



Landis Grinding Systems Pension Fund

Annual Review

2023

The newsletter that keeps
Plan members up to date

INSIDE...

Money in and money out

Our membership

Investment update

Running the Plan

Plan noticeboard

Get in touch

February 2024

Welcome

Welcome to the 2023 Annual Review.
We hope this provides a convenient way
for you to find out what’s going on in the
Plan and the wider world of pensions.

Much of the last year was dominated by volatile market conditions and global events, including the war in Ukraine, a high inflationary environment and rising gilt yields. Autumn 2022 saw the government’s mini-budget announcement, which caused substantial market volatility as gilt yields spiked. You can read more about our investments on page 3. Always remember that your benefits in the Plan are not linked to movements in the financial markets but are defined by the Trust Deed and Rules.

On page 4, you can read about our upcoming member nominated Trustee election as Tony Howarth’s term of office will soon be coming to an end. Being a Trustee can be stimulating and interesting, and it is a great opportunity to help run the Plan in the best interests of members just like you. You don’t need any previous experience to apply, just a willingness to learn and an interest in pensions.

Finally, you will notice that there is no Summary Funding Statement in this year’s update, as the actuarial valuation at 5 April 2023 is currently in progress. We will share the results of this valuation in our next update.

If there is a particular topic you would like to see us cover in a future report, or if you have any questions or queries, please get in touch using the contact details on page 6.

At a glance...

AS AT 5 APRIL 2023, THE PLAN’S
ASSETS WERE WORTH:
£25 million

THE PLAN HAS
258 members

DURING THE YEAR, THE PLAN PAID BENEFITS
TO MEMBERS TOTTALLING:
£1.1 million



Money in and money out

Every year, the Trustees produce accounts showing how much money has gone into and out of the Plan during the year. The tables below provide the key figures from the accounts for the year to 5 April 2023.

| | £'000 |
|---|---------------|
| Value of the Plan at the start of the year | 43,295 |
| Money in, less money out | (254) |
| Net return on investments | (18,064) |
| Value of the Plan at the end of the year | 24,977 |

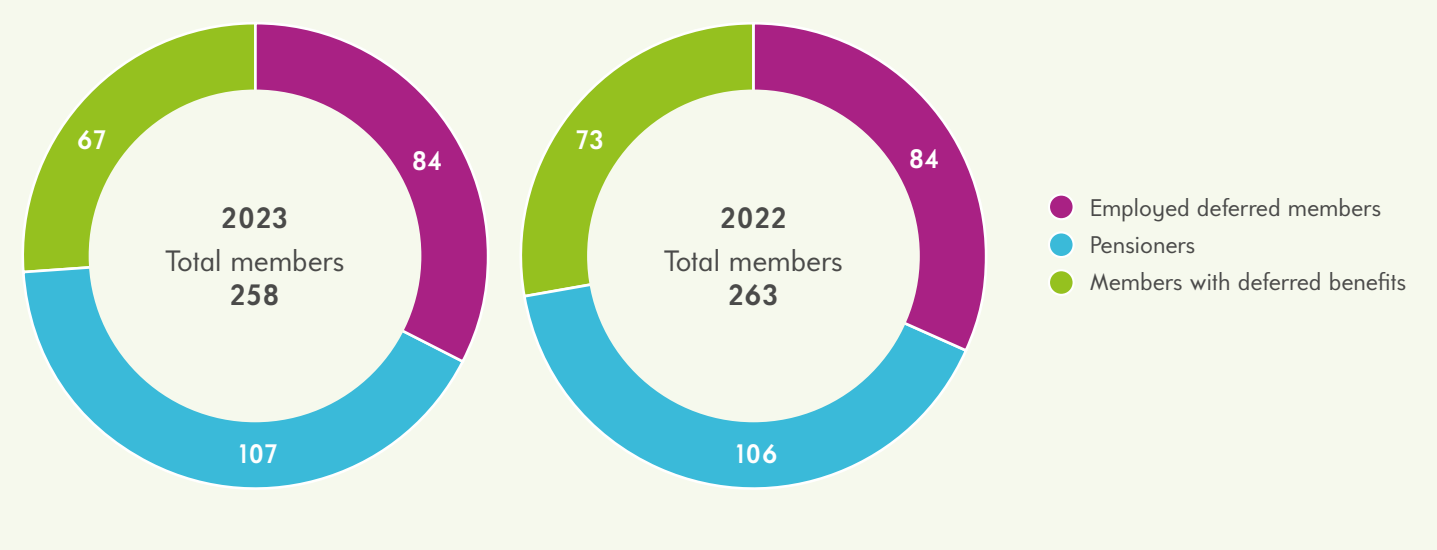
It is important to note that the decrease in the value of assets during the year ended 5 April 2023 was a result of significant increases in interest rates, which had the effect of reducing the value of government and corporate bonds.

