

The Pearl Group Staff Pension Scheme (“the Scheme”)

The Occupational Pension Schemes (Scheme Administration) Regulations 1996 (the “Regulations”) require the Trustee to prepare an annual governance statement to be included in the Scheme’s annual report.

This statement, issued by the Trustee, covers the period from 1 July 2022 to 30 June 2023 and it is signed on behalf of the Trustee by the Chair.

The law specifies the information that has to be included in the statement. It has to cover the following matters for the Scheme's Defined Contribution (DC) arrangements:

- The default investment arrangement;
- Net Investment Returns
- Member borne charges and transaction costs;
- Illustration of the cumulative effect of costs and charges over time;
- The extent to which the Scheme represents good Value for Members;
- Processing of core financial transactions; and
- Trustee knowledge and understanding.

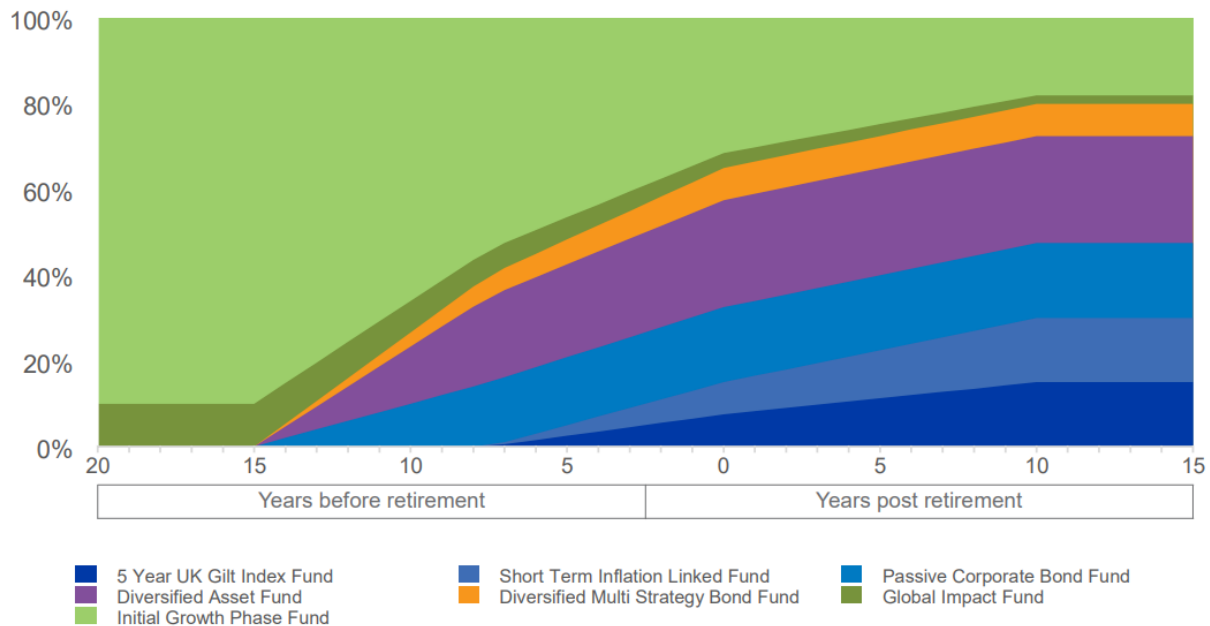
1. The Default Arrangement

The Trustee is required to design default arrangements in members' interests and keep them under review. The Trustee will need to take account of the level of costs and the risk profile that are appropriate for the Scheme's membership in light of the overall objective of the default arrangement.

Members’ funds are invested through Aon’s delegated investment platform, through which funds are managed by Aon Investments Limited (AIL). The Trustee has designated the Retirement Pathway to Drawdown funds as the default arrangement for the Scheme. The default arrangement is provided for members who have not made an active choice with regards to their investment.

The objective of the default arrangement is to aim for significant long term real growth while members are further away from retirement, to manage down volatility in fund values as members near retirement, and target an end point portfolio that is appropriate and consistent with how members are expected to take their benefits when they retire. This is achieved by automatically moving members’ funds from return-seeking assets, which aim for long-term growth in excess of inflation, to a more broad-based and lower risk asset mix as a member approaches their target retirement date.

