

**Registration number 10140650**

**CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME  
ANNUAL REPORT  
FOR THE YEAR ENDED 30 JUNE 2025**

**CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME  
FOR THE YEAR ENDED 30 JUNE 2025**

**CONTENTS**

TRUSTEES AND THEIR ADVISERS.....	1
TRUSTEES' REPORT .....	3
INDEPENDENT AUDITOR'S REPORT .....	13
INDEPENDENT AUDITOR'S STATEMENT ABOUT CONTRIBUTIONS .....	16
SUMMARY OF CONTRIBUTIONS PAYABLE IN THE YEAR .....	17
FUND ACCOUNT .....	18
STATEMENT OF NET ASSETS (available for benefits).....	19
NOTES TO THE FINANCIAL STATEMENTS .....	20
REPORT ON ACTUARIAL LIABILITIES .....	30
LATEST ACTUARY'S CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS.....	32
APPENDIX: IMPLEMENTATION STATEMENT	

**CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME  
FOR THE YEAR ENDED 30 JUNE 2025**

**TRUSTEES AND THEIR ADVISERS**

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<b>Trustees:</b>	P Engels (company appointed) D Habgood (company appointed) B Jennings (member nominated) B Gower (member nominated) (passed away 26 November 2024)
<b>Secretary to the Trustees:</b>	Anita Chandna Willis Towers Watson 51 Lime Street London, EC3M 7DQ
<b>Principal Employer:</b>	Charles Taylor Administration Services Limited 2 Minster Court Mincing Lane London, EC3R 7BB
<b>Scheme Actuary:</b>	Robert Sweet FIA Cartwright Group Ltd 250 Fowler Avenue Farnborough Business Park Farnborough Hampshire, GU14 7JP
<b>Administrator:</b>	Cartwright Group Ltd 250 Fowler Avenue Farnborough Business Park Farnborough HANTS, GU14 7JP
<b>Independent Auditor:</b>	RSM UK Audit LLP Portland 25 High Street Crawley, RH10 1BG

**CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME  
FOR THE YEAR ENDED 30 JUNE 2025**

**TRUSTEES AND THEIR ADVISERS (continued)**

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<b>Banker:</b>	Royal Bank of Scotland 36 St Andrew Square Edinburgh, EH2 2YB
<b>Legal Advisers:</b>	Reed Smith LLP The Broadgate Tower 20 Primrose Street London, EC2A 2RS
<b>Investment Manager:</b>	W1M (formerly known as London & Capital Asset Management)
<b>Investment Consultant:</b>	Cartwright Financial Solutions Limited (formerly Cartwright Benefit Solutions Limited)
<b>Custodian:</b>	The Northern Trust Company
<b>Annuity Provider:</b>	Canada Life Canada Life Place Potters Bar Hertfordshire, EN6 5BA

# CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME FOR THE YEAR ENDED 30 JUNE 2025

## TRUSTEES' REPORT

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The Trustees have pleasure in presenting their annual report and audited financial statements of Charles Taylor & Co Limited Retirement Benefit Scheme ("the Scheme") for the year ended 30 June 2025.

### **The Scheme**

The Scheme was established as a defined benefit pension scheme with effect from 1 September 1970 and is governed by the trust deed and rules dated 23 February 2010 and subsequent amending deeds.

Following a consultation period, the Scheme closed to future accrual of benefits for active members with effect from 1 July 2011.

### **Tax Status**

The Scheme is a registered pension scheme under Chapter 2 of Part 4 of the Finance Act 2004. It is, therefore, exempt from UK income and capital gains tax.

### **The Trustees**

The Trustees are listed on page 1.

The Trustees have been appointed in accordance with the Trust Deed and the Pensions Acts 1995 and 2004. Company appointed Trustees may be appointed to, or removed from, office by the Principal Employer, Charles Taylor Administration Services Limited. Two Trustees have been selected by the members (as Member Nominated Trustees) in accordance with the Pensions Act 2004.

The Trustees plan three meetings a year, with additional as required. During the year ended 30 June 2025 the Trustees met three times.

### **Enquiries**

Enquiries about the Scheme generally, or about an individual's entitlement to benefit, should be addressed to:

Anita Chandna  
Secretary to the Trustees  
Willis Towers Watson  
51 Lime Street  
London  
EC3M 7DQ

Email: [anita.chandna@wtwco.com](mailto:anita.chandna@wtwco.com)

### **Financial Development of the Scheme**

The Fund Account on page 18 shows that there was a net withdrawal arising from dealings with members for the year of £3,133,241 (2024: addition of £1,053,741) and the net decrease on investments during the year was £1,346,509 (2024: £4,696,318). The Scheme's assets for the same period therefore decreased by £4,479,750 to £64,190,311.

The Scheme's financial statements have been prepared and audited in accordance with Section 41 (1) and (6) of the Pensions Act 1995.

## **CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME FOR THE YEAR ENDED 30 JUNE 2025**

### **TRUSTEES' REPORT (continued)**

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#### **Changes to the Scheme in the year**

There have been no changes to the Scheme Rules during the year.

#### **Pension Increases**

Pensions in payment are increased annually as at 1 July as follows:

- Pre 88 Guaranteed Minimum Pension accrued between 6 April 1978 and 31 August 1980 increases in line with Retail Prices Index over the preceding year from May to May, subject to a maximum of 3% per annum
- Pre 88 Guaranteed Minimum Pension accrued between 1 September 1980 and 31 January 1985 increases in line with Retail Prices Index, over the preceding year from May to May, subject to a maximum of 5% per annum
- Pre 88 Guaranteed Minimum Pension accrued between 1 February 1985 and 5 April 1988 does not increase after GMP age.
- Post 88 Guaranteed Minimum Pension Increased in accordance with statutory requirements i.e., increases currently in line with the Consumer Prices Index over the 12 months to the 30 September previous, subject to a maximum increases of 3% pa and a minimum of 0% pa.
- Pre 30 April 1999 Pension increases by a fixed rate of 5% per annum
- 1 May 1999 to 5 April 2005 Pension increases in line with the Retail Prices Index, over the preceding year from May to May, subject to a maximum of 5% per annum
- Post 6 April 2005 Pension increases in line with the Retail Prices Index, over the preceding year from May to May, subject to a maximum of 2.5% per annum

No discretionary increases were awarded during the Scheme year.

