The Duni Limited Pension Scheme

Your 2025 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 last completed formal actuarial valuation of the Scheme showed that on 5 April 2022 the Scheme had a shortfall 0f £765,000. Actuarial updates at 5 April 2023 and 5 April 2024 showed the Scheme had a funding surplus, the reasons for which have been set out in previous Summary Funding Statements. The next formal valuation at 5 April 2025 is in the process of being completed and the preliminary results are set out below

Type of Valuation	Approximate actuarial report	Approximate actuarial report	Formal actuarial valuation – preliminary results
Date	**5 April 2023**	**5 April 2024**	**5 April 2025**
Value of the Scheme's assets	£17,654,000	£16,761,000	£15,592,000
Value of the Scheme's liabilities	£13,372,000	£12,177,000	£11,922,000
Surplus/(shortfall)	**£4,282,000**	**£4,584,000**	**£3,780,000**
Funding Level	**132%**	**138%**	**131%**

The preliminary results of the 5 April 2025 actuarial valuation show the Scheme to have a surplus on a prudent set of funding assumptions. The funding level has reduced slightly as inflationary increase above the 5% cap have been granted by the Trustees in the past and, more recently, the 5% cap has been removed. Both these events have the effect of reducing the surplus.As explained in previous Summary Funding Statements, 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 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

Once the final actuarial valuation report for the 5 April 2025 is available, this will be added to the above site. The deadline to complete this report is 5 July 2026 although we expect it to be completed sooner.

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

Given the Scheme's current strong funding position, no deficit contributions are required under the current schedule of contributions. The Employer via salary sacrifice pays into the Scheme 27% of Pensionable Salaries in respect of further benefit accrual for active members, these contributions are expected to cease in April 2026 when all remaining active members of the Scheme will become deferred members.

Scheme expenses, insurance premiums and PPF levies are paid directly by the Scheme.

The Recovery Plan (if required) 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".

According to the audited accounts at the 5 April 2023 and 5 April 2024 and the draft accounts at 5 April 2025 (the audit of these accounts is currently being completed), the Scheme's assets were broadly invested as follows:

Asset type	5 April 2023	5 April 2024	5 April 2025
Equities	10%	10%	13%
Government Bonds	90%	90%	87%

You can see from the above allocations that the Scheme's investment strategy is heavily weighted to Government Bonds in order to reduce the level of investment risk. Investments are made 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 55th birthday, but if you have not already retired before 6 April 2028 then you wouldn't then be able to retire until your 57th 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.

Change in Inheritance Tax

The UK government is considering changes that would bring most death benefits from defined benefit (DB) pension schemes into the scope of Inheritance Tax (IHT).

Death benefits would only become taxable if the total value of the estate, including these benefits, exceeds the applicable allowance. While the details are yet to be confirmed, this proposal could impact estate planning for some members and we recommend that members who may be affected by the government's proposals take appropriate advice.

Changes to the Scheme

In 2025 Duni Group acquired a company called Poppies Limited which is based in the UK. A decision was made at Group level that all UK trade would be made through Poppies Limited (now renamed Duni Poppies Limited). As a result of this decision all active members of Duni Limited will become deferred members or pensioners of the Duni Limited Pension Scheme on 1 April 2026. Due to this change together with the strong funding position of the Scheme the Trustees and the Employer are considering securing the Scheme benefits with an insurance company.

The advantage to the Scheme members of securing benefits with an insurance company is they would benefit from the increased security a large insurance company offers. There would be no change to the benefits you will or are receiving but the obligation to provide the benefits would be on the insurance company in return for the transfer of funds from the Scheme assets.

Given the current surplus enjoyed by the Scheme the Trustees have progressed the plan to remove the current limit on annual pension increases. The Employer has agreed to this change and a formal change to the Scheme rules has been made. This amendment would also be adopted by the insurance company

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

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
- Report to Action Fraud – on **0300 123 2040** or at 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 wind up, the Employer would be required to ensure that there are sufficient funds in the Scheme to enable all members' benefits to be secured with an insurance company. On 5 April 2025, it was estimated that the Scheme holds enough assets to secure all members' benefits with an insurance company and it is unlikely that this position will change in the foreseeable future. However, in the improbable event that the assets are or become insufficient to meet the insurance companies' requirements then 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, 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 2026