The default arrangement is expected to be appropriate for the majority of members, who are expected to take their funds as flexible income in retirement (‘income drawdown’). The glidepath for the Retirement Pathway to Drawdown is shown below (following the changes made as described in 'Investment strategy review' section below):



Investment strategy review

The last formal review of the default arrangement and self-select funds by the Trustee took place on 16 February 2023. The Trustee remains satisfied that the default strategy is appropriate for the Scheme membership, and that the range of alternative strategies and self-select funds also continues to meet members' needs. No specific changes were made to the investment strategy following the review.

In addition to the review of the investment strategy by the Trustee, AIL, as part of their ongoing investment management of the arrangement, made a number of changes to asset allocation weightings between existing underlying funds. Changes were made in response to market movements and expected changes in market conditions.

The Trustee reviewed the changes made by the investment manager to the underlying asset allocation and managers used within the default arrangement and wider fund options available. This information was supplied on a quarterly basis in investment reports provided by the investment advisers Aon Investments Limited ("AIL") and discussed at each bi-annual Trustee meeting.

Performance monitoring

Performance of all funds is monitored on a quarterly basis by the Trustee who, among other things, tracks performance against the respective fund benchmarks.

Long term inflation-linked return targets for the Aon Managed Retirement Pathway Funds were introduced at the beginning of 2021. The long-term return targets are set with the aim of providing a return in excess of price inflation, as measured by the Consumer Price Index, to help members achieve an adequate level of income in retirement. These long-term return targets will be reviewed regularly by the Trustee in conjunction with its investment manager. As part of the introduction of the long term inflation-linked return targets, the investment strategy can be altered to reflect both past performance and changes to the future market outlook. The Aon Managed Retirement Pathway Funds have generated positive returns over the year, albeit behind their long-term inflation linked return objectives, reflecting high inflation and interest rates.

There have been some areas of manager underperformance (relative to benchmark), principally in the fixed income component of the Aon Managed Retirement Pathway Funds. The recent inflationary environment has increased the level of the target return, which, together with recent market volatility has resulted in portfolio returns that are behind target. Nevertheless, over the longer term the underlying

fund returns have resulted in overall performance broadly consistent with the long-term objectives of the funds (taking long term inflation expectations into account).

A copy of the latest Statement of Investment Principles (SIP) is attached to this statement.

The Trustee considers the default arrangement to be appropriate for the Scheme based on the 16 February 2023 investment strategy review undertaken. The next review is due to take place by 16 February 2026.

2. Net Investment returns

The Trustee is required to report on net investment returns for each default arrangement and for each non-default fund which 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 annualised returns have been prepared having regard to statutory guidance and are shown in tables (i) to (iv) below.

The net returns for the Target Date Funds ("TDFs") shown in tables (i) and (ii) below are based on a member having a Target Retirement Age of 60. As the TDFs have the same type and composition of assets until 5 years before retirement (until age 55 where the Target Retirement Age is 60), the net returns are the same up until this age, and can vary thereafter as the type and composition of assets changes to better match how the member is expected to take their benefits in retirement (income drawdown, annuity, cash).

(i) Default TDF: The Aon Managed Retirement Pathway Funds targeting income drawdown

Performance to 30 June 2023	Net return (% p.a.)	
Age of member at the start of the investment reporting period	1 year	5 years
25	7.2	6.3
45	7.2	4.7
55	2.5	3.1

Source: AIL

(ii) Self-select TDFs:

The Aon Managed Retirement Pathway Funds targeting Annuity and the Aon Managed Retirement Pathway Funds targeting Cash

Performance to 30 June 2023	Net return (% p.a.)	
Age of member at the start of the Investment reporting period	1 year	5 years
25	7.2	6.3
45	7.2	6.3
55	-0.8	N/A ¹

Source: AIL

¹Members invested in the annuity fund 2025-2027. This fund was inception 30 June 2022 and 5-year performance data is not available.