#### **Calculation of Transfer Values**

Transfer values are calculated using an appropriate actuarial basis adopted for this purpose by the Trustees having received advice from the Scheme Actuary.

There were no discretionary benefits included in the transfer values.

#### **Contingent Asset**

Until the winding-up commenced on 15 August 2025, the Trustees had the benefit of a contingent asset, being a Guarantee dated 30 June 2022 from stated Guarantors. Under the terms of this Guarantee, the Guarantors (as defined in the Guarantee) gave the Trustees an undertaking that if the Principal Employer failed to pay a contribution due in accordance with the Recovery Plan and the Schedule of Contributions, they would on demand pay such contributions themselves. This Guarantee fell away once the winding-up commenced.

No asset is recognised in the financial statements in respect of the Guarantee or any other contingent asset.

## CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME FOR THE YEAR ENDED 30 JUNE 2025

### TRUSTEES' REPORT (continued)

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#### Actuarial Valuation

The Scheme is subject to an Actuarial Valuation every three years which is prepared by an independent Actuary. The last formal valuation was prepared as at 1 July 2022 in which the Actuary assessed the Scheme's ability to meet its funding obligations in respect of the Scheme benefits.

The actuarial valuation indicated that, at the valuation date, there was a funding shortfall of £1,859,000, i.e. at the valuation date, the market value of the assets was insufficient to cover the past services liabilities.

To eliminate this shortfall by 31 December 2024, a Recovery Plan has been agreed and the Employer will make deficit contributions as follows:

<b>Period</b>	<b>Contribution (£)</b>
1 September 2023 to 31 December 2023	1,671,145
1 January 2024 to 31 December 2024	5,204,108
1 January 2025 to 31 August 2028	Nil

The above contributions are payable monthly. Payment will be made by 19<sup>th</sup> of the month (or 22<sup>nd</sup> if paid electronically) following that to which the contributions relate.

A new schedule of contributions signed on 26 April 2024 confirmed that the Employer and the Trustees agreed that, subject to the following sentence, further contributions will not be paid directly to the Scheme and the Employer will instead make payments into the Escrow Account established for this purpose by the Employer and the Trustees. The Trustees may at their discretion and at any time give notice to the Employer such that any as yet unpaid contributions (including any already due but not yet paid into the Escrow Account) will instead become payable directly to the Scheme (and not into the Escrow Account). The payments will be of the following amounts:

<b>Period</b>	<b>Contribution (£)</b>
26 April 2024 to 31 December 2024	433,676 per month
1 January 2025 to 27 March 2029	Nil

As at 30 June 2025, £3,970,128 (30 June 2024: £867,850) was held in the Escrow Account relating to contributions. No asset is recognised in the financial statements in respect of the Guarantee or any other contingent asset.

A Report on Actuarial Liabilities, based on the actuarial valuation as at 1 July 2022, is shown on pages 30 and 31.

The next actuarial valuation was due as at 1 July 2025. However, on 15 August 2025, the Scheme's sponsoring employer triggered wind up effective from 15 August 2025 and, therefore there is no need for the valuation to be completed.

**CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME  
FOR THE YEAR ENDED 30 JUNE 2025**

**TRUSTEES' REPORT (continued)**

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**Calculation of Transfer Values**

Transfer values are calculated using an appropriate actuarial basis adopted for this purpose by the Trustees having received advice from the Scheme Actuary.

There were no discretionary benefits included in the transfer values.

**Scheme Winding Up**

The Principal Employer wrote to the Trustees on 15 August 2025 to give notice that they were formally ceasing their obligation to pay contributions to the Scheme with effect from 15 August 2025. This is on the basis that the Scheme now holds a policy which exactly covers all members' benefits. Under the Scheme rules, this in turn triggers the winding up of the Scheme from 15 August 2025. These financial statements have accordingly been prepared on a non-going concern basis. There have been no adjustments to the financial statements as a result of the application of the non-going concern basis of accounting.

**Contingent Asset**

Until the winding-up commenced on 15 August 2025, the Trustees had the benefit of a contingent asset, being a Guarantee dated 30 June 2022 from stated Guarantors. Under the terms of this Guarantee, the Guarantors (as defined in the Guarantee) gave the Trustees an undertaking that if the Principal Employer failed to pay a contribution due in accordance with the Recovery Plan and the Schedule of Contributions, they would on demand pay such contributions themselves. This Guarantee fell away once the winding-up commenced.

No asset is recognised in the financial statements in respect of the Guarantee or any other contingent asset.

**CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME  
FOR THE YEAR ENDED 30 JUNE 2025**

**TRUSTEES' REPORT (continued)**

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**Membership**

Details of membership of the Scheme for the year are given below:

	<b>2025</b>	<b>2024</b>
<b>Pensioners</b>		
At the start of the year	78	75
Prior year adjustment	-	1
New pensioners	3	5
Deaths	(3)	(3)
<b>At the end of the year</b>	<b>78</b>	<b>78</b>
<b>Dependants</b>		
At the start of the year	17	20
New spouses pensions	1	-
Deaths	-	(3)
<b>At the end of the year</b>	<b>18</b>	<b>17</b>
<b>Members with deferred benefits</b>		
At the start of the year	55	61
Prior year adjustment	-	(1)
Retirements	(3)	(5)
<b>At the end of the year</b>	<b>52</b>	<b>55</b>
<b>Total members at the end of the year</b>	<b>148</b>	<b>150</b>

All pensioners and dependants are insured under annuity agreements. The Scheme continued to pay all pensioners and dependants up to and including the payment on 6 October 2025, with Canada Life then paying members directly starting from the payment on 6 November 2025.

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

## **CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME FOR THE YEAR ENDED 30 JUNE 2025**

### **TRUSTEES' REPORT (continued)**

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#### **Equalisation of Guaranteed Minimum Pensions (GMPs)**

Benefits for members who joined the Scheme prior to April 1997 include a Guaranteed Minimum Pension (GMP) which broadly represents the pension which they would otherwise have accrued under the old State Earnings-Related Pension Scheme (SERPS). Following the recent High Court Judgement in October 2018 in the "Lloyds Bank" Case, the Trustees are aware that there is now a requirement to adjust some members' Scheme benefits to address the current inequalities in the calculations of GMPs between men and women. In November 2020 the High Court expanded the equalisation requirement to transfers out from 17 May 1990. GMP equalisation may result in modest increases in benefits for some members; however many may see no change, but no member will see the value of their benefits reduced as a result of this Judgement.

