

# The Duni Limited Pension Scheme

## Your 2024 Summary Funding Statement

We are writing to you as the Trustees of the Duni Limited Pension Scheme ("the Scheme") to provide you with an update of the funding position of the Scheme. This statement is for information only and is being sent to all pensioners and all other members who are entitled to benefits from the Scheme.

### Background

The Scheme is overseen by a Trustee Board comprised of the following people:

John Beardmore

Claire Barton

Debra Fabian

We, as Trustees, seek to have sufficient money to continue to pay full pension entitlements to all members. In order to do this, we aim for the Scheme to become and remain fully funded on a scheme-specific basis (in accordance with the Pensions Act 2004). This means that we would, in normal circumstances, have enough money over time to meet all the commitments of the Scheme as they fall due.

To achieve this, the Trustees will:

- agree from time to time the contributions to be paid by Duni Limited ("the Employer"), based on the periodic actuarial valuations;
- oversee a prudent investment policy designed to match the funding required by the Scheme.

No pension benefits can ever be completely secure. This statement gives information on the actions the Trustees and the Employer are taking to ensure the Scheme can pay all pensions in full, and the additional protection available from the Pension Protection Fund.

Note that no payments have been made from the Scheme to the Employer over the period since your last Summary Funding Statement, and there has been no need for intervention from The Pensions Regulator.

### The Scheme's funding position

For each year you were an active member of the Scheme, you will have built up benefits payable to you on retirement. All contributions paid to the Scheme are held in a common fund known as the Scheme's assets. The benefits which you, and other members, are entitled to are known as the Scheme's liabilities.

- If the Scheme's assets exceed the Scheme's liabilities, the Scheme is said to have a "surplus".
- If the Scheme's liabilities exceed the Scheme's assets, the Scheme is said to have a "shortfall".

Every three years, our Scheme Actuary, a qualified and independent professional, will estimate the value of the Scheme's liabilities using a set of assumptions for the future and compare this with the value of Scheme's assets.

## Latest funding information

The latest formal actuarial valuation of the Scheme showed that on 5 April 2022 the Scheme had a shortfall as shown below. This is a decrease in the shortfall compared to the last valuation at 5 April 2019, as discussed in our previous Funding Statement. The actuarial update at 5 April 2023 show the Scheme had a funding surplus.

Type of Valuation	Formal actuarial valuation	Approximate actuarial report	Approximate actuarial report
Date	5 April 2022	5 April 2023	5 April 2024
Value of the Scheme's assets	£17,664,000	£17,654,000	£16,761,000
Value of the Scheme's liabilities	£18,429,000	£13,372,000	£12,177,000
Surplus/(shortfall)	(£765,000)	£4,282,000	£4,584,000
Funding Level	96%	132%	138%

As noted in the 2023 Summary Funding Statement, since the 5 April 2022 the Scheme's liabilities have fallen driven by a rise in interest rates, while the Scheme Assets, which were principally invested in equities during that period were largely unaffected. This resulted in the Scheme moving to a surplus as at 5 April 2023.

With the establishment of a surplus Scheme assets are now invested substantially in Government Bonds so that increases and decreases in Scheme liabilities are matched largely with increases and decreases in Scheme assets. The effectiveness of this strategy can be seen in the funding level at 5 April 2024 remaining roughly at the same level as that at 5 April 2023

The Scheme Actuary's actuarial valuation report as at 5 April 2022 and actuarial updates at 5 April 2023 and 5 April 2024 give further information about how the funding position has changed. Copies of these documents can be viewed at the Scheme's website at: <https://www.members.pensionpal.co.uk/DuniPensionScheme>

The next full actuarial valuation is due as at 5 April 2025.

## Financial support for the Scheme

A document entitled the "Schedule of Contributions" is produced following each formal Actuarial Valuation of the Scheme whereby the Scheme Actuary estimates the contributions required by the Employer to meet the cost of providing all benefits in the Scheme.

The Schedule of Contributions is reviewed and updated at each formal Actuarial Valuation.

Whenever the Scheme Actuary estimates there is a shortfall in the Scheme, the Employer will be asked to make additional contributions. These are detailed in the document entitled the “Recovery Plan”.

## The Trustees’ Recovery Plan

In order to further improve the Scheme’s financial position, the Employer paid an additional shortfall contribution of £500,000 in 2022, no further deficit contributions are required under the current schedule of contributions. In addition the Employer via salary sacrifice pays into the Scheme 27% of Pensionable Salaries in respect of further benefit accrual for active members.

Note that from 1 January 2023 Scheme expenses, insurance premiums and PPF levies are paid directly by the Scheme.

The Recovery Plan is reviewed by the Trustees and the Employer as part of each actuarial valuation. Following this exercise, the valuation results and Recovery Plan are submitted to The Pensions Regulator.

## Scheme asset information

The Scheme is a “Final Salary” arrangement and the money to pay for members’ benefits is held in a common fund. It is not held in separate funds for each individual. These funds are invested in line with the agreed “Statement of Investment Principles”.

At the 5 April 2022 and the date of the latest audited Scheme accounts 5 April 2023 and 5 April 2024 (the audit of these accounts is currently being completed), the Scheme’s assets were broadly invested as follows:

Asset type	5 April 2022	5 April 2023	5 April 2024
Equities	78%	10%	10%
Property	6%	-	-
Bonds	12%	90%	90%
Cash	2%	-	-
Hedge Funds	2%	-	-

You can see from the above allocations that, following the improvement in funding position, the Trustees decided to make significant changes to the Scheme’s investment strategy to reduce the level of investment risk. This involved committing a substantial proportion of the Scheme’s assets to investments in Government Bonds of a suitable term and type to meet the benefits of the Scheme as and when they fall due.

## Change to the Normal Minimum Pension Age

The Normal Minimum Pension Age is the earliest age most people can start taking benefits from a personal or workplace pension scheme. The minimum age is increasing from 55 to 57 on 6 April 2028.

If you were born before 6 April 1971 then this will not affect you. If you are already receiving a Scheme pension by 5 April 2028 then this will not affect you. It does not affect the Scheme's ability to pay benefits to dependants or to members who are allowed to retire because of their ill-health.

If you were born between 7 April 1971 and 5 April 1973 then you might be able to retire from your 55<sup>th</sup> birthday, but if you have not already retired before 6 April 2028 then you wouldn't then be able to retire until your 57<sup>th</sup> birthday. Please contact us using the contact details below if you would like details of the options available to you, preferably at least 6 months in advance. Note early retirement under the Scheme may be restricted and subject to Employer and/or the Trustees consent.

## Changes to the Scheme

Given the current surplus enjoyed by the Scheme the Trustees are considering removing the current limit on annual pension increases. A formal approach to the Employer has yet to be made. We do not intend to make any other changes to the Scheme in the near future.

## Transferring your benefits

If you are not yet receiving your benefits from the Scheme and you are thinking of moving your benefits from the Scheme for any reason, the Scheme administrator can provide you with a transfer value. The law now requires specific checks are made before a pension transfer takes place. In certain circumstances, where a risk of a pension scam is identified, further information may be requested from you before the transfer proceeds, and you may also be required to speak to MoneyHelper for guidance. You should provide all information that the Scheme administrator requests in full, otherwise there may be delays to the transfer.

If there is a substantial risk of a pension scam, the law requires us to refuse to proceed with the transfer. If any concerns are identified with the transfer, we will write to you to let you know what these are.

Any member whose transfer value is over £30,000 must also take independent financial advice before a transfer can proceed.

## Be aware of Pension Scams

One of the most common methods used by scammers to commit pension fraud is through cold-calling. Regulations banning pensions cold-calling came into force in 2019. The rules mean firms are not able to make unsolicited marketing calls about pension schemes. Firms found flouting the ban face enforcement action from the Information Commissioner's Office and could be fined up to £500,000. Despite the cold-calling ban, it is thought that fraudsters may ignore the ban and so it is important to remain vigilant and be aware of the dangers of pension scams. If you receive a call concerning your pension from anyone other than Atkin Pensions or the Trustees, then hang-up the phone.

### **We strongly advise you to find out about pension scams, how to avoid them and what to do if you suspect a scam**

Scammers can be articulate and financially knowledgeable, with credible websites, testimonials and materials that are hard to distinguish from the real thing. Scammers design attractive offers to persuade you to transfer your pension pot to them or to release funds from it. It is then invested in unusual and high-risk investments like overseas property, renewable energy bonds, forestry, storage units, or simply stolen outright.

Use the Financial Conduct Authority's ScamSmart website to:

- Check an investment or pension opportunity that you've been offered and avoid a scam.

- Find out how to protect yourself from the most common types of scams.
- Find out how to watch out for online trading scams.
- Take the FCA quiz - could you spot an investment scam?

ScamSmart at [www.fca.org.uk/scamsmart](http://www.fca.org.uk/scamsmart)

**If you suspect a scam:**

- Report to the Financial Conduct Authority (FCA) – by contacting their Consumer Helpline on **0800 111 6768** or using the reporting form at [www.fca.org.uk](http://www.fca.org.uk)
- Report to Action Fraud – on **0300 123 2040** or at [www.actionfraud.police.uk](http://www.actionfraud.police.uk)
- If you're in the middle of a transfer – contact your provider immediately and then get in touch with the money and Pensions Service (formerly the Pensions Advisory Service) at <https://www.moneyhelper.org.uk/en/pensions-and-retirement>

## Data Protection

The Data Protection Act was replaced by the General Data Protection Regulations (GDPR) with effect from 25 May 2018. As a result, you will have received a copy of the Trustees' privacy notice to members explaining how we process and protect member personal data.

## Winding-up position

In the event that the Scheme were to start winding up, the Employer would be required to pay enough into the Scheme to enable all members' benefits to be secured with an insurance company. At 5 April 2022, it was estimated that an additional £4.9m would be required (on top of the value of the Scheme's assets) to secure all members' benefits. If the Employer became insolvent, it may be that the Employer would not be able to pay this amount in full. Under those circumstances, The Pension Protection Fund may be able to take over the Scheme and pay some compensation to members.

Further information is available on the Pension Protection Fund's website at [www.pensionprotectionfund.org.uk](http://www.pensionprotectionfund.org.uk), alternatively you can write to the Pension Protection Fund at Renaissance, 12 Dingwall Road, Croydon CR0 2NA.

The information above does not mean the Employer is considering winding-up the Scheme. It has been included above as it is required by law.

## Further information

We would be grateful if you could keep us up to date with any changes in your name or address by writing to us at the address below. If you have any questions or would like any further information, please contact us.

- **Trustees of the Duni Limited Pension Scheme**  
**C/o Atkin Pensions**  
**Cornwall House**  
**Blythe Valley Business Park**  
**Solihull**  
**B90 8AF**

Additional documents are available to view on the Scheme website:

<https://www.members.pensionpal.co.uk/DuniPensionScheme>

- The **Statement of Investment Principles** details how the assets of the Scheme are invested.
- The **Schedule of Contributions** shows how much is being paid into the Scheme.
- The latest **Trustees' Annual Report and Accounts** shows the Scheme's income and expenditure over the Scheme year.
- The **Duni Limited Pension Scheme booklet**.
- The 5 April 2022 **Scheme Funding Report**
- The 5 April 2023 and 5 April 2024 **Annual funding update** reports

**Trustees of the Duni Limited Pension Scheme**

**February 2025**