(iii) Self-select investment funds

Performance to 30 June 2023	Net return (% p.a.)	
Fund name	1 year	5 years
Aon Managed Active Global Equity Fund	14.5	8.5
Aon Managed Global Equity Fund	8.5	6.9
Aon Managed Global Impact Fund ¹	12.9	N/A

Aon Managed Liquidity Fund	2.9	0.8
Aon Managed Long Term Inflation Linked Fund	-17.7	-5.9
Aon Managed Passive Corporate Bond Fund	-6.8	-1.6
Aon Managed Pre-Retirement Bond Fund	-14.4	-4.3
Aon Managed Diversified Asset Fund	1.6	2.3
Aon Managed Property and Infrastructure Fund	-9.9	2.2
BlackRock UK Equity Index Fund	7.5	2.8

Source: AIL

¹ This fund had an inception date of 31/10/2020, 5 year returns are not available.

(iv) Additional Voluntary Contributions

Performance to 30 June 2023	Net return (% p.a.)	
Funds	1 year	5 years
Phoenix Life		
Phoenix LL Pens Deposit	4.9	1.0
Phoenix LL Pens Deposit (Ex Property)	5.0	1.0
Phoenix LL Pens Fixed Interest	-12.3	-4.1
Phoenix LL Pens Index Linked	-19.0	-6.8
Phoenix LL Pens International Equity	12.7	7.9
Phoenix LL Pens Mixed	4.7	3.3
Phoenix LL Pens UK Equity	8.4	2.1

Source: Providers

Year (calendar year)	Phoenix London Life Pensions Traditional With-Profits performance (%)*
2022	-16.0%
2021	-4.5%
2020	5.8%
2019	4.4%
2018	0.7%

* Performance is report gross of fees of the returns on the underlying assets reported for the With Profits fund. This is only published for the calendar year and if therefore unavailable for the reporting period.

It is important to note that past performance is not a guarantee of future performance.

3. Member Borne Charges and Transaction costs

The Trustee is required to assess the costs associated with the Scheme which are paid by the members. These costs are made up of charges and transaction costs.

- Explicit charges, such as the Fund Management Charge and additional expenses that are disclosed by the Scheme manager as part of the Total Expense Ratio ("TER");

- *Transaction costs, which include the costs borne within the Scheme for activities such as buying and selling securities within the Scheme's portfolio.*

The default arrangement has levied a TER of less than the level of the Charge Cap, which is 0.75% p.a., during the period 1 July 2022 to 30 June 2023. The actual TER members paid during this period was between 0.30% p.a. and 0.31% p.a. The actual transaction costs members paid in the default strategy during this period were between 0.06% p.a. and 0.14% p.a., depending on their term to retirement.

The Trustee also makes a range of self-select options available to members. These funds attracted a TER of between 0.18% p.a. and 0.92% p.a. as at 30 June 2023. The actual transaction costs members paid by members were between 0.00% p.a. and 1.24% p.a., depending on their chosen self-select fund(s).

Retirement Pathway is offered through a series of target date funds. Members' assets are invested in the target date fund relative to their retirement date, e.g. a member due to retire in 2032 will be invested in the Retirement Pathway 2031-2033 Fund.

The table below shows the TER and transaction costs for the funds for the period to 30 June 2023. The TERs have been supplied by AIL, the investment manager, and the transaction cost information has been supplied by Aegon, the platform provider for the Scheme.

Lifestyle strategies	TER (% p.a.)	Transaction Costs (%)*	Total costs (%)
Aon Managed Retirement Pathway to Drawdown (default)			
• 2016 - 2018	0.30 to 0.31	0.13	0.43 to 0.44
• 2019 - 2021	0.30 to 0.31	0.13	0.43 to 0.44
• 2022 - 2024	0.30 to 0.31	0.13	0.43 to 0.44
• 2025 - 2027	0.30 to 0.31	0.12	0.42 to 0.43
• 2028 - 2030	0.30 to 0.31	0.12	0.42 to 0.43
• 2031 - 2033	0.30 to 0.31	0.11	0.41 to 0.42
• 2034 - 2036	0.30 to 0.31	0.08	0.38 to 0.39
• 2037+	0.30 to 0.31	0.06	0.36 to 0.37
• Perpetual	0.30 to 0.31	0.14	0.44 to 0.45
Lifestyle strategies (continued)	TER (% p.a.)	Transaction Costs (%)*	Total costs (%)
Aon Managed Retirement Pathway to Cash			
• 2019 - 2021	0.31	0.01	0.32
• 2022 - 2024	0.31	0.01	0.32
• 2025 - 2027	0.31	0.08	0.39
Aon Managed Retirement Pathway to Annuity			
• 2022 - 2024	0.29 to 0.31	0.00	0.29 to 0.31
• 2025 - 2027	0.29 to 0.31	0.08	0.37 to 0.39

