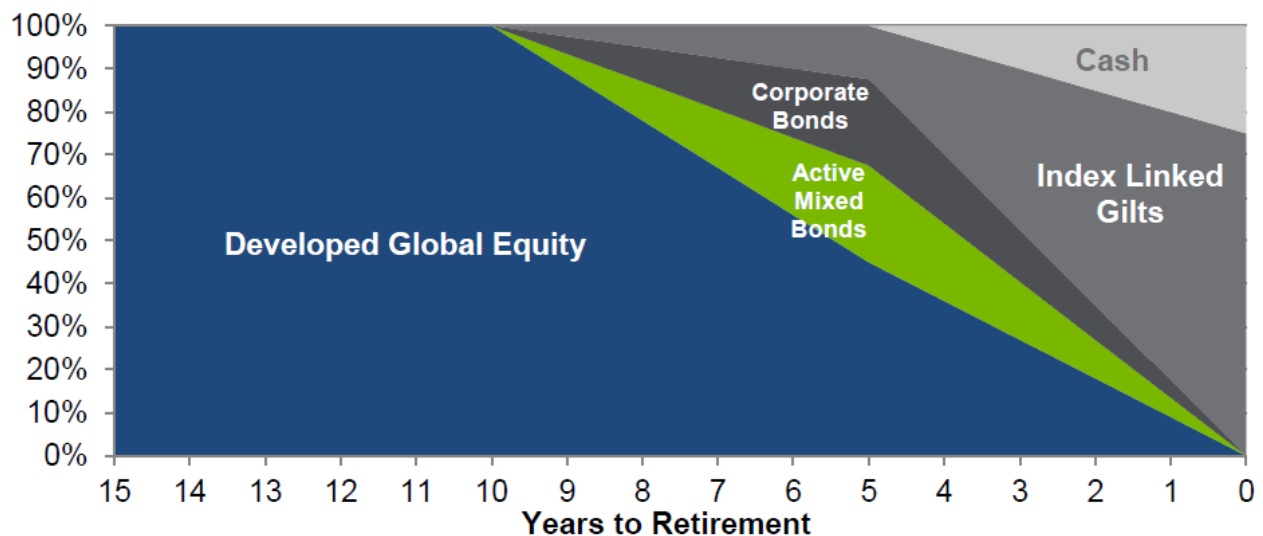
SPIRIT (LEGACY) PENSION SCHEME

APPENDIX III – STATEMENT OF INVESTMENT PRINCIPLES

Members can opt to invest in the **Cash Targeting Lifestyle Strategy**. It is designed to be suitable for members who are considering taking their DC benefits as a cash lump sum at retirement. A chart setting out the asset allocation of the Cash Targeting Lifestyle Strategy is shown below:



Members can opt to invest in the **Annuity Targeting Lifestyle Strategy**. It is designed to be suitable for members who are considering using their DC funds to purchase an annuity at retirement. A chart setting out the asset allocation of the Annuity Targeting Lifestyle Strategy is shown below:



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Freestyle Options

The table below provides details of the funds that are used in the lifestyle strategy (shown in bold) and are available on a standalone basis for members who wish to make their own investment choices.

Table 1 - Fund Details

<i>Asset Class</i>	<i>Passive/ Active</i>	<i>Fund</i>	<i>Benchmark</i>	<i>Objective</i>
UK Equity	Passive	SL Vanguard FTSE UK All Share Index Pension Fund	FTSE All-Share Total Return GBP index	To track the benchmark
Global Equity	Passive	SL Vanguard FTSE Developed World ex UK Pension Fund	FTSE Developed ex-U.K. Index	To track the benchmark
Emerging Markets Equity	Passive	SL Vanguard Emerging Markets Stock Index Pension Fund	MSCI Emerging Markets Total Return (net) GBP index	To track the benchmark
Corporate Bonds	Passive	SL Vanguard UK Investment Grade Bond Index Pension Fund	Bloomberg Barclays GBP Non-Government Float Adjusted Bond Total Return GBP index	To track the benchmark

