

The Ecovert Pension Scheme

Investment Implementation Document (“IID”)

This Investment Implementation Document (“IID”) covers the Ecovert Pension Scheme (the “Scheme”) and details the policy of the Trustee relating to the implementation of the Scheme’s investment arrangements, based on the Principles set out in the Scheme’s Statement of Investment Principles (“SIP”) dated: 6 April 2023

Defined Benefit Section

Asset Allocation Strategy

The Scheme’s current investment strategy is invested according to the following broad asset allocation:

Manager	Asset Class	Fund Name	Proportion (%)	Expected Return (over Gilts) %
LGIM	Index-Linked Gilts	AP – Over 5y Index-Linked Gilts	65.0%	0.0%
LGIM	Fixed Interest Gilts	AA – All Stocks Gilts Index	35.0%	0.0%
Total			100.0%	

The expected returns shown in the above table represent long-term expectations of asset classes as a whole. Short-term returns in some asset classes may exhibit considerable variability.

Investment structure and mandates

The Trustee has invested in pooled funds managed by Legal & General Investment Management (LGIM). The investment manager is regulated under the Financial Services and Markets Act 2000 and authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority.

Investment Manager	Proportion (%)
LGIM	100.0%
Total	100.0%

Mandate target returns, objectives and fees (p.a.)

Fund	Benchmark	Target	Fees (p.a.)
AP – Over 5y Index-Linked Gilts	FTSE Actuaries UK Index-Linked Gilts Over 5 Years Index	Track Benchmark Index	0.100% for the first £5 million 0.075% for the next £10 million

AA – All Stocks Gilts Index	FTSE Actuaries UK Conventional Gilts All Stocks Index	Track Benchmark Index	0.100% for the first £5 million 0.075% for the next £10 million
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Defined Contribution Section

The funds used by the Trustee for the investment of funds in the Defined Contribution section are set out in the table below:

Manager	Fund	Fees (p.a.)	Weights at 31 Dec 2022
LGIM	Multi-Asset (formerly Consensus) Fund (charges included)	0.25%	34.6%
LGIM	Ethical Global Equity Index Fund (charges included)	0.30%	26.3%
LGIM	Retirement Income Multi-Asset Fund (charges included)	0.35%	33.8%
LGIM	Cash Fund (charges included)	0.125%	5.2%

The objectives of the funds are set out below:

- **Multi-Asset (formerly Consensus):** The investment objective of the fund is to provide long-term investment growth through exposure to a diversified range of asset classes, excluding physical property.
- **Ethical Global Equity Index Fund:** The investment objective of the fund is to track the performance of the FTSE 4Good Developed Index (less withholding tax where applicable) to within +/-0.5% p.a. for two years out of three.
- **Retirement Income Multi-Asset Fund:** The investment objective of the fund is to provide long-term investment growth up to and during retirement, and to facilitate the drawdown of retirement income.
- **Cash Fund:** The fund aims to perform in line with SONIA (Sterling Overnight Index Average), without incurring excessive risk.

The Trustee has installed a lifestyle matrix which applies automatically to all members of the Defined Contribution Section.

Between 10 years and retirement, a member's pot will be gradually switched into a wealth preservation fund and a cash fund so that at retirement date, a quarter of the pension pot will be in a cash fund and the rest in a wealth preservation fund. The wealth preservation fund is the Legal & General Retirement Income Multi-Asset Fund.

Cash balances

A working balance of cash is held for imminent payment of benefits and expenses in respect of the DB Section of the Plan. Under normal circumstances it is not the Trustee's intention to hold a significant cash balance and this is carefully monitored by the Scheme's administrator. The DC Section operates on a nil working balance of cash.

Additional Voluntary Contributions

The Trustee has made available the following range of investment options:

- With-profits fund managed by Aviva
- With-profits fund managed by Utmost Life and Pensions (closed to new investors)
- Contributions can be made to the Defined Contribution Section of the Scheme.

Signed on behalf of the Trustee of the Ecovert Pension Scheme.

Signed:  _____
Natasha Wilson (Jun 24, 2023 14:57 GMT+1)

Signed:

Date: Jun 24, 2023