The increase in interest rates also affected the value of the liabilities, which have decreased significantly. See page 3 for details of our investments.

| | £'000 |
|----------------------------------|--------------|
| Money in | |
| Employer contributions | 1,215 |
| Other income | 22 |
| Total | 1,237 |
| Money out | |
| Benefits paid | 1,187 |
| Transfers and refunds to leavers | - |
| Administration expenses | 304 |
| Total | 1,491 |

Our membership

As at April 2023, you were one of 258 members in the Plan. The Plan no longer has any active members since it closed to future accrual in November 2013.



Investment update

The Trustees are responsible for setting the investment strategy for the Plan, which they do after taking advice from their investment adviser. The investment policy is formally set out in a document called the Statement of Investment Principles (SIP).

The Trustees delegate the day-to-day management of the Plan’s investments to the new fiduciary investment manager, Aon, appointed in August 2022.

Investment split

As at 5 April 2023, the Plan was not fully invested with Aon and was in the process of transferring its assets from the previous fiduciary manager, Schroders.

The allocation between the two managers as at 5 April 2023 was as follows:

| | Fiduciary manager value | % |
|-----------|-------------------------|------|
| Aon | £19,893,036 | 82.7 |
| Schroders | £4,166,140 | 17.3 |
| Total | £24,059,176 | 100 |

Investment performance

Aon is responsible for making asset allocation decisions on the Trustees’ behalf in response to changes in market conditions. Their appointment coincided with a significant period of market volatility, as reported in our last report, and returns are not available for the year but will be shared in the next report once the transition to Aon is complete and the valuation results are known.

Find out more about our investments

If you would like to know more about the Plan’s investment strategy, you can find a copy of both the SIP and the Implementation Statement at <https://landis.yourisio.com>



Running the Plan

The Plan is managed by three Trustees, who are responsible for running the Plan on behalf of members. The Trustees are assisted by a team of professional advisers.

Your Trustees

BESTrustees Ltd, represented by Ann Rigby (Chair)
Tony Howarth (Member nominated)
Philip Snowden (Company appointed)

Advisers to the Trustees

Administrator

Isio

Actuary

David Jarman, Isio

Plan secretary

Jay Solanki, Isio

Fiduciary investment manager

Aon Solutions UK Ltd

Auditor

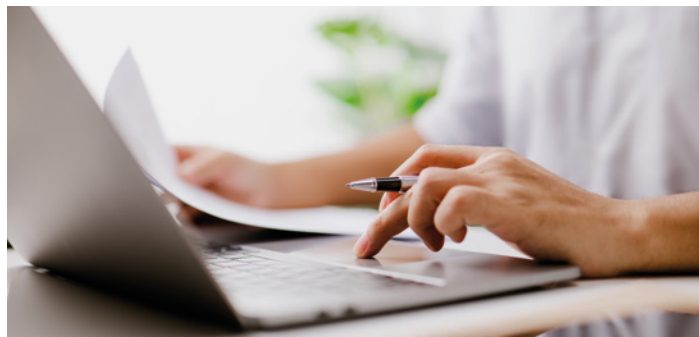
Nortons Assurance Ltd

Legal adviser

Fieldfisher

Bank

Virgin Money



Member nominated Trustee election

The Plan is run by a board of three Trustees who have a diverse range of skills and experience. The role of the Trustees is to keep your benefits secure and act in the best interests of the Plan's members.

The Trustees are supported in their duties by professional advisers and they complete regular training to ensure compliance with the 'Trustee Knowledge and Understanding' expectations set by the Pensions Regulator. In addition, Isio provides secretarial support services to both the Trustees and the Plan.

Due to various ongoing activities on the Plan, the current member nominated Trustee (MNT), Tony Howarth, agreed to extend his tenure until May 2024. He will continue his role as a Trustee until this date and the Trustees will run an MNT selection exercise in April 2024.

If you are interested in applying for the MNT position, please contact the Plan Secretary for an application form using the contact details on page 6.