An exercise has been undertaken to identify all members of the Scheme who have a GMP earned between 17 May 1990 and 5 April 1997. For these members, for benefits accrued during the period 17 May 1990 to 5 April 1997, two records have been established; one based on the member's actual GMP, and another based on the GMP they would have if they were of the opposite sex. When benefits first come into payment, the benefits for this period are then based on whichever of these records produces the higher pension.

#### **Virgin Media Judgement**

The Trustees are aware of the High Court and Court of Appeal rulings in this case which state that any amendments to section 9(2B) rights are void without a written section 37 confirmation from the Scheme actuary.

The Trustees have reviewed amendments made in the relevant time window as well as contemporaneous documentation. Based on the Trustees' current understanding of the rulings (as advised by the Scheme's legal adviser and Scheme actuary), the Trustees are satisfied that there is sufficient evidence in relation to each such amendment that a valid confirmation was obtained from the Scheme actuary.

Based on what is known currently, the Trustees are not aware of any material liabilities arising from the case, and as a result there has been no provision or contingent liability estimated in the annual report and financial statements.

**CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME  
FOR THE YEAR ENDED 30 JUNE 2025**

**TRUSTEES' REPORT (continued)**

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**Investments**

The investment manager of the Scheme is W1M (formerly known as London and Capital Asset Management Limited), who was appointed in December 2012 and previously known as Charles Taylor Investment Management Company Limited. The majority of the assets are now held in a bulk annuity policy with Canada Life.

**Scheme Performance**

Performance is no longer calculated as the Scheme purchased a bulk annuity in January 2024, which covered the whole membership. The residual assets held following this are immaterial to the Scheme.

**Investment commentary**

The Scheme purchased a bulk annuity policy in January 2024 which covered the whole membership, the residual assets held following this are immaterial to the Scheme.

The residual assets left in the portfolio managed by W1M consist of a small number of illiquid investments - representing approximately 2% of the original investment portfolio - which are not tradable on a market and are expected to amortise, i.e. generate cashflows, over time. One security was fully liquidated during the year - Home Reit, de-listed closed-end fund – as an opportunity arose to transact privately while the asset remains de-listed. The objective of the residual portfolio is to maximise the expected cashflows and minimise the residual life of the assets.

## **CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME FOR THE YEAR ENDED 30 JUNE 2025**

### **TRUSTEES' REPORT (continued)**

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#### **Socially Responsible Investment**

The Trustees believe their main duty, reflected in their investment objectives, is to protect the financial interests of the Scheme's members. The Trustees believe that SRI issues are secondary to this.

Where pooled funds are managed on a passive basis, decisions regarding the selection, retention and realisation of investments are only made in order to ensure efficient tracking of indices, and social, environmental and ethical considerations are not taken into account.

Where the funds recommended by W1M are actively managed the Trustees are not requiring regular reporting from those managers on their policy toward social, environmental and ethical issues.

#### **Investment in the Employer**

The Trustees do not hold on behalf of the Scheme any direct investment in Charles Taylor Administration Services Limited or any other employer-related investments.

#### **Corporate Governance**

The Trustees wish to encourage best practice in terms of activism. The Trustees accept that by giving discretion to L&C in terms of the managers to use and the fact these are likely to be pooled investment vehicles, the day-to-day application of voting rights will be carried out by the investment managers. Consequently, the Trustees expect but do not require the investment managers to adopt a voting policy that is in accordance with the UK Corporate Governance Code 2010 as stated by the Financial Reporting Council.

#### **Statement of Investment Principles**

The Trustees must set out and maintain a written Statement of Investment Principles covering their policy for meeting new investment rules and other matters contained in the Pensions Act. The Trustees confirm that they have produced a Statement of Investment Principles dated February 2024 in accordance with Section 35 of the Pensions Act 1995, a copy of which is available at <https://members.pensionpal.co.uk/charlestaylorPensions>

Further disclosures in relation to the Trustees environmental, social, governance policies are set out in the Statement of Investment Principles available as noted above.

#### **Custodian**

Following the buy-in, the Scheme's residual assets are held in pooled funds, which are structured as private-equity investments and do not have custodians.

## **CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME FOR THE YEAR ENDED 30 JUNE 2025**

### **TRUSTEES' REPORT (continued)**

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#### **Statement of Trustees' Responsibilities**

The financial statements, which are prepared in accordance with UK Generally Accepted Accounting Practice, including the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) are the responsibility of the Trustees. Pension scheme regulations require, and the Trustees 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 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 Trustees are responsible for selecting suitable accounting policies, to be applied consistently, making any estimates and judgements 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 Trustees are also responsible for making available certain other information about the Scheme in the form of an annual report.

The Trustees also have 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 Trustees are 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 Trustees are 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 Trustees are required by the Pensions Acts 1995 and 2004 to consider making reports to The Pensions Regulator and the members.

The Trustees are responsible for the maintenance and integrity of the pension and financial information included on the Charles Taylor & Co Limited Retirement Benefits Scheme website.

**CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME  
FOR THE YEAR ENDED 30 JUNE 2025**

**TRUSTEES' REPORT (continued)**

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**Further Information**

**Internal Dispute Resolution Procedure**

An internal dispute resolution procedure to resolve any queries raised by beneficiaries or potential beneficiaries of the Scheme has been established by the Trustees and more details are available from the contact address on page 3.

**MoneyHelper**

MoneyHelper is sponsored by the Department for Work and Pensions, this government-backed organisation brings together the functions of three financial guidance bodies: the Money Advice Service, The Pensions Advisory Service (which includes the Pensions Ombudsman service) and Pension Wise. Its main function is to help and ensure that people throughout the UK have guidance and access to the information they need to make effective and informed financial decisions over their lifetime.