Self-select Funds	TER (% p.a.)	Transaction Costs (%)	Total costs (%)
Aon Managed Active Global Equity Fund	0.83	0.03	0.86
Aon Managed UK Equity (Legacy) Fund	0.92	1.24	2.16
Aon Managed Global Equity Fund	0.22	0.04	0.26
Aon Managed Liquidity Fund	0.20	0.01	0.21
Aon Managed Long Term Inflation Linked Fund	0.18	0.08	0.26
Aon Managed Passive Corporate Bond Fund	0.19	0.06	0.25
Aon Managed Pre-Retirement Bond Fund	0.29	0.00	0.29
Aon Managed Diversified Asset Fund	0.30	0.18	0.48
Aon Managed Property and Infrastructure Fund	0.46	0.20	0.66

A full listing of the underlying funds in each of the Retirement Pathway options, and the respective transaction costs, is shown in the Appendix.

Some of the DB Section AVC assets are invested with Phoenix Life. These arrangements are closed to new contributions. The costs and charges to 30 June 2023 for these legacy funds that have been made available were as follows:

Legacy AVC Funds	TER (% p.a.)	Transaction Costs (% p.a.)*	Total Costs (%p.a.)
Phoenix Life			
Phoenix LL Pens Deposit	0.90	0.0006	0.9006
Phoenix LL Pens Deposit (Ex Property)	0.90	0.0006	0.9006
Phoenix LL Pens Fixed Interest	0.91	0.0380	0.9480
Phoenix LL Pens International Equity	0.93	0.0248	0.9548
Phoenix LL Pens Mixed	0.93	0.1350	1.0650
Phoenix LL Pens UK Equity	0.96	0.1241	1.0841
Phoenix London Life Pensions Traditional With-Profits	0.92	0.0390	0.9590

The TER levied by the default arrangement is below the charge cap (0.75% p.a.) for the period.

4. Illustration of the effect of costs and charges

The Trustee is required to illustrate the effect of the costs and charges typically paid by a member on their retirement values (as a “pounds and pence figure”).

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 were intended to improve transparency on costs.

The next few pages contain illustrations of the cumulative effect of costs and charges on the value of member savings within the Scheme over a period of time. The illustrations have been prepared having regard to statutory guidance.

As each member has a different amount of savings within the Scheme and the amount of any future investment returns and future costs and charges cannot be known in advance, the Trustee has had to make a number of assumptions about what these might be. The assumptions are explained in the notes sections below the illustrations.

Members should be aware that such assumptions may or may not hold true, so the illustrations do not promise what could happen in the future. This means that the information contained in this Chair's Statement is not a substitute for the individual and personalised illustrations which are provided to members each year by the Scheme.

The illustrations provided

Each of the charts and tables below illustrates the potential impact that costs and charges might have on different investment options provided by the Scheme. Not all investment options are shown in the illustrations. The Trustee has chosen the following illustrations:

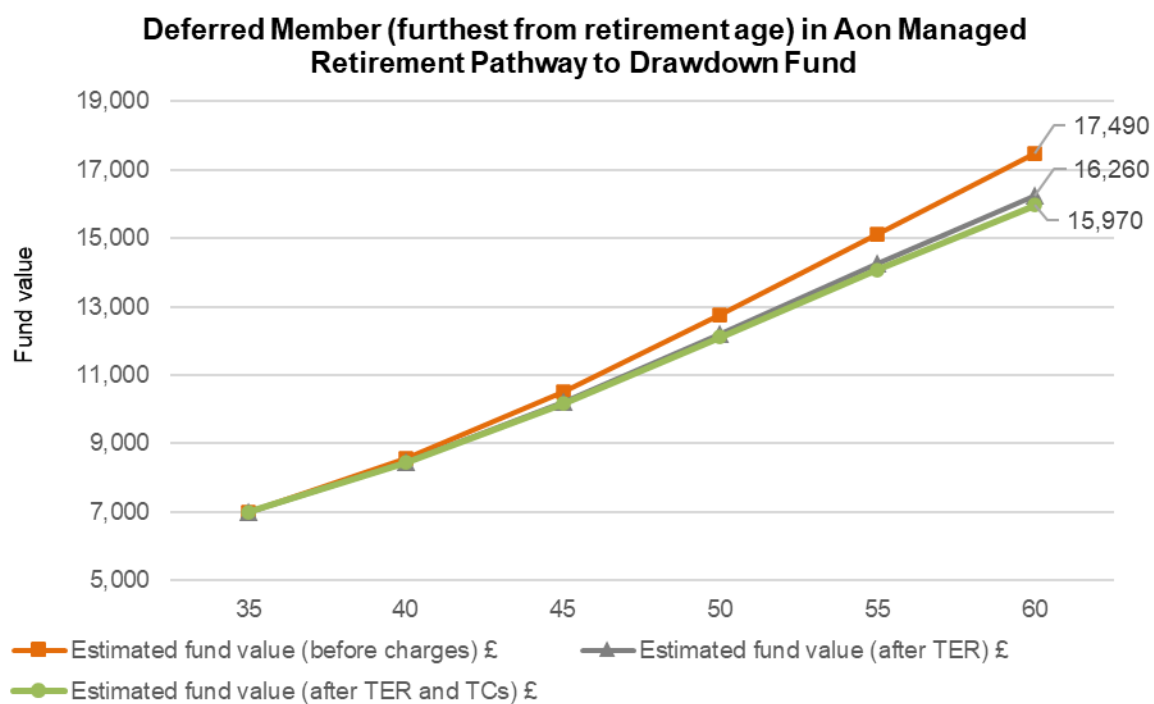
- charts showing the potential impact that costs and charges might have for two example members who have assets invested in the Retirement Pathway to Drawdown (the default).
- under each chart, a table showing the potential impact that costs and charges might have if the example member were invested in alternative funds. For comparison purposes and following updated guidance, these comparators show the projected retirement savings if the typical member were invested in the fund with the highest and lowest charges.

The Trustee has determined the two example members for whom illustrations have been provided as a deferred member with the furthest term to retirement age and a deferred member of average age (ages determined using data for the DC Section of the Scheme). The current fund values chosen for the illustrations are representative of the pot size for the youngest member and the mean pot size for the member of average age, held by members in the Retirement Pathway options.

Example 1

For a deferred member with 25 years to normal retirement at age 60 and invested in the Aon Managed Retirement Pathway to Drawdown fund, the estimated impact of charges on projected retirement values is shown below. Projections are based on a fund value of £7,000 at age 35 and are shown in current money terms.

Over the period, it is expected that the example member's fund increases from £7,000 to £15,970 (after charges). As the member is not an active member, there are no new contributions paid into the Scheme. The full increase in the fund value is from the assumed investment returns net of charges.