The timetable for the selection process is as follows:

Deadline for applications

1 March 2024

Review of applications

8 March 2024

Successful candidates to be interviewed by a selection panel

19 April 2024

Decision by the selection panel

26 April 2024

Term of office starts

1 May 2024



Plan noticeboard

Changes to pensions tax allowances

In his March budget, the chancellor announced a raft of changes to pensions tax allowances. This included plans to abolish the Lifetime Allowance (LTA) from 6 April 2024, subject to the necessary legislation being passed. The LTA is a limit on the amount of pension savings you can build up tax free over your lifetime. An LTA tax charge was applied if you went over the limit, but this was removed with effect from 6 April 2023. If you think you may be affected, you should consider getting proper financial advice.

The chancellor also introduced changes to the Annual Allowance, increasing it from £40,000 to £60,000 per year. This is a limit on how much you can pay into a pension tax free in each tax year. There are different Annual Allowances for very high earners and people who have accessed their retirement savings flexibly, and these limits were also raised – from £4,000 to £10,000.

Pension and cyber scam awareness

With pension scams and cybercrime on the rise, we wanted to ensure that our members stay protected against fraudsters.

Scammers can be articulate and financially knowledgeable, with credible websites, testimonials and materials that are hard to distinguish from the real thing. They design attractive offers to persuade you to hand over your personal details or even transfer your pension to them. Once in possession of your pension, it is then invested in unusual and high-risk investments, like forestry, overseas property, renewable energy bonds or storage units – or simply stolen outright.

Pension scam tactics include:

- contact out of the blue
- promises of high or guaranteed returns
- free pension reviews
- access to your pension before age 55
- pressure to act quickly.

You can find more information about pension scams and how to avoid them at www.fca.org.uk/scamsmart

Phishing scams

Cyber criminals commonly use a scam technique called phishing, which is mostly email-based, to lure victims under false pretences to websites which look legitimate. If the email contains spelling mistakes, this can be a sign that this is a phishing scam. If you see a suspicious email, don't reply with your details or open any links or attachments, simply delete the email. If the email claims to be from an organisation, contact them directly using the phone number found on their official website and check that they definitely sent it.

Pensions dashboard faces delays

You might remember that last year we told you about the pensions dashboard, which aims to provide a single point of reference for members to view information about their pension savings, as well as potentially offer a means of reuniting people with their lost pension pots.

Despite hopes that the pensions dashboard would be launched in 2023, the government has confirmed that the project has been delayed, and launch is now expected in late 2026. This is to give the industry more time to resolve issues and develop more guidance for pension providers.

Lost a pension?

If you think you may have a lost pension, the government has a free pension tracing service that helps reunite people with their lost pensions. You can contact them by telephone on 0800 731 0193, or via the website www.gov.uk/find-pension-contact-details

Get to know your pension

The Department for Work and Pensions has produced a retirement planning guide as part of its 'Get to know your pension' project. Set out in simple steps, it helps you plan for the retirement you want, looking at things to consider like getting a State Pension forecast and how to track down a lost pension. It also debunks some pensions myths and provides signposts to further information and support. Go to www.yourpension.gov.uk

Tell us your wishes

An expression of wish form tells us who you'd choose to receive your pension if you die before you retire or, if you are in receipt of your pension, who will receive the balance of any five-year guarantee payable. We refer to these chosen individuals as beneficiaries. What you write on the form is a key influence for the Trustees, who will use this information to make a decision about your benefits.

If you are unmarried and die without a completed expression of wish form, the Trustees can consider paying a 'discretionary' benefit to a partner, but to do this the Trustees are obliged to ask for a lot of information at what can be a very sensitive time. The Trustees will have to ask for details of your partner's financial position and evidence of shared income and expenses etc, so that they can properly assess whether that person is entitled to any benefit.

If you are unsure if you need to complete an expression of wish form, please call the Plan administrator, Isio, who will help you.

Get in touch

If you have any questions about the Plan or your benefits, please contact the Plan administrator, Isio.

You can also use the details below to let us know if you have changed your contact details, so that we can keep in touch with you about the Plan and pay your benefits when they are due.



0800 122 3200



landisclient@isio.co.uk

Plan website

The Trustees have a Plan website available where key Plan-specific documents and standard administration forms can be found. Simply visit <https://landis.yourisio.com>

To contact the Trustees

If you would like to get in touch with the Trustees, or you have any comments about this newsletter, please contact the Secretary to the Plan, Jay Solanki: Jay.Solanki@isio.com

Administrator change of branding

You may recall from our last report that Premier, the Plan administrator, is now part of Isio. This means that communications you receive from the administrator will now be branded as Isio. Isio will issue retirement quotations and, if you are over normal retirement age and have not yet taken your pension from the Plan, annual reminders about taking your benefits.

isio.