Their address is:

MoneyHelper  
Borough Hall  
Cauldwell Street  
Bedford  
MK42 9AB

Website: [www.moneyhelper.org.uk](http://www.moneyhelper.org.uk)

Phone: 0800 011 3797

**The Pensions Regulator**

The Pensions Regulator regulates company pension schemes. The Scheme Auditor and Actuary have a statutory duty to make an immediate written report to the Regulator in certain circumstances:

Telecom House  
125-135 Preston Road  
Brighton  
BN1 6AF

Website: [www.thepensionsregulator.gov.uk](http://www.thepensionsregulator.gov.uk)

Signed on behalf of the Trustees on ..... by

.....Trustee

.....Trustee

# CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME FOR THE YEAR ENDED 30 JUNE 2025

## INDEPENDENT AUDITOR'S REPORT

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### Independent Auditor's report to the Trustees of Charles Taylor & Co Limited Retirement Benefits Scheme

#### Opinion

We have audited the financial statements of the Charles Taylor & Co Limited Retirement Benefits Scheme for the year ended 30 June 2025 which comprise the Fund account and Statement of net assets (available for benefits) and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards including FRS 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 2025, and of the amount and disposition at that date of its assets and liabilities, other than the 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.

#### Emphasis of matter – non-going concern basis of accounting

We draw attention to the disclosure made in Note 1 in the financial statements which describes the preparation of the financial statements as being on a non-going concern basis. As described in Note 1, the Principal Employer wrote to the Trustees on 15 August 2025 to give notice that they were formally ceasing their obligation to pay contributions to the Scheme with effect from that date. Under the Scheme rules, this then triggered the wind up of the scheme. Therefore the Trustees have concluded that it is no longer appropriate to prepare the financial statements on a going concern basis. There have been no adjustments to the financial statements as a result of the application of the non-going concern basis of accounting. Our opinion is not modified in respect of this matter.

#### Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The Scheme's Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

## **CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME FOR THE YEAR ENDED 30 JUNE 2025**

### **INDEPENDENT AUDITOR'S REPORT (continued)**

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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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 Trustees**

As explained more fully in the Trustees' responsibilities statement set out on page 11, the Trustees are responsible for the preparation of financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine 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 Trustees are 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 Trustees either intend to liquidate the Scheme or to cease operations, or have 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 the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

#### **The extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities are instances of non-compliance with laws and regulations. The objectives of our audit are to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, to perform audit procedures to help identify instances of non-compliance with other laws and regulations that may have a material effect on the financial statements, and to respond appropriately to identified or suspected non-compliance with laws and regulations identified during the audit.

In relation to fraud, the objectives of our audit are to identify and assess the risk of material misstatement of the financial statements due to fraud, to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud through designing and implementing appropriate responses and to respond appropriately to fraud or suspected fraud identified during the audit.

However, it is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

**CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME  
FOR THE YEAR ENDED 30 JUNE 2025**

**INDEPENDENT AUDITOR'S REPORT (continued)**

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In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, the audit engagement team:

- obtained an understanding of the nature of the environment, including the legal and regulatory framework that the Scheme operates in and how the Scheme is complying with the legal and regulatory framework;
- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud;
- discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are the Pensions Act 1995 and 2004 and regulations made under them and FRS 102, including the Financial Reports of Pension Schemes 2018 (the Pensions SORP). We performed audit procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing financial statement disclosures.

The audit engagement team identified the risk of management override of controls as the area where the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included but were not limited to testing manual journal entries and other adjustments, evaluating the business rationale in relation to significant, unusual transactions and transactions entered into outside the normal course of business and challenging judgments and estimates.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at <http://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 Trustees as a body, in accordance with Regulation 3 of the Occupational Pension Schemes (Requirements 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 Trustees 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 and the Scheme's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

RSM UK Audit LLP  
Statutory Auditor  
Chartered Accountants  
Portland  
25 High Street  
Crawley  
RH10 1BG

Date:

**CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME  
FOR THE YEAR ENDED 30 JUNE 2025**

**INDEPENDENT AUDITOR'S STATEMENT ABOUT CONTRIBUTIONS**

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**Independent Auditor's Statement about Contributions, under Regulation 4 of The Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, to the Trustees of Charles Taylor & Co Limited Retirement Benefits Scheme**

**Statement about contributions payable under schedule of contributions**

We have examined the summary of contributions payable to the Charles Taylor & Co Limited Retirement Benefits Scheme on page 17, in respect of the Scheme year ended 30 June 2025.

In our opinion the contributions for the Scheme year ended 30 June 2025 as reported in the attached summary of contributions on page 17 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 actuary on 26 April 2024.

**Scope of work on statement about contributions**

Our examination involves obtaining evidence sufficient to give reasonable assurance that contributions reported on page 17 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 Trustees and Auditor**

As explained more fully on page 11 in the Statement of Trustees' Responsibilities, the Scheme's Trustees are responsible for ensuring that there is prepared, maintained and from time to time revised a schedule of contributions showing the rates and due dates of certain contributions payable towards the Scheme by or on behalf of the employer and the active members of the Scheme. The Trustees are also responsible for keeping records in respect of contributions received in respect of active members of the Scheme 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 Trustees as a body, in accordance with the Pensions Act 1995. Our audit work has been undertaken so that we might state to the Scheme's Trustees those matters we are required to state to them in an auditor's statement 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 and the Scheme's Trustees as a body, for our audit work, for this statement, or for the opinions we have formed.

RSM UK Audit LLP  
Statutory Auditor  
Chartered Accountants  
Portland  
25 High Street  
Crawley  
RH10 1BG

Date:

**CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME  
FOR THE YEAR ENDED 30 JUNE 2025**

**SUMMARY OF CONTRIBUTIONS PAYABLE IN THE YEAR**

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**Summary of Contributions**

During the year, no contributions were paid to the Scheme by the Employer under the Schedule of Contributions.