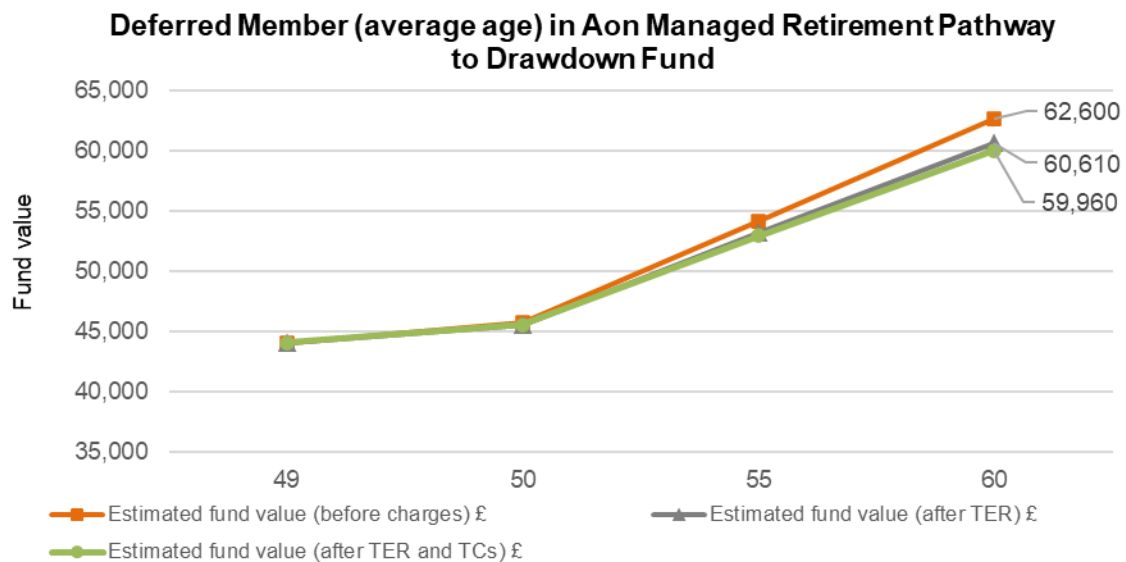
	Retirement Pathway to Drawdown			Aon Managed UK Equity (Legacy) Fund			Aon Managed Liquidity Fund		
Age	Estimated fund value (before charges) £	Estimated fund value (after charges) £	Effect of charges £	Estimated fund value (before charges) £	Estimated fund value (after charges) £	Effect of charges £	Estimated fund value (before charges) £	Estimated fund value (after charges) £	Effect of charges £
35	7,000	7,000	0	7,000	7,000	0	7,000	7,000	0
40	8,580	8,440	140	8,580	7,740	840	7,090	7,010	80
45	10,510	10,160	350	10,510	8,570	1,940	7,170	7,030	140
50	12,750	12,120	630	12,880	9,480	3,400	7,260	7,040	220
55	15,120	14,090	1,030	15,780	10,490	5,290	7,350	7,050	300
60	17,490	15,970	1,520	19,330	11,600	7,730	7,440	7,060	380

In the current market environment, the assumed return on the Aon Managed Long Term Inflation Linked Fund is lower than the assumed level of inflation. This results in a fund value which decreases over time, when expressed in today's money terms.

Example 2

For a deferred member with 11 years to normal retirement at age 60 and invested in the Retirement Pathway to Drawdown fund, the estimated impact of charges on projected retirement values is shown below. Projections are based on a fund value of £44,000 at age 49 and are shown in current money terms.

Over the period, it is expected that the example member's fund increases from £44,000 to £59,960 (after charges). As the member is not an active member, there are no new contributions paid into the Scheme. The full increase in the fund value is from the assumed investment returns net of charges.



Age	Retirement Pathway to Drawdown			Aon Managed UK Equity (Legacy) Fund			Aon Managed Liquidity Fund		
	Estimated fund value (before charges) £	Estimated fund value (after charges) £	Effect of charges £	Estimated fund value (before charges) £	Estimated fund value (after charges) £	Effect of charges £	Estimated fund value (before charges) £	Estimated fund value (after charges) £	Effect of charges £
49	44,000	0	44,000	44,000	0	44,000	44,000	44,000	0
50	45,650	45,490	160	45,820	44,900	920	44,110	44,020	90
55	54,120	52,890	1,230	56,150	49,670	6,480	44,650	44,090	560
60	62,600	59,960	2,640	68,790	54,960	13,830	45,190	44,170	1,020

In the current market environment, the assumed return on the Aon Managed Long Term Inflation Linked Fund is lower than the assumed level of inflation. This results in a fund value which decreases over time, when expressed in today's money terms.

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

- The assumed growth rates (gross of costs and charges) for each underlying fund are as follows:
 - Aon Managed Initial Growth Phase Fund 6.75% p.a.
 - Aon Managed Global Impact Fund 6.75% p.a.
 - Aon Managed Diversified Asset Fund 5.00% p.a.
 - Aon Managed Diversified Multi Strategy Bond Fund 4.75% p.a.
 - Aon Managed Passive Corporate Bond Fund 4.75% p.a.
 - Aon Managed Short Term Inflation Linked Fund 2.75% p.a.
 - Aon Managed Up to 5 Year Gilt Fund 2.75% p.a.
 - Aon Managed Long Term Inflation Linked Fund 2.75% p.a.
 - Aon Managed Active Global Equity Fund 6.75% p.a.
- The TERs for the self-select funds and the funds underlying Retirement Pathway Fund are shown in section 3.
- The transaction costs have been averaged over a five-year period where data is available. Where five-year information is not available, transaction costs have been averaged over the number of years that data is available.
- Inflation is assumed to be 2.5% p.a. with no allowance for salary growth above the rate of inflation.
- Projected pension pot values are shown in today's terms, and do not need to be reduced further for the effect of future inflation.
- Retirement is assumed at the normal retirement age of 60.
- Nil contributions.
- Funds within the Retirement Pathway strategy are assumed to be rebalanced on an annual basis based on the members age and duration to retirement.
- The projected fund values shown are estimates for illustrative purposes only and are not guaranteed.

