

The Duni Limited Pension Scheme - Annual Implementation Statement

Introduction

This Implementation statement covers the period to 5 April 2025 and has been prepared by the Trustees of the Duni Limited Pension Scheme. It sets out how, and the extent to which, the policy set out in the Statement of Investment Principles (SIP) produced by the Trustees has been followed during the year to 5 April 2025. This statement has been produced in accordance with The Pension Protection Fund (Pensionable Service) and Occupational Pension Schemes (Investment and Disclosure) (Amendment and Modification) Regulations 2018 and the guidance published by the Pensions Regulator.

Statement of Investment Principles (“SIP”)

The Trustee’s policies on stewardship and engagement are included in the Scheme’s SIP, which is available on request and can also be accessed here:

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

Investment Objectives of the Scheme

The Trustees believe it is important to consider the policies in place in the context of the investment objectives they have set. The Trustees are required to invest the Scheme’s assets in the best interests of the members, beneficiaries and the Employer and, in the case of a potential conflict of interest, in the sole interest of the members and beneficiaries. In this context, the Trustees have agreed a number of objectives to help guide them in their strategic management of the assets and control of the various risks to which the Scheme is exposed. The Trustees key investment objectives are as follows:

- To make sure that the Scheme can pay the benefits which have been promised to the beneficiaries of the Scheme as they fall due.
- To ensure the proper management of the Scheme’s affairs, within the law and the Regulatory framework governing the operation of pension schemes.
- To pay due regard to the Employer’s interest in agreeing a durable and affordable funding plan.
- Eventually to transfer the liabilities (fully or partially) to suitable guaranteed insurance contracts to make the Scheme financially independent of the Employer and remove investment risk.

Policy on ESG, Stewardship and Climate Change

The Scheme SIP includes the Trustees policy on Environmental, Social and Governance (ESG) factors. In the main, this delegates the management of the investment policy to independent investment managers who are responsible for the choice and monitoring of the investments.

The majority of the Scheme’s investments (over 85%) are invested in gilt funds to match the Scheme’s liabilities.

In relation to the balance of the portfolio, for the purposes of risk management, the Trustees follow a policy of investing in funds which hold a diversified portfolio of shares and are not in a position to influence the individual companies and projects in which these funds invest.