Signed on behalf of the Trustees on

by:

..... Trustee

.....Trustee

**CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME**

**FUND ACCOUNT  
FOR THE YEAR ENDED 30 JUNE 2025**

	Note	2025 £	2024 £
<b>Contributions and Benefits</b>			
Employer contributions	3	-	3,807,745
<b>Total contributions</b>		<u>-</u>	<u>3,807,745</u>
Benefits paid or payable	4	2,985,503	2,753,610
Administrative expenses	5	147,738	394
		<u>3,133,241</u>	<u>2,754,004</u>
<b>Net (withdrawals)/additions from dealings with members</b>		<u><b>(3,133,241)</b></u>	<u><b>1,053,741</b></u>
<b>Returns on investments</b>			
Investment income	6	39,654	2,364,508
Change in market value of investments	7	(1,383,699)	(6,939,041)
Loss on foreign currency		(1,722)	(65,893)
Investment management expenses		(742)	(55,892)
<b>Net return on investments</b>		<u>(1,346,509)</u>	<u>(4,696,318)</u>
<b>Net (decrease) in the fund during the year</b>		<u><b>(4,479,750)</b></u>	<u><b>(3,642,577)</b></u>
<b>Net assets at 1 July</b>		68,670,061	72,312,638
<b>Net assets at 30 June</b>		<u><u><b>64,190,311</b></u></u>	<u><u><b>68,670,061</b></u></u>

# CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME

## STATEMENT OF NET ASSETS (available for benefits) AS AT 30 JUNE 2025

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	Note	2025 £	2024 £
<b>Investment assets:</b>	7		
Pooled investment vehicles		864,795	1,083,049
Insurance policies		62,159,000	66,341,000
Cash		1,311,677	1,026,974
Other investment balances		4,499	4,312
		<u>64,339,971</u>	<u>68,455,335</u>
Current assets	10	287,331	272,534
Current liabilities	11	(436,991)	(57,808)
<b>Net assets at 30 June</b>		<u><b>64,190,311</b></u>	<u><b>68,670,061</b></u>

The financial statements summarise the transactions of the Scheme and deal with the net assets at the disposal of the Trustees. 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 on pages 30 to 31 and these financial statements should be read in conjunction with it.

The financial statements on pages 18 to 29 were approved by the Trustees on ..... and signed on their behalf by:

.....  
Trustee

.....  
Trustee

# CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME FOR THE YEAR ENDED 30 JUNE 2025

## NOTES TO THE FINANCIAL STATEMENTS

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### 1. Basis of preparation

The financial statements have been prepared in accordance with the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, Financial Reporting Standard 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 "Financial Reports of Pension Schemes" (revised 2018).

The Scheme is established as a trust under English Law. The address for enquires to the Scheme is

Anita Chandna  
Secretary to the Trustees  
Willis Towers Watson  
51 Lime Street  
London  
EC3M 7DQ

Email: [anita.chandna@wtwco.com](mailto:anita.chandna@wtwco.com)

The Principal Employer wrote to the Trustees on 15 August 2025 to give notice that they were formally ceasing their obligation to pay contributions to the Scheme with effect from 15 August 2025. This is on the basis that the Scheme now holds a policy which exactly covers all members' benefits. Under the Scheme rules, this in turn triggers the winding up of the Scheme from 15 August 2025. These financial statements have accordingly been prepared on a non-going concern basis. There have been no adjustments to the financial statements as a result of the application of the non-going concern basis of accounting.

### 2. Accounting policies

A summary of the main accounting policies, which have been applied consistently, is set out below:

#### a) Investments

Pooled investment vehicles and equities are valued at the bid or single price at the year-end date as determined by the investment managers.

Derivative contracts were valued at fair value. The fair value of forward foreign currency contracts is based on market forward exchange rates at the year-end date and determined as the gain or loss that would arise if the outstanding contract was matched at the year-end with an equal and opposite contract.

Annuities have been valued by the Scheme Actuary, Mr R Sweet FIA, at the amount of the related obligation, determined using the method and assumptions adopted by the Trustees for calculating the Scheme's Technical Provisions.

Receipts from the annuity provider are accounted for as sales proceeds of insurance policies as permitted by the SORP.

#### b) Benefits

Benefits payable represents all valid benefit claims in respect of the Scheme year. They are accounted for on the date of retiring or leaving, or if later, the date on which the member notifies the Trustees of the decision on the type and amount of benefit to be taken where the member has a choice. Death benefits are accounted for on an accruals basis based on the date of death.

**CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME  
FOR THE YEAR ENDED 30 JUNE 2025**

**NOTES TO THE FINANCIAL STATEMENTS (continued)**

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**c) Contributions**

Contributions are accounted for on an accruals basis, in accordance with the Schedule of Contributions and other relevant agreements.

**d) Transfer values**

Transfer values are accounted for when the related member liability transfers between schemes, which usually equates to when the transfer is received or paid.

**e) Investment income**

Income distributed from pooled investment vehicles, bonds and on cash deposits is accounted for on an accruals basis.

**f) Administrative and investment management expenses**

Administrative and investment management expenses were met by the Employer until 15 May 2025. Thereafter these expenses have been met by the Scheme. They are accounted for on an accruals basis.

**g) Currency**

Monetary items denominated in foreign currency are translated into sterling using the closing exchange rates at the Scheme year-end date. Foreign currency transactions are recorded in sterling at the spot exchange rate at the date of the transaction.

The Scheme functional and presentation currency is pounds sterling.

**h) Key accounting estimates and assumptions**

In preparing the financial statements, the Trustees make estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. For the pension Scheme, the Trustees believe 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 pension investments.

The Pooled investment vehicle portfolio includes investments that are classified in Level 3 of the fair value hierarchy totalling £865k (2024: £1,083k) that use either the nearest valuation or have estimated profit elements within the estimate of value.

Estimates and assumptions were made in the process of establishing the valuation of the Insurance Policies of £62,159k (2024: £66,341k) held by the Scheme.

Explanation of the key assumptions underpinning the valuation of investments are included above. Estimates are continually evaluated and are based on historical experience, expectations of future events and any other factors that are deemed relevant to the estimate.

**CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME  
FOR THE YEAR ENDED 30 JUNE 2025**

**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**3. Contributions**

	<b>2025</b>	<b>2024</b>
	£	£
<b>Employer contributions</b>		
Deficit funding	-	<b>3,807,745</b>

Contributions payable in the year were under the Schedule of Contributions signed on 18 August 2023, whereby the Employer agreed to make deficit contributions as disclosed in the table on page 5.

Contributions payable in the year into the Escrow Account under the Schedule of Contributions signed 26 April 2024 is disclosed in the table on page 5, which ceased at the end of 2024.

As at 30 June 2025, £3,970,128 (30 June 2024: £867,850) was held in the Escrow Account relating to contributions. No asset is recognised in the financial statements in respect of the Guarantee or any other contingent asset.