The charge illustrations are for information and transparency purposes only, and therefore the Trustee does not expect members to take any action in respect of the information above. Members are regularly encouraged to review that their investment choices are suitable to meet their needs.

5. Value for Members assessment

The Administration Regulations require the Trustee to make an assessment of charges and transactions costs borne by DC section members and the extent to which those charges and costs represent good value for money for members.

There is no legal definition of "good value" and the process of determining this for members is a subjective one.

Based on advice from the investment advisers, Aon, the Trustee has established a cost-benefit analysis framework in order to assess whether the member borne charges deliver good Value for Members. The assessment is relevant to the current membership. The cost part of the analysis considers the costs and charges members pay. The benefit side of the analysis can be financial or non-financial in nature and considers the following:

Costs

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

- The Trustee considers the costs and charges of the investment options to be appropriate for the size of the Scheme and comparable to charges levied by other providers.

Communication

- The Scheme provides effective communications that are accurate, clear, informative and timely.
- Members can access help to support them in their decision making in the form of an investment guide.
- The Trustee issues an annual newsletter to members updating them on developments during the course of the year.

Investment choices

- The Scheme offers a variety of lifestyle strategies and self-select funds covering a range of member risk profiles and asset classes. The investment funds available have been designed, following advice from the Scheme's investment adviser, with the specific needs of members in mind.

Administration

- The Trustee has appointed First Actuarial to provide administration services to the Scheme and is satisfied that First Actuarial has sufficient checks in place to monitor and report on the standard of the administration service and to ensure that when administrative errors do occur, members are not disadvantaged as a result.
- Performance related to processing core financial transactions over the year was within agreed target processing levels.

Scheme governance

- Scheme governance covers the time spent by the Trustee to ensure the Scheme is run in compliance with the law and regulation, including taking account of the interests of its members.
- The Trustee believes that good governance is key to the achievement of good member outcomes. The Trustee regularly reviews and updates its governance processes and procedures to make sure that they meet industry best practice.

Under the Trustee's assessment framework, described above, the Trustee believes that the costs and charges borne by members represent good Value for Members relative to the quality of benefits provided.

The Trustee will continue to monitor the Scheme to ensure it continues to deliver value.

6. Processing of Core Financial Transactions

The Trustee has a specific duty to ensure that core financial transactions are processed promptly and accurately. These transactions include, but are not limited to:

- *transfer of member assets into and out of the Scheme;*
- *transfers between different investments within the Scheme;*
- *payments to and in respect of members.*

The Scheme is now closed to new contributions. The Scheme's administrator, First Actuarial, report quarterly on core financial transactions. The Trustee monitors the volume and measures timeliness and accuracy of all transactions against agreed service levels.

First Actuarial aims to accurately complete all financial transactions within 8 working days. Payments in respect of transfers out of the Scheme took on average 8 days to complete during this reporting period, once all required documentation was received by First Actuarial. In addition, details of any complaints or errors are notified to the Trustee as part of the ongoing quality controls within the Scheme. The Trustee received 9 complaints during the Scheme year. No further action is required as a result of these complaints.

First Actuarial carry out a daily check and a monthly reconciliation of the Trustee's bank account. All investment and banking transactions are also checked and verified before being processed. All work processes are documented and subject to a peer review process, with work being calculated and independently checked by another member of the team. The Trustee regularly reviews processes and controls implemented by First Actuarial. The regular review process involves First Actuarial providing quarterly reports, including core financial transaction metrics, to the Trustee to review at their quarterly meetings, compared to target processing times, and there were no issues identified.