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Index Linked Gilts	Passive	SL Vanguard UK Inflation Linked Gilt Index Pension Fund	Bloomberg Barclays U.K. Government Inflation-Linked Bond Float Adjusted Total Return GBP index	To track the benchmark
Mixed Bonds	Active	SL abrdn Macro Fixed Income	3 month SONIA	To achieve 3 month SONIA + 3% pa
Cash	Active	Standard Life Deposit and Treasury Pension Fund	SONIA	To outperform the benchmark
Fixed Interest Gilts	Passive	SL Vanguard UK Long Duration Gilt Index Pension Fund	Bloomberg Barclays U.K. Government 15+ Years Float Adjusted Total Return GBP index	To track the benchmark

APPENDIX III – STATEMENT OF INVESTMENT PRINCIPLES

Further considerations

The Trustee expects the fund managers to manage the assets delegated to them under the terms of their respective contracts and to give effect to the principles in this statement so far as is reasonably practicable.

BlackRock, Russell, Aviva, Invesco, Vanguard and Standard Life are responsible for appointing a custodian for the pooled funds in which the Scheme's funds are invested. The custodian provides safekeeping for all the funds' assets and performs the administrative duties attached, such as the collection of interest and dividends and dealing with corporate actions. The Trustee has also appointed BNY Mellon in order to hold the pooled funds managed by BlackRock.

The Trustee will review this SIP at least every three years and immediately following any significant change in investment policy or breach of funding level trigger. The Trustee will take investment advice and consult with the sponsoring employer over any changes to the SIP.

ILLIQUID INVESTMENTS

The Trustee does not currently hold any illiquid investments on behalf of DC members in the default investment strategy.

Whilst the Trustee recognises that there may be benefits of investing in illiquid investments, it is currently not comfortable with the higher levels of associated fees and risk of members not being able to sell their investment for cash on any particular day, for example if fund redemptions had to be suspended.

The Trustee will keep these policies under review in future.

GOVERNANCE

The Trustee is responsible for the investment of the Scheme's assets. The Trustee takes some decisions itself and delegates others. When deciding which decisions to take itself and which to delegate, the Trustee has taken into account whether it has the appropriate training and expert advice in order to make an informed decision. The Trustee has established the following decision-making structure:

SPIRIT (LEGACY) PENSION SCHEME

APPENDIX III – STATEMENT OF INVESTMENT PRINCIPLES

Trustee <ul style="list-style-type: none">• Sets structures and processes for carrying out its role• Selects and monitors planned asset allocation strategy for Defined Benefits Section• Selects and monitors type and range of units on offer in Defined Contribution Section• Appoints Investment Committee• Selects direct investments (see below)• Considers recommendations from the Investment Committee	Investment Committee <ul style="list-style-type: none">• Makes recommendations to the Trustee on:<ul style="list-style-type: none">– selection of investment advisers and fund managers– structure for implementing investment strategy• Monitors investment advisers and fund managers• Monitors direct investments• Makes ongoing decisions relevant to the operational principles of the Scheme's Defined Benefits Section's investment strategy
Investment Adviser <ul style="list-style-type: none">• Advises on all aspects of the investment of the Scheme's assets, including implementation• Advises on this statement• Provides required training	Fund Managers <ul style="list-style-type: none">• Operate within the terms of this statement and their written contracts• Select individual investments with regard to their suitability and diversification• Advise the Trustee on suitability of the indices in their benchmark• Provide pooled funds for the Defined Contribution Section

The Pensions Act 1995 distinguishes between investments where the management is delegated to a fund manager with a written contract and those where a product is purchased directly, e.g. the purchase of an insurance policy or units in a pooled vehicle. The latter are known as **direct investments**.

APPENDIX III – STATEMENT OF INVESTMENT PRINCIPLES

The Trustee's policy is to review its direct investments and to obtain written advice about them at regular intervals (normally annually) including the vehicle available for the Defined Contribution Section pooled funds. When deciding whether or not to make any new direct investments the Trustee will obtain written advice and consider whether future decisions about those investments should be delegated to the fund managers.

The written advice will consider the issues set out in the Occupational Pension Schemes (Investment) Regulations 2005 and the principles contained in this statement. The regulations require all investments to be considered by the Trustee (or, to the extent delegated, by the fund managers) against the following criteria:

- The best interests of the members and beneficiaries
- Security
- Quality
- Liquidity
- Profitability
- Nature and duration of liabilities
- Tradability on regulated markets
- Diversification
- Use of derivatives

The Trustee's investment adviser has the knowledge and experience required under the Pensions Act 1995.