**4. Benefits paid or payable**

	<b>2025</b>	<b>2024</b>
	£	£
Pensions	2,784,471	2,625,173
Commutation of pensions and lump sum retirement benefits	200,204	128,437
Taxation where lifetime or annual allowance exceeded	828	-
	<b>2,985,503</b>	<b>2,753,610</b>

**5. Administrative expenses**

	<b>2025</b>	<b>2024</b>
	£	£
Administration fees	9,605	-
Actuarial fees	80,442	-
Consultancy fees	14,129	-
Audit fees	20,730	-
Legal and other professional fees	22,190	-
Pension levies	362	-
Bank charges	280	394
	<b>147,738</b>	<b>394</b>

In accordance with a Deed of Amendment dated 25 June 2025, the Scheme has assumed responsibility for meeting expenses incurred since 15 May 2025.

**CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME  
FOR THE YEAR ENDED 30 JUNE 2025**

**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**6. Investment income**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Dividends from equities	-	18,323
Income from bonds	-	876,850
Income from pooled investment vehicles	1,086	1,264,795
Interest on cash deposits	38,568	204,540
	<u><b>39,654</b></u>	<u><b>2,364,508</b></u>

**7. Investments**

	<b>Value as at 30 June 2024</b>	<b>Purchases and derivative payments</b>	<b>Sales and derivative receipts</b>	<b>Change in Market Value</b>	<b>Value as at 30 June 2025</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Pooled investment vehicles	1,083,049	-	(219,700)	1,446	864,795
Insurance policies	66,341,000	(1,218,378)	(1,578,477)	(1,385,145)	62,159,000
Forward Contracts	-	114,926	(114,926)	-	-
	<u>67,424,049</u>	<u>(1,103,452)</u>	<u>(1,913,103)</u>	<u>(1,383,699)</u>	<u>63,023,795</u>
Cash	1,026,974			-	1,311,677
Income due	4,312			-	4,499
Total investments	<u><b>68,455,335</b></u>			<u><b>(1,383,699)</b></u>	<u><b>64,339,971</b></u>

The negative purchase figure for Insurance policies relates to a refund received for a premium for Canada Life paid initially in the prior year.

The change in market value of investments during the year comprises all increases and decreases in market value of investments held at any time during the year, including profits and losses realised on sales of investments during the year.

Transaction costs include costs charged directly to the Scheme such as fees, commissions, stamp duty and other fees. No direct transaction costs were incurred during the period. Any indirect costs are incurred through the bid-offer spread and as such, the Trustees have not been able to access costs.

The companies managing the pooled investment vehicles are registered in the United Kingdom.

The following investments exceed 5% of the total net assets of the Scheme:

	<b>2025</b>		<b>2024</b>	
	<b>£</b>	<b>%</b>	<b>£</b>	<b>%</b>
Canada Life Insurance Policies	62,159,000	96.5	66,341,000	96.6

**CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME  
FOR THE YEAR ENDED 30 JUNE 2025**

**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**7. Investments (continued)**

**Pooled investment vehicles**

The Scheme's investments in pooled investment vehicles at the year-end comprised:

	<b>2025</b>	<b>2024</b>
	£	£
Alternatives	864,795	1,083,049
	<u><b>864,795</b></u>	<u><b>1,083,049</b></u>

**Insurance Policies**

The Trustees hold a bulk annuity policy with Canada Life. The value of these policies are determined by the Actuary using the 'Attained Age' funding method'. The Scheme's insurance policies at the year-end comprised:

	<b>2025</b>	<b>2024</b>
	£	£
Canada Life	62,159,000	66,341,000
	<u><b>62,159,000</b></u>	<u><b>66,341,000</b></u>

Canada Life are due to start paying pensioners and dependants directly on 6 November 2025. The principal financial assumptions used are set out below. Details of how the assumptions are derived from market yields at the effective date of calculation are set out in the Actuarial Report on Liabilities on pages 30-31.

	<b>30 June 2025</b>	<b>30 June 2024</b>
	% p.a.	% p.a.
Pre-Retirement Investment Return	5.85	5.35
Post-Retirement Investment Return	5.60	5.10
RPI	3.15	3.50

**CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME  
FOR THE YEAR ENDED 30 JUNE 2025**

**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**8. Fair value determination**

The fair value of financial instruments has been estimated using the following fair value hierarchy:

- 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 quoted prices included within Level 1 that are observable (ie developed using market data) for the asset or liability, either directly or indirectly
- Level 3) Inputs are unobservable (ie for which market data is unavailable) for the asset or liability

The Scheme's investment assets and liabilities have been fair valued using the above hierarchy categories as follows:

	<b>At 30 June 2025</b>		
	<b>Level 1</b>	<b>Level 3</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Pooled investment vehicles	-	864,795	864,795
Insurance policies	-	62,159,000	62,159,000
Cash	1,311,677	-	1,311,677
	<b>1,311,677</b>	<b>63,023,795</b>	<b>64,335,472</b>

	<b>At 30 June 2024</b>		
	<b>Level 1</b>	<b>Level 3</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Pooled investment vehicles	-	1,083,049	1,083,049
Insurance policies	-	66,341,000	66,341,000
Cash	1,026,974	-	1,026,974
	<b>1,026,974</b>	<b>67,424,049</b>	<b>68,451,023</b>

## CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME FOR THE YEAR ENDED 30 JUNE 2025

### NOTES TO THE FINANCIAL STATEMENTS (continued)

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#### 9. Investment risk disclosures

FRS 102 requires the disclosure of information in relation to certain investment risks. These risks are set out by FRS 102 as follows:

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 asset 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 of 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.

During the Scheme year ending 30 June 2024, the Trustees agreed to purchase a bulk annuity policy with Canada Life covering the majority of members' Scheme benefits. This was funded by selling the majority of the Scheme's invested assets. The only assets of the Scheme are now the bulk annuity policy, illiquid investments held with W1M and cash in the Trustees' bank account.

There is no direct or indirect currency risk or direct or indirect other price risk associated with the annuity policy since it provides cash flow that exactly matches certain liabilities of the Scheme. The insurance policy is directly exposed to interest rate risk due to the value being subject to a discount factor which reflects market interest rates. Changes in their value resulting from these factors are exactly matched by changes in the value of the corresponding liabilities. The Scheme has direct credit risk with the provider arising from these contracts although this is considered minimal. Direct credit risk is mitigated by the regulatory environment in which the insurer Canada Life operate in and the Financial Services Compensation Scheme. There is no indirect credit risk associated with the annuity policies as they provide cash flow that exactly matches certain liabilities of the Scheme. Further information on the Trustees' approach to risk management, credit and market risk is set out below.

#### **(i) Investment strategy**

The investment objective of the Trustees is to ensure that the Scheme will be able to pay all beneficiaries in full as and when their benefits fall due.

In-line with this investment objective, the Trustees purchased a deferred cover bulk annuity policy with Canada Life to secure the majority of the benefits for all Scheme beneficiaries. The uninsured benefits will be paid from the remaining assets held with W1M and the agreed future Employer contributions.

W1M hold some illiquid assets which are being liquidated as soon as practically possible.

**CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME  
FOR THE YEAR ENDED 30 JUNE 2025**

**NOTES TO THE FINANCIAL STATEMENTS (continued)**

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**9. Investment risks disclosures (continued)**

**(ii) Credit risk**

The Scheme is indirectly exposed to credit risks arising on the underlying holdings of the private investments.

Cash is held within financial institutions which are at least investment grade credit rated.

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

	<b>2025</b>	<b>2024</b>
	<b>£864,795</b>	<b>£1,083,049</b>
Closed End Fund	-	£1,050
Private equity	£864,795	£1,081,999

**(iii) Currency risk**

The small proportion of the Scheme that is still managed by W1M is subject to currency risk because some of the Scheme's investments are in foreign currency (USD). The extent of the Trustees' exposure to currency risk is limited to the market value of the investments held.

**(iv) Interest rate risk**

The Scheme is subject to interest rate risk because some of the Scheme's investments are held in cash (2025: £1,311,677, 2024: £1,026,974). The cash is held in a money market fund and so receives interest on the balance.

**(v) Other price risk**

Other price risk arises principally in relation to the Scheme's private equity assets. The Scheme manages this exposure to overall price movements by liquidating these investments when it is possible to do so.

**CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME  
FOR THE YEAR ENDED 30 JUNE 2025**

**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**10. Current assets**

	<b>2025</b>	<b>2024</b>
	£	£
Cash balances	285,795	272,534
Sundry debtors	1,536	-
	<u><b>287,331</b></u>	<u><b>272,534</b></u>

**11. Current liabilities**

	<b>2025</b>	<b>2024</b>
	£	£
Fees payable	147,473	29
Due to HMRC	62,206	57,779
Annuity Income received in advance	227,312	-
	<u><b>436,991</b></u>	<u><b>57,808</b></u>

**12. Related party transactions**

Two of the Trustees are pension members of the Scheme. These benefits arise solely in the Trustees' capacity as beneficiaries of the Scheme and are on terms normally granted to members.

The Employer paid all expenses associated with the Scheme, the insurance premiums payable on the policies insuring the death in service benefits and the levies payable to the Pension Protection Fund and the Pensions Regulator until 15 May 2025 (2025: £541,170, 2024: £904,072). These were paid directly to the relevant third party as and when requested.

**13. Employer related investment**

Employer related investments have been considered by the Trustees and given the nature of the Scheme's assets any exposure to the employer related securities will be negligible and considerably less than the 5% maximum permitted by legislation.

## **CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME FOR THE YEAR ENDED 30 JUNE 2025**

### **NOTES TO THE FINANCIAL STATEMENTS (continued)**

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#### **14. Equalisation of Guaranteed Minimum Pensions (GMPs)**

Benefits for members who joined the Scheme prior to April 1997 include a Guaranteed Minimum Pension (GMP) which broadly represents the pension which they would otherwise have accrued under the old State Earnings-Related Pension Scheme (SERPS). Following the recent High Court Judgement in October 2018 in the “Lloyds Bank” Case, the Trustees were required to adjust some members’ Scheme benefits to address the current inequalities in the calculations of GMPs between men and women. In November 2020 the High Court expanded the equalisation requirement to transfers out from 17 May 1990.

An exercise was undertaken to identify all members of the Scheme who have a GMP earned between 17 May 1990 and 5 April 1997 and to adjust them in line with the GMP equalisation requirements. This complex initiative addressed historic inequalities in Guaranteed Minimum Pension (GMP) benefits between male and female members, ensuring that all affected individuals receive fair and accurate pension entitlements. The process involved detailed analysis of member records, application of approved equalisation methodologies, and careful implementation of any necessary corrections or back payments. No member saw the value of their benefits reduced as a result of the exercise. All affected members have been contacted and any necessary adjustments to pensions payments made.

#### **15. Contingent Asset**

Until the winding-up commenced on 15 August 2025, the Scheme benefitted from a Guarantee dated 30 June 2022 from stated Guarantors. Under the terms of this Guarantee, the Guarantors (as defined in the Guarantee) gave the Trustees an undertaking that if the Principal Employer failed to pay a contribution due in accordance with the Recovery Plan and the Schedule of Contributions, they would on demand pay such contributions themselves. This Guarantee fell away once the winding-up commenced.

No asset is recognised in the financial statements in respect of the Guarantee or any other contingent asset.

As at 30 June 2025, £3,970,128 (30 June 2024: £867,850) was held in the Escrow Account relating to contributions. No asset is recognised in the financial statements in respect of the Guarantee or any other contingent asset.

#### **16. Contingent Liability**

The Trustees are aware of the High Court and Court of Appeal rulings in this case which state that any amendments to section 9(2B) rights are void without a written section 37 confirmation from the Scheme actuary.

The Trustees have reviewed amendments made in the relevant time window as well as contemporaneous documentation. Based on the Trustees’ current understanding of the rulings (as advised by the Scheme’s legal adviser and Scheme actuary), the Trustees are satisfied that there is sufficient evidence in relation to each such amendment that a valid confirmation was obtained from the Scheme actuary.

As a result, there has been no provision or contingent liability estimated in the annual report and financial statements.

# CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME FOR THE YEAR ENDED 30 JUNE 2025

## REPORT ON ACTUARIAL LIABILITIES

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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 assumptions agreed between the Trustees 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 1 July 2022. This showed that on that date:

	£000
Value of the Technical Provisions	84,106
Value of the assets at that date	82,247

The method and significant actuarial assumptions used to determine the technical provisions are as follows (all assumptions adopted are set out in the Statement of Funding Principles):

### Method

The actuarial method to be used in the calculation of the technical provisions is the defined accrued benefits method.

### Significant actuarial assumptions

#### Fixed Interest Gilt Yield

Yield on the Bank of England gilt yield spot curve at the point appropriate to the duration of the Scheme's liabilities, rounded to the nearest 0.05%.

#### Implied inflation

Yield on the Bank of England implied inflation spot curve at the point appropriate to the duration of the Scheme's liabilities, rounded to the nearest 0.05%.

As at 1 July 2022 the above yields were 2.65% and 3.65% respectively

#### Discount Interest Rate

Different rates are used pre and post retirement to reflect a mixture of equity and bond investment in the period before retirement and solely bond investment after retirement.

- Post retirement = Fixed Interest Gilt Yield plus 0.75%
- Pre-retirement = Fixed Interest Gilt Yield plus 1.00%

As at 1 July 2022 this resulted in discount interest rates of 3.40% post retirement and 3.65% pre-retirement.

#### Price Inflation

An allowance for future RPI increases is included at an assumed rate equal to the implied inflation. As at 1 July 2022 this resulted in an assumption for the future RPI increases of 3.65% per annum.

An allowance for future CPI increases is included at an assumed rate equal to the assumption for future RPI increases less 1.00% p.a. in respect of the period up to 31 December 2030 and 0% p.a. thereafter. As at 1 July 2022 this resulted in an assumption for future CPI increases of 2.65% p.a. up to 31 December 2030 and 3.65% p.a. thereafter.

#### Pension increases in payment

Where pensions in payment are increased in line with prices, subject to either a maximum or minimum level of increase, allowance is made in the valuation for the derived rate of increase that would apply using a Black-Scholes approach based upon the inflation assumption adopted for the valuation.

**CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME  
FOR THE YEAR ENDED 30 JUNE 2025**

**REPORT ON ACTUARIAL LIABILITIES (continued)**

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As at 1 July 2022 this resulted in the following assumption for the future pension increases:

<b>Pension Increase</b>	<b>Assumption</b>
CPI (min 0%: max 3%)	2.40% p.a.
RPI (min 0%: max 2.5%)	2.30% p.a.
RPI (min 0%: max 5%)	3.50% p.a.

**Pension Increases in Deferment**

Where pensions in deferment are increased in line with the CPI, subject to a maximum, allowance is made in the valuation for the rate of increase that would apply based upon the CPI assumption adopted for the valuation and allowing for the known 2023 Revaluation Order.

As at 1 July 2022, this resulted in an assumption for future revaluations of deferred pensions of 10.1% p.a. in 2023, 2.65% p.a. up to 31 December 2030 and 3.65% p.a. thereafter, subject to caps over the whole period of deferment of 5% p.a. (deferred pension in excess of GMP accrued prior to 23 February 2010) and 2½% p.a. (deferred pension accrued after 23 February 2010).

**Mortality**

Mortality has been assumed in accordance with the table known as S3PA Light, on a year of birth basis, with CMI\_2021 improvement factors, a long-term annual rate of improvement of 1.5% p.a., the standard smoothing factor, no additional improvement factor, and w2020 = 0%.

**CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME  
FOR THE YEAR ENDED 30 JUNE 2025**

**LATEST ACTUARY'S CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS**

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**ACTUARY'S CERTIFICATION OF  
SCHEDULE OF CONTRIBUTIONS**

CHARLES TAYLOR & CO LIMITED RETIREMENT BENEFITS SCHEME

**Adequacy of Rates of Contributions**

I hereby certify that, in my opinion, the rates of contributions shown in this Schedule of Contributions are such that the statutory funding objective could have been expected on 1 July 2022 to be met by the end of the period specified in the Recovery Plan dated 18 August 2023.

**Adherence to Statement of Funding Principles**

I hereby certify that, in my opinion, this Schedule of Contributions is consistent with the Statement of Funding Principles dated 18 August 2023.

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.

Signed:		Date:	26 April 2024
Name:	R J SWEET	Qualification:	Fellow of the Institute and Faculty of Actuaries
Address:	250 Fowler Avenue Farnborough Business Park Farnborough Hampshire GU14 7JP	Employer:	Cartwright Group Limited



## **Charles Taylor implementation statement**

The primary focus of this implementation statement is to describe how the investment manager has actioned the various policies as outlined in the Statement of Investment Principles (SIP).

As Trustees of the Scheme's assets, we are responsible for the selection and retention of L&C. Reviewing the voting and engagement activities is an important exercise to help us ensure they remain appropriate and are consistent with the policies in our SIP.

We are satisfied with the voting and engagement activities of L&C and the 3<sup>rd</sup> party fund managers; however, we will engage with them should we have any concerns about the voting and/or engagement activities carried out on our behalf. The Trustees had no cause to challenge the voting and/or engagement activities during the year to 30 June 2025.

As Trustees of the Scheme's assets, we are responsible for the selection of Canada Life (the "insurance provider"), however the Trustees have no other discretion or influence as to how monies are invested by the insurance provider. The day-to-day management of the investments (including the responsibility for voting and engaging with companies) is delegated to the insurance provider. Canada Life invests in a portfolio of bonds and not equities, therefore they do not hold assets with voting rights.

## **Changes to the SIP in the last 12 months**

The Trustees' investment strategy for the Scheme is to invest in the bulk annuity policy with Canada Life, with the residual assets held by L&C. These residual assets include illiquid investments and cash.

There were no changes to the SIP in the last 12 months.

## **Implementation of the investment strategy principles**

After the purchase of the bulk annuity policy with Canada Life, the residual assets left in the portfolio managed by L&C consisted of a small number of illiquid investments - representing approximately 2% of the original investment portfolio - which are not tradable on a market and are expected to amortise, i.e. generate cashflows, over time.

The Scheme's investments are deliberately and consciously chosen to align with the Trustees' strategic investment policies and objectives and in particular to meet the benefit payments and minimise risk. Since the purchase of the bulk annuity policy, the objective of the portfolio managed by L&C is to maximise the expected cashflows and minimise the residual life of the assets. The managers are monitoring expected cashflows on the residual assets. The Trustees and L&C will use the Scheme's position as a stakeholder, either unilaterally or in concert with other stakeholders, to engage with investee companies to improve their financial and non-financial performance.

Given that the Scheme's investments do not confer voting rights, there was no voting carried out in relation to those investments.