The common and conditional data reports were both run in June 2023. The results of the overall quality ratings were 95% of common data accurately recorded and 92% of conditional data accurately recorded.

There have been no administration service issues with respect to core financial transactions which need to be reported.

In the light of the above, the Trustee considers that the requirements for processing core financial transactions have been met.

The Trustee is confident that the processes and controls it has in place with First Actuarial are robust and will ensure that it continues to monitor that the financial transactions which are important to members are dealt with properly.

7. Trustees' Knowledge and Understanding

Sections 247 and 248 of the Pensions Act 2004 set out the requirement for trustees to have appropriate knowledge and understanding of the law relating to pensions and trusts, the funding of occupational pension schemes, investment of scheme assets and other matters to enable them to exercise their functions as trustees properly. This requirement is underpinned by guidance in the Pension Regulator's Code of Practice 7.

The Scheme is managed by a Trustee board which had eight Trustee Directors during the Scheme year. There were five Trustee Directors appointed by the Principal Employer, including an Independent Trustee Chairman, and three member nominated Trustee Directors. The Trustee board incorporates a range of skills and experience and a diverse mix of backgrounds. To note, one member of the trustee board retired on 30 June 2023.

The Trustee Directors have put in place arrangements for ensuring that they take personal responsibility for keeping themselves up to date with relevant developments. Agenda-specific training is also provided by the Scheme's advisers during Board meetings, as necessary.

Training logs are maintained for all Trustee Directors by the Scheme Secretary, First Actuarial. Copies of Scheme documents are provided as part of the training for new Trustee Directors and are reviewed by the Trustee on a regular basis. The Trustee Directors are conversant with the Scheme's documents, including the Trust Deed and Rules and the Statement of Investment Principles for the Scheme, along with the wider law relating to pensions and trusts. The Trustee will seek appropriate advice from their appointed advisers as necessary.

Examples of some of the training received during the Scheme year is as follows:

- Pensions Risk Settlement Outlook 2023
- Innovation in Pension strategy
- ESG Webinar – do you know what you need to know?

The Trustee Directors have also attended a combination of external training, conferences and seminars.

In addition to the skills within the Trustee board, the Trustee works closely with their appointed professional advisers throughout the year to ensure that they run the Scheme and exercise their functions properly. Their professional advisers also attend all Trustee meetings.

During the year, the Trustee:

- Reviewed quarterly administration reports from First Actuarial to monitor service delivery against target service levels (demonstrating knowledge and understanding of the law relating to pensions and trusts and a working knowledge of all documents setting out the Trustee's current policies).
- Reviewed quarterly reporting of investment funds to ensure that performance is in line with the Trustee's aims and objectives and focusses on relative performance against benchmarks and any targets agreed by the Trustee with ALL as fund manager (demonstrating knowledge and understanding of the relevant principles relating to the funding and investment of occupational schemes).
- Ensured that an audit of the Financial Statements was carried out for the Scheme year ended 30 June 2022 (demonstrating knowledge and understanding of the law relating to pensions and trusts).
- Held bi-annual DC Trustee meetings with advisers who have provided specialist advice and updates on legislation, guidance and best practice developments. DC matters are also discussed at each of the Trustee meetings, of which there were six held during the year.
- The meetings were attended by the appointed providers and professional advisers who provided reporting and specialist advice before asking the Trustee to take relevant decisions as required. Minutes of each Trustee meeting document the information shared and specialist advice given.
- Maintained a regime for proper governance (based on the Pension Regulator's DC Code of Practice) and used this as the basis for governance of the DC Section. This is achieved through an annual assessment of the Scheme against the DC Code of Practice and a Value for Members assessment that directly feeds into the content of this Chair's Statement.
- Carried out a review of the investment strategy of the DC section of the Scheme.

Taking into consideration the training activities completed by the Trustee board together with the professional advice available to the Trustee, the Trustee considers that it meets the Pension Regulator's TKU requirements (as set out under Code of Practice No 7) and is confident that the combined knowledge and understanding of the Trustee board, together with the input from its specialist advisers, enables it to properly exercise its functions as the Trustee of the Scheme.

Approved by the Trustee of the Pearl Group Staff Pension Scheme and signed on its behalf by:

Name: K Jones (Chair)

Date: