

# Pension Update

for members of the Unipart Group Retirement Benefits Scheme

## Welcome

to this year's update from the Trustee of the Unipart Group Retirement Benefits Scheme (UGRBS).

As previously reported, the Scheme has seen a marked increase in its funding level over the last few years (from 64% in 2020 to 85% in 2023) and this is confirmed in the latest actuarial valuation report on page 4.

This improvement in the Scheme's funding is a testament to the work of all involved in managing the Scheme on your behalf, but there is still much work to be done and we remain ever vigilant against future challenges as and when they present themselves.

The Scheme's assets are continuously monitored and are held in a diverse portfolio of investments to balance the divergent needs of growing the fund whilst maintaining the funding improvements seen to date. I am pleased to report that this strategy continues to provide positive investment returns, achieving an overall return of 5.7% for the 12 months to 31 December 2024 (see page 2 for more details), despite volatile investment conditions.

As always, I hope you find this newsletter useful and informative. If you have any questions, please contact the Trustee via the Scheme administrator. Their contact details can be found on page 6.

*Alex*

Alex Davies, Vidett Trust Corporation Limited, Chair

## Membership

### 2024

Deferred members

**305**

Pensioners

**428**

Total  
**733**

### 2023

Deferred members

**327**

Pensioners

**413**

Total  
**740**

## Investment strategy

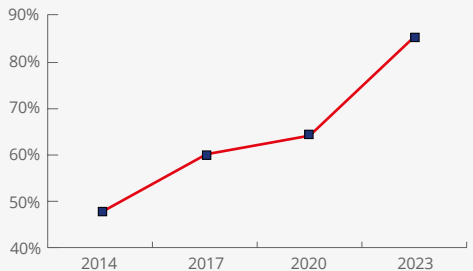


The Trustee, with the assistance of its appointed investment adviser, determines the overall investment strategy for the Scheme and sets out the broad policy for the appointed fund managers to follow. This strategy is recorded in the Scheme's Statement of Investment Principles (SIP), which you can find on the Trustee website.

The Scheme's assets are invested in a range of asset classes, as shown in the chart on page 2. The Trustee and its advisers manage the Scheme's investments and cashflows in line with the timing of future benefit payments to members.

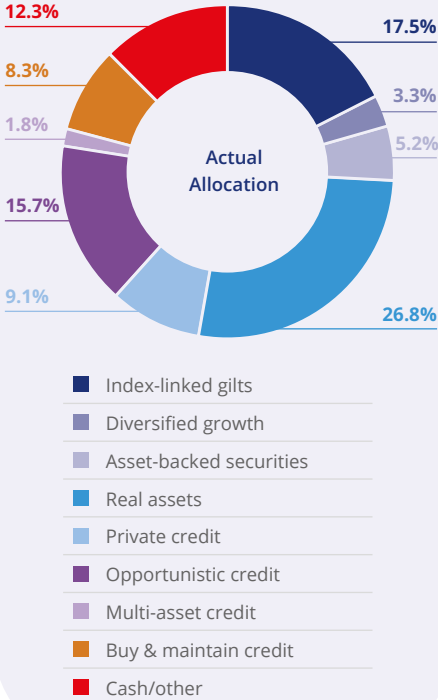
## Funding position summary

The latest triennial valuation has now been completed, and we would like to share with you how the funding position has improved for the Scheme since 2014.



# Investment & financial update

## How are the assets invested?



## Investment performance

**Total investment return at 31 December 2024**

**1 Year**  
**5.7%**

**3 Years**  
**1.7% p.a.**

Total performance has been estimated by LCP, based on the change in the total value of the assets invested and cashflows over each year.

## Financial summary

	£'000
<b>Value of assets at 1 January 2024</b>	<b>85,846</b>

### MONEY PAID IN

Employer contributions	2,008
Transfers in	145
<b>TOTAL INCOME</b>	<b>2,153</b>

### MONEY PAID OUT

Benefits paid to members	(6,706)
Transfers out	(130)
Administration expenses	(410)
Pension Protection Fund levy	(89)
<b>TOTAL EXPENDITURE</b>	<b>(7,335)</b>

### RETURN ON INVESTMENTS

Investment income	3,034
Change in market value of investments	2,025
Investment management expenses	(795)
<b>NET INVESTMENT RETURN</b>	<b>4,264</b>
Decrease to the Scheme	(918)

<b>Value of assets at 31 December 2024</b>	<b>84,928</b>
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If you would like a copy of the full audited accounts, please contact the Scheme administrator, Capita.

# News

## Update on pensions dashboards



Last year, the Department for Work and Pensions outlined a phased timetable for pension schemes to connect to the pensions dashboards ecosystem. Large schemes (with over 1,000 members) are expected to connect by the end of 2025, while smaller schemes have until 31 October 2026.

When it's launched, the dashboard will provide a single place where you can get information about all your pension savings across all schemes, as well as track down any lost pension pots.

The Trustee is working closely with Capita to ensure the Scheme is fully compliant with pensions dashboards regulations.

If you need help in tracing old pensions, please visit [www.gov.uk/find-pension-contact-details](https://www.gov.uk/find-pension-contact-details)

## Future changes to contacting Capita

As previously advised, Capita is changing the way members can contact them as part of their drive to enhance data security and the member experience. By the end of July 2025, the Capita mailbox ([unipart@capita.com](mailto:unipart@capita.com)) will no longer be available, and instead you will need to log in to the Capita pensions portal and use the 'contact us' function. To do this, visit <https://portal.hartlinkonline.co.uk/unipart>

Responses from the administration team will be sent to the secure member mailbox within the portal. One of the benefits of this change is that you will no longer need to provide personal data to verify your identity on an unsecured email. Both the member helpline and postal address will remain available.

## Pension scams: Pauline's story

The Pensions Regulator has recently launched a video with critical care nurse Pauline Padden, who lost £45,000 from her pension after she was preyed on by scammers. Pauline, 60, was targeted at a vulnerable time in her life and has bravely shared her story to help warn others.

You can watch Pauline's story by visiting this link: [www.youtube.com/watch?v=5gAHiUxo\\_4&t=4s](https://www.youtube.com/watch?v=5gAHiUxo_4&t=4s)

A scammer stole Pauline's pension. Don't let it happen to you. Stay vigilant and know the warning signs of a scam:

- **Out-of-the-blue contact:** if you're approached unexpectedly about your pension, it could be a scam.
- **Pressure to act quickly:** scammers will make you feel like you need to make a decision fast, encouraging you to make snap decisions.
- **Unregulated advisers:** always check that the person or company you are speaking to is registered with the Financial Conduct Authority at <https://register.fca.org.uk>

**And remember – if it sounds too good to be true, it probably is!**

You can learn how to protect yourself from pension scams by visiting the FCA's ScamSmart website: [www.fca.org.uk/scamsmart/how-avoid-pension-scams](https://www.fca.org.uk/scamsmart/how-avoid-pension-scams). If you think you have been scammed or are being targeted by a pension scam, you should contact Action Fraud on 0300 123 2040.

## Market turmoil

Significant geopolitical uncertainty continues to affect world investment markets. The Trustee has ensured that the Scheme's investments are diversified to mitigate the related impacts and this is continuously monitored.

## Minimum pension age

If you are thinking of retiring early, please note that the Government is raising the minimum pension age and this may affect your plans. From April 2028, the earliest you can access your pension is going up from age 55 to 57, apart from in cases of serious ill health. However, your UGRBS pension is not payable until the age of 65.

# Summary Funding Statement

As a member of the Scheme, you have built up valuable benefits and will want to know how your pension is being funded. This statement tells you about the longer-term outlook for the Scheme and the funding that supports members' benefits.

## Understanding this statement

Every three years, the actuary carries out a formal actuarial valuation. This is an in-depth look at the Scheme's financial position on a given day, in our case 31 December. In the years between formal valuations, the actuary also provides annual check-ups.

The valuation compares the money already built up in the Scheme (the assets) with the money the actuary calculates will be needed in the future to provide all the pension benefits that members have earned (the Scheme's liabilities). The funding level is the percentage of the liabilities that can be covered by the Scheme's assets. If there are fewer assets than liabilities, this is known as a shortfall; if the assets are more than the liabilities, there is a surplus.

To work out the liabilities, the actuary has to make some prudent assumptions about what might happen in the future, taking into account things like the expected investment returns, inflation rates and how long members might live.

## The latest position

The results of the actuarial valuation at 31 December 2023 and the funding update at 31 December 2024 are shown below.

	31 December 2024 Funding update	31 December 2023 Actuarial valuation
Assets	£84.9m	£86m
Liabilities	£92.8m	£101m
Shortfall	(£7.9m)	(£15m)
Funding level	91.5%	85%

## Company contributions

Company contributions of £5.9m were paid during the year to 31 December 2024.

## The importance of the Company's support

The Trustee wants to make sure that the Scheme has enough money to pay pensions now and in the future. However, the success of the Scheme relies on the Company's continuing support because when there is a shortfall, the Company may need to put in more money.

## How is my pension paid for?

The Company pays contributions to the Scheme so that the Scheme can pay pensions to members when they retire. The money is held by the Scheme in a common fund, rather than in separate accounts for each individual.

## How is the amount the Scheme needs worked out?

The Trustee has agreed a funding plan (the Statement of Funding Principles) with the Company, which aims to make sure there is enough money in the Scheme to pay for pensions. The amount of money the Company pays into the Scheme may go up or down following actuarial valuations.

## What would happen if the Scheme started to wind up?

If the Scheme winds up before you retire, you might not get the full amount of pension you have built up, even if the Scheme is fully funded under our plan. However, while the Scheme remains ongoing, benefits will continue to be paid in full. If the Scheme were to start to wind up, the Company is required to pay enough into the Scheme to enable members' benefits to be secured with an insurance company. It may be, however, that the Company would not be able to pay this full amount. If the Company became insolvent, the Pension Protection Fund (PPF) might be able to take over the Scheme and pay compensation to members. You can find out more about the PPF at [www.ppf.co.uk](http://www.ppf.co.uk)

The estimated amount needed to ensure that all members' benefits could be paid in full if the Scheme had started winding up (full solvency) was £125m as at 31 December 2023, which is a deficit of £39m at that date. However, the Company is not thinking of winding up the Scheme.

### **Why does the funding plan not call for full solvency at all times?**

The full solvency position assumes that benefits will be secured by buying insurance policies.

Insurers are obliged to take a very cautious view of the future and need to make a profit. The cost of securing pensions in this way also incorporates the future expenses involved in administration.

By contrast, our funding plan assumes that the Company will continue in business and support the Scheme.

### **Payments to Unipart**

There has not been any payment to the Company out of Scheme assets since the last statement was issued.

### **Where can I get more information?**

If you have any questions or would like more information, please contact the Scheme administrator using the details on page 6.

## About the Trustee

The Scheme is run by a corporate trustee called UGC Retirement Benefits Trustees Limited, which currently has three directors who are known as the Trustees.

John M Neill, Chair (resigned 22 April 2025)  
Vidett Trustee Corporation Limited, Chair  
(Independent, appointed as Chair 22 April 2025)  
Mark Dessain  
John Greatrex (resigned 13 March 2025)  
Tom Johnstone\*

\*Member-nominated Trustee (MNT)

John M Neill left the Trustee Board in April 2025. The Board would like to thank him for his many years of dedicated service as a Trustee and wish him a long and happy retirement.

Please note, the Vidett Trust Corporation Limited representative is Alex Davies, who has been the representative on the Trustee Board for c.12 years.

Whilst the Trustee Board currently has a full complement of MNTs, if you would be interested in being an MNT when a vacancy arises and finding out more about the role, please contact the Unipart Group Pensions Team at [group.pensions@unipart.com](mailto:group.pensions@unipart.com)

### **Secretary to the Trustee Company**

Ben Thornton

### **Group Pensions Director and Secretary to the Scheme**

Tim Wilson

### **Advisers to the Trustee**

#### **Actuary**

Paul McGlone FIA, Aon Solutions UK

#### **Investment consultant**

Lane Clark & Peacock LLP

#### **Auditors**

Assure UK

#### **Administrator**

Capita Pension Solutions Limited

#### **Legal advisers**

Clifford Chance LLP  
MacFarlanes LLP  
Sacker & Partners LLP  
(appointed 1 November 2024)

#### **Covenant adviser**

Cardano Advisory

#### **Banker**

National Westminster Bank

# Keep in touch

If you have any queries about your benefits, please contact the Scheme administrator, Capita.



**Call us:** 0344 391 2421



Log in to the Capita pensions portal and use the 'contact us' function:  
<https://portal.hartlinkonline.co.uk/unipart>



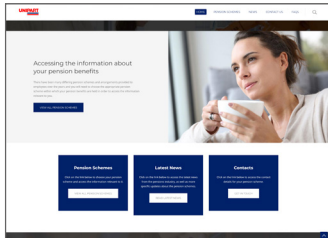
**Write to us:** Capita, PO Box 555, Stead House, Darlington DL1 9YT

## Remember to let us know

If you move house or any of your personal details change, please remember to tell us so we can keep in touch with you about your pension. If you no longer work for the Company, we need your current address so that we can pay your benefits when they are due.

## Pensions portal

Use the pensions portal to get in touch with Capita, update your personal details and download an Expression of Wish form. To register or log in, go to: <https://portal.hartlinkonline.co.uk/unipart>



## Trustee website

Run by the Unipart Group Pensions Team on behalf of the Trustee, here you can find useful information about the Scheme, the Statement of Investment Principles and other documents. Go to: [www.unipartpensions.com](http://www.unipartpensions.com)