



ENSIGN RETIREMENT PLAN

CHAIR'S GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 MARCH 2019

Registered number 9598514

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OPENING STATEMENT

31 MARCH 2019

This statement demonstrates how Ensign Retirement Plan Trustees Limited ("the Trustee"), the corporate trustee of the Ensign Retirement Plan ("Ensign"), governs Ensign to help achieve its objectives of helping to deliver better outcomes for members at retirement. The statement relates to the scheme year which ended on 31 March 2019.

Ensign was set up under a Trust Deed and Rules dated 21 May 2015 which are available at www.ensignpensions.com. The Trustee governs Ensign in accordance with the Trust Deed and Rules and in accordance with relevant legislation. The Trustee comprises four Directors with relevant experience of running other complex, multi-employer pension arrangements within the maritime industry.

By signing this statement as Chair of the Trustee, I am fulfilling my legal duties, in accordance with the Occupational Pension Schemes (Charges and Governance) Regulations 2015, that require occupational pension schemes which provide money purchase (also called defined contribution (DC)) benefits to prepare an annual governance statement demonstrating how governance standards relating to those benefits have been assessed and met during the scheme year. This statement therefore, covers the period from 1 April 2018 to 31 March 2019.

As a Trustee, our aim is to ensure Ensign is run in the best interests of our members to help them achieve their goals for retirement. We recognise that good governance is central to achieving this and this document sets out how we have embraced the relevant statutory governance standards as set out in the regulations identified above. In this document, we focus on a number of specific areas of scheme governance relating to the money purchase benefits provided by Ensign, that we are required to disclose by law. Whilst this is the case, we also aim to adopt good practice governance standards across all areas of scheme management with the aim of meeting the quality standards set out in The Pensions Regulator's DC code and DC regulatory guidance. This has been evidenced by Ensign once again obtaining Master Trust Assurance, providing independent assurance of the design, description and operational effectiveness of control procedures that reflect high-quality governance and administration. Further, The Trustee is delighted to report that Ensign has received master trust authorisation from the Pensions Regulator, with effect from 4 September 2019. Ensign is the only bespoke master trust for the maritime industry and achieving master trust status demonstrates Ensign's exceptional offering to employers and members alike. We are proud to be recognised as a well-run, quality scheme that delivers an exceptional, low-cost, service.

This Statement will be published on the Ensign website as well as the online member portal, TargetPlan, and members have been notified of this in their annual benefit statements which were issued in June 2019.

On behalf of the Trustee Board of the Ensign Retirement Plan, and based on a review of the systems and controls in place, I believe that Ensign meets the requirements on governance standards and helps to deliver better outcomes for members at retirement.

If you have any questions regarding this statement, or require any further information, please contact Executive Team at enquiries@ensignretirementplan.co.uk.

Rory Murphy

Chair, Ensign Retirement Plan Trustees Limited

25 September 2019

THE DEFAULT INVESTMENT ARRANGEMENT

The Trustee has appointed Scottish Equitable plc (trading as "Aegon") to provide administration and fund management services to Ensign. Aegon has selected a range of funds on Aegon's platform in which members may invest.

THE DEFAULT INVESTMENT FUND

The Trustee has adopted the Aegon BlackRock DC LifePath Flexi Fund ("LifePath Flexi") as the investment arrangement into which all members joining Ensign will automatically be invested (the "default arrangement"). Approximately 60% of members' benefits were invested in LifePath Flexi as at 31 March 2019.

As a result of the bulk transfer of a cohort of members in October 2018, it was determined that the most suitable fund for this specific cohort of members' benefits to be transferred into was the Aegon BlackRock LifePath Retirement (BLK) fund ("LifePath Retirement"). The Trustee has therefore determined, on advice of its investment and legal advisers, that the LifePath Retirement fund also meets the Pensions Regulator's definition of a default arrangement. The Trustee has updated its Statement of Investment Principles to reflect this. Approximately 31% of members' benefits were invested in LifePath Retirement as at 31 March 2019.

The Trustee recognises, however, that one fund is unlikely to meet the needs of all members in the scheme and members, therefore, have a choice of thirteen alternative funds to choose from.

AIMS AND OBJECTIVES OF THE DEFAULT ARRANGEMENT

The Statement of Investment Principles, which is attached as an Appendix to this statement, documents the Trustee's investment principles that govern decisions about investments (in relation to both the default arrangement and the wider range of investment funds available to members) and the investment aims and objectives of the default arrangement.

LifePath Flexi is a target date fund where the underlying asset allocation of the fund automatically adjusts as the member approaches their target retirement date. LifePath Flexi is designed for members who wish to stay invested post-retirement and draw an income from their retirement account (known as "drawdown").

Similarly, LifePath Retirement is a target date fund, but designed for members who wish to purchase an annuity from their retirement account.

In setting up Ensign, the Trustee considered the membership profile, risk appetite, and likely retirement option of the initial members of Ensign. The Trustee found LifePath Flexi to be consistent with its investment aims and objectives for the default arrangement by allowing members to increase the value of their retirement pot from the contributions invested, whilst protecting members in the years approaching retirement.

REVIEWING THE DEFAULT ARRANGEMENT

The Trustee receives quarterly reports on the performance of the default arrangement and compares this against the fund's composite benchmark, however, the Trustee is also mindful of the long-term nature of investments and investment returns.

THE DEFAULT INVESTMENT ARRANGEMENT (CONTINUED)

During the year to 31 March 2019, the Trustee commissioned Hymans Robertson to carry out a complete review of the investment options available in Ensign, including a review of the LifePath options, designed and managed by BlackRock. This included a review of the strategy of the LifePath funds, the glidepaths used and their performance both to their composite benchmark and to peers. Hymans Robertson affirmed their strong conviction in BlackRock's passive management capability, the LifePath strategies and that they have been constructed in line with best practice principles in designing default strategies. The glidepath adopted by the LifePath Flexi Fund has outperformed its corresponding long-term return objectives over the past few years and outperformed relative to peers that target similar levels of risk and return. In view of this and taking into account the projected pot sizes of the membership, Hymans Robertson believed that the LifePath Flexi fund, targeting income drawdown, continued to be the most appropriate for Ensign.

As a result of this review, the Trustee agreed not to make any changes to the default arrangement for new members joining Ensign.

AVAILABILITY OF INFORMATION FOR MEMBERS

The Trustee publishes this Governance Statement on the Ensign website, www.ensignpensions.com, and members were informed of this in the annual benefit statement issued to all members in Ensign in June 2019.

ADMINISTRATION

CORE FINANCIAL TRANSACTIONS

The Trustee recognises that there are a number of core financial transactions that must be processed promptly and accurately on behalf of members of Ensign to help deliver better outcomes for them. These core financial transactions include, but are not limited to:

- the receipt of all contributions to Ensign;
- the investment of contributions to Ensign;
- the transfer of assets relating to members into and out of Ensign;
- the transfer of members' assets between different investments within Ensign; and
- payments from Ensign to, or in respect of, members.

CONTROLS AND PROCESSES

Core financial transactions are processed by Aegon in accordance with a strict governance framework that complies with International Standard on Assurance Engagements 3402, "Assurance Reports on Controls at a Service Organisation".

A number of processes and controls are in place with Aegon to ensure that contributions to Ensign are accurate and all core financial transactions are processed promptly. These include:

- Verification and validation of the contributions being submitted by employers in comparison with the amounts expected.
- Reminders to employers to submit contributions where these have not been received prior to the deadline for submitting contributions under the schedule of contributions.
- Annual verification of members' pensionable salary and contribution rate with the participating employers.

ASSURANCES

In addition, a number of activities are undertaken by or on behalf of the Trustee to provide assurance that contributions are submitted accurately and promptly by employers and core financial transactions are processed promptly and accurately by the administrators. These include:

- Agreeing defined service level agreements with Aegon for the prompt processing of all financial transactions.
- Monitoring quarterly administration reports from Aegon to assess performance against the service level agreements.
- Monitoring quarterly administration reports from Aegon to assess the promptness with which contributions submitted by employers are invested.
- Monitoring quarterly administration reports from Aegon to review the summary of processes and controls operated by Aegon regarding core financial transactions and the Compliance Statement which contains a statement that "all core financial transactions (as defined in regulation 24 of the Occupational Pension Schemes (Scheme Administration) Regulations 1996) have been processed promptly and accurately".

ADMINISTRATION (CONTINUED)

- Annual review of Aegon's AAF 01/06 internal control reports.
- Annual examination of contributions to test the accuracy of contributions and promptness of submissions.

The processes and controls operated by Aegon, to ensure that core financial transactions are processed promptly and accurately, are outlined and tested in its independently verified AAF 01/06 pensions administration assurance report, and include:

- The documentation received in support of all financial transactions requested on a member's account is fully reviewed for completeness before processing commences.
- Checklists are in place to help ensure that all necessary information for financial transactions has been received and that all regulatory and service level requirements are met.
- These checklists are reviewed by a senior administrator.
- A senior member of the Administration team reviews the transaction that have been keyed for completeness and accuracy before the claims are released for processing.
- All requests for financial transactions are scanned and tracked to help ensure compliance with agreed service standards.
- The Administration team run daily reports to verify that dealing deadlines have been met and identifies members with a partially processed transaction.
- A report is run regularly by Aegon to ensure that the correct annual management charge is applied.
- Before single contributions are invested, an Authority to Bank form is completed to confirm that the relevant reviews have been completed. The form is reviewed and approved by a senior administrator in Aegon's Administration team.
- For regular contributions, the Administration team runs and reviews a report detailing any active accounts that have not received a scheduled payment. Any discrepancies are researched and resolved.
- The Administration team confirms on a daily basis that all claims and switches in progress for the day have been fully processed.
- A policy is in place detailing the process by which Aegon and the Trustee pursue and resolved any late or inaccurate contributions to Ensign.
- The Trustee also appoints an independent auditor to audit Ensign's financial statements, which includes an audit of the contributions which have been received over the year and the payments to and from Ensign.

As referred to in my opening statement, Ensign obtained Master Trust Assurance as at 31 May 2019, covering the year 1 June 2018 to 31 May 2019. This involved the Trustee, and an independent auditor, evaluating the design, description and operational effectiveness of the governance control procedures operated by the Trustee having regard to the ICAEW's Technical Release AAF 02/07.

ASSESSMENT

During the scheme year, the Trustee had concerns over Aegon's administration performance, which failed to meet service level agreements. Most of the failure to meet service level agreements were the result of an increase in general member enquiries across Aegon's client base, which were mainly due to the Part VII transfer from BlackRock to Aegon that completed in July 2018 and member concerns over the potential impact of Brexit. Actions were, and continue to be, taken by Aegon to restore performance to service level agreements. Whilst many work items breached service level agreement during the year, Aegon has committed to ensuring that core financial transactions are processed promptly and accurately, and the Trustee is adequately assured that work items not completed within service level agreements are not financially critical to members. The Trustee continues to monitor Aegon's performance closely.

Having considered all of the above, I am confident that the processes and controls operated by Aegon and the Trustee are robust and enable core financial transactions to be handled promptly and accurately.

COSTS AND CHARGES

The Trustee is delighted to be able to offer members access to a high-quality pension scheme at a yearly cost that is well below the statutory maximum of 0.75%.

CHARGES

The default investment arrangement

Members in the default arrangements, LifePath Flexi and LifePath Retirement, were charged a single Annual Management Charge ("AMC") of 0.31% of funds under management during the scheme year to 31 March 2019. This single charge, deducted from members' retirement accounts, included all charges incurred by the investment funds, including transaction costs. No other costs for running Ensign are borne by the members, including the costs of governance, administration, legal fees and payments for consultants.

Self-select investment options

The charges that applied to members who chose to invest in other funds available through Ensign are set out in the table below, including the AMC, additional expenses, and resulting Total Expense Ratio ("TER").

Fund	AMC (%)	Additional Expenses (%)	TER (%)
Aegon BlackRock LifePath Capital (BLK)	0.31	0.00	0.31
Aegon BlackRock 30/70 Currency Hedged Global Equity Index (BLK)	0.32	0.02	0.34
Aegon BlackRock 60/40 Global Equity Index (BLK)*	0.30	0.01	0.31
Aegon BlackRock Emerging Markets Equity Index (BLK)	0.45	0.06	0.51
Aegon BlackRock UK Equity Index (BLK)	0.30	0.01	0.31
HSBC Islamic Global Equity Index (BLK)	0.65	0.00	0.65
Aegon LGIM Ethical Global Equity Index (BLK)	0.55	0.00	0.55
Aegon BlackRock All Stocks UK Index Linked Gilt Index (BLK)	0.30	0.01	0.31
Aegon BlackRock Corporate Bond All Stocks Index (BLK)	0.30	0.02	0.32
Aegon BlackRock Over 15 Year Gilt Index (BLK)	0.30	0.01	0.31
Aegon LGIM Pre-Retirement (BLK)*	0.30	0.01	0.31
Aegon BlackRock Cash (BLK)	0.25	0.03	0.28
Aegon BlackRock Property (BLK)	0.95	0.03	0.98
Aegon Schroders Dynamic Multi Asset (BLK)	0.60	0.05	0.65

*The Aegon BlackRock 60/40 Global Equity Index and Aegon LGIM Pre-Retirement funds were introduced from 15 October 2018. The Aegon LGIM Pre-Retirement is only available for members that transferred funds into it at this date.

The AMC represents the percentage deducted from the fund's value each year to meet the costs of managing the pension scheme. It is calculated and deducted on a daily basis. Additional expenses are incurred if a fund invests in a collective investment scheme. These relate to the fund's share of the costs of other services, such as fees paid to the trustee/depositary, custodian, auditors and registrar borne by the collective investment scheme. The AMC and additional expenses in respect of each of the investment funds available to members in Ensign are available on TargetPlan.

COSTS AND CHARGES (CONTINUED)

TRANSACTION COSTS

Transaction costs are also incurred by members in addition to the TER. The transaction costs are represented as a single annualised figure, based on the 12-month period up to 31 March 2019, using the PRIIPs Slippage Methodology. Transaction Costs include both implicit and explicit cost elements. Implicit costs are intended to capture the cost of the trading process in terms of the prices achieved. Explicit costs include broker commission, transaction taxes, exchange and swap fees. The transaction costs incurred by members during the year to 31 March 2019 are detailed in the table below, correct to two decimal places.

Fund	Transaction Costs (%)
Aegon BlackRock LifePath Flexi (BLK)	Range: -0.29 to 0.02
Aegon BlackRock LifePath Capital (BLK)	Range: -0.04 to 0.05
Aegon BlackRock LifePath Retirement (BLK)	Range: -0.29 to 0.08
Aegon BlackRock 30/70 Currency Hedged Global Equity Index (BLK)	-0.02
Aegon BlackRock 60/40 Global Equity Index (BLK)*	0.00
Aegon BlackRock Emerging Markets Equity Index (BLK)	-0.14
Aegon BlackRock UK Equity Index (BLK)	0.07
HSBC Islamic Global Equity Index (BLK)	0.06
Aegon LGIM Ethical Global Equity Index (BLK)	0.01
Aegon BlackRock All Stocks UK Index Linked Gilt Index (BLK)	0.01
Aegon BlackRock Corporate Bond All Stocks Index (BLK)	0.02
Aegon BlackRock Over 15 Year Gilt Index (BLK)	-0.02
Aegon LGIM Pre-Retirement (BLK)*	0.02
Aegon BlackRock Cash (BLK)	0.02
Aegon BlackRock Property (BLK)	0.12
Aegon Schroders Dynamic Multi Asset (BLK)	0.57

*The Aegon BlackRock 60/40 Global Equity Index and Aegon LGIM Pre-Retirement funds were introduced from 15 October 2018. The Aegon LGIM Pre-Retirement is only available for members that transferred funds into it at this date.

COSTS AND CHARGES (CONTINUED)

CUMULATIVE EFFECT OVER TIME OF COSTS AND CHARGES

The purpose of the illustrations shown below are to show how costs and charges borne by members can affect the overall value of a members' retirement account over time. They are not personal illustrations, but based on the assumptions detailed below. The Trustee has had regard to the Occupational Pension Schemes (Administration and Disclosure) (Amendment) Regulations 2018 ("the 2018 Regulations") and guidance published by The Pensions Regulator in preparing these illustrations.

Assumptions

Data Item	Assumption
Current age	25
Target retirement age	67
Existing account value	£8,000
Salary	£32,000
Contribution rate	10% of salary (total employer and employee; £266.67 each month increasing by 3.5% each year in line with assumed salary increases)
Price inflation	2.0%
Earnings inflation	3.5%

Illustrations are shown for the Aegon BlackRock LifePath Flexi and Aegon BlackRock LifePath Retirement fund options, as the two default investment strategies in Ensign. Illustrations are also shown for the Aegon BlackRock Cash (BLK) and Aegon LGIM Ethical Global Equity Index (BLK) funds to show the asset classes with the lowest and highest assumed growth. The Aegon BlackRock Cash (BLK) fund is also the fund with the lowest charges and the Aegon BlackRock Property (BLK) fund is shown as the fund with the highest charges.

Growth, costs and charges assumptions

	Aegon BlackRock LifePath Flexi (BLK)	Aegon BlackRock LifePath Retirement (BLK)	Aegon BlackRock Cash (BLK)	Aegon LGIM Ethical Global Equity Index (BLK)	Aegon BlackRock Property (BLK)
Growth rate	-0.76% to 3.00%*	-0.76% to 3.00%*	-0.76%	3.00%	2.15%
AMC	0.31%	0.31%	0.25%	0.55%	0.95%
AAE	0.00%	0.00%	0.03%	0.00%	0.03%
TC	-0.15%	-0.15%	0.02%	0.01%	0.12%

* The growth rate used for the Lifepath funds vary through time based on the underlying asset mix

COSTS AND CHARGES (CONTINUED)

Growth is the assumed growth rate for the fund after taking into account assumed price inflation of 2% per annum. This rate is based on potential long-term returns of the main asset classes (equities, property, corporate bonds, government bonds and cash) and will vary depending on the fund(s). The growth rates for mixed asset funds are derived from the asset class growth rates based on the investment objectives and asset allocation of the funds. Actual growth achieved may be more or less than the assumed growth.

AMC is the Annual Management Charge, which is a yearly management charge expressed as an annual percentage but calculated and deducted on a daily basis from the fund.

AAE are the Additional Annual Expenses, which are an estimate of any additional fees and expenses that may apply, such as fees for custody, administration and trustee services that may be incurred in addition.

TC are the Transaction Costs, which are an estimate of explicit and implicit costs incurred as a result of buying, selling, lending or borrowing of investments in the fund, based on actual transaction costs for the period 1 April 2018 to 31 March 2019.

The impact of transactional costs and charges on fund values

The 'Before Charges' column shows each fund value without any transaction costs, charges or expenses being applied to the fund's holdings. The 'After all charges' column shows the fund's holdings after transaction costs, charges and expenses have been deducted.

LifePath arrangements

Years	Aegon BlackRock LifePath Flexi 2061-63 (BLK)		Aegon BlackRock LifePath Retirement 2061-63 (BLK)	
	Before charges	After all charges	Before charges	After all charges
1	6,407.56	6,401.98	11,368.35	11,352.51
3	18,477.74	18,412.28	18,422.55	18,357.30
5	26,046.10	25,905.25	25,916.92	25,776.88
10	47,184.84	46,725.93	46,718.75	46,265.33
15	71,821.30	70,823.47	70,758.96	69,779.34
20	100,408.20	98,599.35	98,429.74	96,665.37
25	133,451.15	130,499.30	130,165.99	127,305.41
30	171,514.50	167,017.90	166,449.68	162,120.51
35	215,227.83	208,703.62	207,814.70	201,574.50
40	265,293.08	256,164.41	254,852.12	246,178.07
42	287,270.05	276,914.25	275,399.62	265,585.45

COSTS AND CHARGES (CONTINUED)

Self-select investment options

The three funds used to provide an illustration of how costs and charges borne by members can affect the overall value of a members' retirement account over time have been selected as the three funds, out of the self-select investment options, which hold the greatest weighting in Ensign.

Years	Aegon BlackRock Cash (BLK)		Aegon LGIM Ethical Global Equity Index (BLK)		Aegon BlackRock Property (BLK)	
	Before charges	After all charges	Before charges	After all charges	Before charges	After all charges
1	11,093.34	11,064.43	11,452.89	11,397.09	11,375.21	11,266.68
3	17,345.58	17,232.04	18,806.13	18,573.55	18,482.92	18,038.49
5	23,688.67	23,454.94	26,789.94	26,284.39	26,088.58	25,138.11
10	39,971.61	39,283.27	49,796.86	48,106.64	47,461.33	44,402.63
15	56,917.18	55,556.03	77,769.44	73,996.94	72,576.58	65,996.08
20	74,598.04	72,347.36	111,578.98	104,557.56	101,950.30	90,138.46
25	93,091.42	89,734.82	152,238.93	140,472.22	136,163.05	117,068.57
30	112,479.56	107,799.80	200,927.21	182,516.60	175,867.57	147,045.62
35	132,850.14	126,627.91	259,012.32	231,570.24	221,797.38	180,350.82
40	154,296.65	146,309.39	328,083.17	288,629.86	274,776.38	217,289.25
42	163,198.67	154,442.10	359,191.14	313,943.45	298,145.25	233,155.11

VALUE FOR MEMBERS

The Trustee carries out an annual assessment to assess and evaluate the extent to which the costs and charges deducted from members' accounts provides good value in relation to the benefits and services provided to the membership, and when compared to other options available in the market.

Services provided to members

- The benefits received by members in Ensign include:
- High quality administration services;
- A sophisticated default investment fund and broad range of self-select options that have performed positively over the period;
- High quality governance and oversight by the Trustee Board and Secretariat team;
- Clear communications that are tailored to the maritime industry and reinforce important messages for members to achieve a good outcome at retirement;
- Clear communications regarding options before, at and during retirement;
- Online website showing daily pricing of members' retirement accounts;
- An online retirement planner that projects the growth of members' accounts to retirement and models the annual income that could be received during retirement; and
- Flexibility in how and when members use their retirement account at retirement.

COSTS AND CHARGES (CONTINUED)

Quality of services provided to members

The Trustee is confident that the governance structure of Ensign is robust and that it has the necessary processes in place to help achieve its objectives.

Ensign has obtained master trust assurance, meaning that it has been subject to an independent review of its practices against prescribed control objectives and demonstrates the high quality of governance and administration offered by Ensign. This framework was developed by the ICAEW (Institute of Chartered Accounts in England and Wales) in partnership with The Pensions Regulator to help trustees assess whether their scheme meets equivalent standards of governance and administration to those set out in the DC Code. The Trustee's report, including the report from the independent reporting accountant, is available on Ensign's website, www.ensignpensions.com.

Ensign has also achieved master trust authorisation from The Pensions Regulator, a scrupulous process that required Ensign to demonstrate appropriate safeguards are in place to ensure the protection of members' benefits, that adequate systems and processes are in place to run the scheme effectively, and that the scheme is run in the best interests of members.

Costs and charges

The Trustee has compared the charges applying to members in Ensign and several of the largest UK master trusts for investing in the respective default arrangements:

Master trust arrangement	Charges applied to members
Ensign Retirement Plan	0.31% AMC
TPT Retirement Solutions	0.50% to 0.74% AMC
National Employment Savings Trust	0.30% AMC + 1.8% contribution charge
NOW: Pensions	0.30% AMC + £0.30 to £1.50 per month admin charge

The AMC represents the percentage deducted from the fund's value each year to meet the costs of managing the pension scheme. It is calculated and deducted on a daily basis. For both LifePath Flexi and LifePath Retirement, the AMC covers all external expenses which the fund may incur other than transaction costs. These small additional costs arise when buying or selling underlying assets of the fund. Transaction costs includes:

- Explicit costs: Include broker commission, transaction taxes, exchange and swap fees.
- Implicit costs: Intended to capture the cost of the trading process in terms of the prices achieved.
- Indirect costs: Those that occur through investment in an underlying fund.
- An anti-dilution offset: A levy may be applied on those buying and selling assets in the fund, to ensure that existing investors do not unfairly bear such costs. This benefits the fund as it offsets adverse buying/selling impacts and offsets other costs.

The Trustee recognises that these transaction costs are necessarily incurred as part of buying and selling the funds' underlying investments in order to achieve their investment objective and cannot be predicted in advance. The Trustee is mindful that transaction costs are likely to vary depending on the types of

COSTS AND CHARGES (CONTINUED)

investments in which a fund invests, and that comparing portfolio transaction costs for a range of funds may give a false impression of the relative costs of investing in them, primarily because they do not necessarily reduce returns. In light of this, the Trustee reviews the performance of each fund after the deduction of transaction costs, allowing the Trustee to assess the extent to which transaction costs represent good value to members in the context of the net impact of dealing on performance.

The Trustee expects that once further advice is received on what additional transaction costs should be disclosed by investment managers, it will be able to compare the costs incurred by members investing in the self-select investment options against those incurred by other funds.

In addition to the above, there are no hidden charges or fees for members participating in Ensign: members are not charged for switching their fund, changing their retirement date or transferring their pot out of Ensign.

Summary

The Trustee has assessed the various charges applying to the default investment fund and self-select fund options and, based on the information available, considers the charges to represent good value for members.

In reaching this decision, the Trustee focused on the annual management charges incurred by members, both in comparison with other master trust arrangements and taking into account the benefits they receive in return for such payments. The Trustee also took into account the information available on any additional charges and transaction costs incurred by members.

This Governance Statement is made available to members via the Ensign website and the online member portal, and members were informed of this in the annual benefit statement issued to all members in Ensign in June 2019.

TRUSTEE KNOWLEDGE AND UNDERSTANDING

The Trustee Directors recognise the importance of ensuring that collectively they possess or have access to the knowledge and understanding necessary to govern Ensign effectively. When assessing the Trustee Directors' collective knowledge and understanding, three key areas are considered: the appointment of new Trustee Directors, the ongoing training and development of Trustee Directors, and the support and advice received by the Trustee.

THE APPOINTMENT OF NEW TRUSTEE DIRECTORS

The Trustee has adopted a policy for the appointment of Trustee Directors. This, in part, ensures that the Trustee meets the legislative requirements concerning the composition of trustee boards and ensures that Trustee Directors are selected and appointed based on the qualities, skills and experience that they would bring to the Trustee Board.

Each of the Trustee Directors were appointed in accordance with this policy, on the basis that they were considered fit and proper to carry out their roles and have demonstrated they hold relevant skills, technical knowledge and experience relevant to their role as Trustee Directors. This includes experience of serving as trustee directors on the trustee boards of other DC pension schemes, exposure of other multi-employer industry-wide pension schemes, understanding in how to communicate with members and employers, and evidence of developing positive relationships with employers, The Pensions Regulator, the Department for Work and Pensions and other industry bodies.

ONGOING TRAINING AND DEVELOPMENT OF TRUSTEE DIRECTORS

As part of the Trustee's adopted training policy that outlines the training requirements of all Trustee Directors throughout their tenure on the Trustee Board, all Trustee Directors are required, on appointment, to read and be conversant with the main documents and policies of Ensign, including but not limited to:

- the Trust Deed and Rules of Ensign;
- the Memorandum and Articles of Association of the Trustee;
- Ensign's Statement of Investment Principles;
- the members' booklet;
- the Trustee's key policies and procedures.

Each year, all Trustee Directors respond to a questionnaire, the aim of which is to identify any gaps in their knowledge and understanding that needs to be addressed through training. In particular, this questionnaire focuses on the knowledge and understanding of the Directors in relation to a) the law relating to pensions and trusts, and b) the relevant principles relating to the funding and investment of occupational DC pension schemes.

Together with the Chief Executive of Ensign, I review the results of the questionnaires completed by each Director to:

- a) ensure that each Director has sufficient and appropriate knowledge and understanding relevant to their role on the Trustee Board;
- b) ensure that the knowledge and understanding of the Trustee Board as a whole is appropriate to meet the objectives of the master trust, as set out in its Business Plan, and that knowledge and skills are not concentrated in one or two individuals; and
- c) identify any training needs across the Trustee Board or for individual Directors.

TRUSTEE KNOWLEDGE AND UNDERSTANDING (CONTINUED)

A training plan is then agreed, setting out the areas of training to be provided to the Trustee Board and/or individual Directors throughout the scheme year. This includes specific legal, investment and governance training, as well as opportunities for Directors to attend seminars and conferences, specific to DC schemes, to keep up to date on best practice governance standards. Any training received by the Trustee Directors, either individually or collectively, is recorded on the Trustee's skills, knowledge and training log.

All Trustee Directors have completed the relevant modules of The Pensions Regulator's Trustee Toolkit.

SUPPORT AND ADVICE RECEIVED BY THE TRUSTEE

The Trustee has appointed various advisers and service providers to advise on and manage certain aspects of Ensign. This includes an Executive team who ensure that the Trustee keeps abreast of changes in industry best practice, legislation and regulations relating to DC pension schemes. The Trustee also receives advice and guidance on specific matters from its appointed legal adviser, in particular prior to making decisions.

The Trustee has established a contract for services with each provider and understands the terms and conditions relating to the contract. The Trustee has documented the functions it delegates to its service providers to ensure it retains sufficient oversight of the delegated functions.

CONCLUSION

Taking into account the wealth of experience, knowledge and understanding of each of the Trustee Directors, as well as the professional advice that is available to them, I am confident that the Trustee Board has the right mix of skills and competencies to ensure Ensign is well governed and properly managed and enables the Trustee to properly exercise its function.

GOVERNANCE

TRUST DEED AND RULES

In accordance with Regulation 6A(1) of the Occupational Pension Scheme (Administration) Regulations 1996, the Trust Deed and Rules do not contain provisions that would restrict who the Trustee may appoint to provide administration, fund management, advisory or any other services in respect of Ensign.

RELEVANT MULTI-EMPLOYER SCHEMES

The Ensign Retirement Plan is a relevant multi-employer scheme and must, therefore, comply with the additional requirements relating to governance.

The Trustee is currently made up of four Directors. All Directors have been appointed via the Trustee's adopted policy for appointing member-nominated and employer-nominated Directors, which has been developed against the backdrop of recent pensions legislation concerning the appointment of member-nominated trustees (Sections 241 - 243 Pensions Act 2004 and the Occupational Pension Schemes (Member-nominated Trustee and Director) Regulations 2006), and the DC governance requirements (the Occupational Pension Schemes (Charges and Governance) Regulations 2015).

Accordingly, all four Directors, including myself as the Chair of Trustees, have been appointed through an open and transparent process and are considered non-affiliated for the purposes of the DC governance requirements. This means that the Directors are not associated with any company that provides administration, investment, advisory or any other services in respect of Ensign.

Two Directors have been nominated by a recognised trade union that, in the opinion of the Trustee, represents the members in Ensign, in order that members, or their representatives, can make their views on matters relating to Ensign known to the Trustee.

There have not been any non-affiliated trustee appointments made during the scheme year.

MEMBER FEEDBACK

The Trustee encourages its members, or their representatives, to share their views and ideas about Ensign. Contact details are publicly available on the Ensign website, at www.ensignpensions.com, contact details for the administrator are included on all communications issued to members, including the latest member newsletter, posted to members in February 2019 and available on the Ensign website. Members can telephone, e-mail or write to us.

APPENDIX: STATEMENT OF INVESTMENT PRINCIPLES



Ensign Retirement Plan

Statement of Investment Principles



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1. Introduction

- 1.1 The Ensign Retirement Plan (“Ensign”) is a defined contribution pension scheme, set up under trust for the benefit of multiple non-associated employers, and their employees, with a connection to the maritime industry (a “master trust”). Ensign Retirement Plan Trustees Limited (“the Trustee”) is the sole corporate trustee of Ensign and governs Ensign in accordance with the provisions of Ensign’s Trust Deed and Rules dated 21 May 2015 (as amended from time to time) and the requirements of applicable legislation.
- 1.2 The Trustee has produced this Statement of Investment Principles (the “Statement”). It outlines the principles governing any investment decisions made by, or on behalf of, the Trustee for the management of the assets held in Ensign and sets out how these assets are invested. The Statement also demonstrates how the Trustee will monitor and review the ongoing suitability of the investment strategy for the members in Ensign.
- 1.3 The Trustee confirms that this Statement has been prepared in accordance with relevant legislation and best practice guidelines. In preparing the Statement, the Trustee sought advice from an independent investment adviser, Hymans Robertson, and took into account its investment powers under the Trust Deed and Rules. It also considered the views of the participating employers, the suitability of different types of investments, the need to diversify, liquidity of assets, the custodianship of assets and any self-investment.
- 1.4 This Statement of Investment Principles will be reviewed by the Trustee from time to time to adapt to changes in the Trustee’s investment strategy, membership profile, legal requirements placed on trustees or amendments to the Trust Deed and Rules of Ensign, or in the event of internal or external events that may significantly affect Ensign and the requirements of the Trustee. Any changes that are required to this Statement will be carried out having taken into consideration the views of employers participating in Ensign and on the advice of an appropriately qualified investment adviser.

2. Investment Objectives

- 2.1 The Trustee has a straightforward overall goal for the Ensign Retirement Plan: to help improve the retirement outcomes for those working in the maritime industry.
- 2.2 The Trustee believes that Ensign should offer an investment option which is likely to suit the majority of members, the “default arrangement”, as defined in the Occupational Pension Schemes (Investment) Regulations 2005 (the “Investment Regulations”). The arrangement that the Trustee has selected for this purpose is the Aegon BlackRock LifePath Flexi (BLK) fund (“LifePath Flexi fund”).
- 2.3 Prior to a bulk transfer of a cohort of members in October 2018, it was determined that the most suitable fund for this specific cohort’s existing benefits in the “transferring scheme” to be transferred to was the Aegon BlackRock LifePath Retirement (BLK) fund (“LifePath Retirement fund”). The LifePath Retirement Fund is therefore, also classified as a “default arrangement” for the purposes of the Investment Regulations.
- 2.4 The Trustee recognises, however, that members have differing needs at retirement and therefore, differing investment needs, and that these may change during the course of their working lives. It also recognises that members have different attitudes to risk. Members should therefore, be able to make their own investment decisions based on their individual

circumstances. A range of other investment options are also available to members that, whilst not being too complicated, should help members in achieving the following objectives:

- a) Increasing the value of their retirement pot from the contributions invested.
- b) Protecting the value of their retirement pot in the years approaching retirement against market falls.
- c) Protecting the value of their pot when converted into usable benefits.
- d) Tailoring their investments to meet their own needs.

3. Investment Beliefs

3.1 Diversification

- 3.1.1 Subject to the funds' benchmarks and guidelines, the investment managers of the funds are given full discretion over the choice of securities within the funds and are expected to maintain a diversified range of underlying holdings where appropriate.
- 3.1.2 Given the size and nature of Ensign, the Trustee has decided to invest on a "pooled fund" basis; any such investment is carried out through an investment provider.
- 3.1.3 The Trustee is satisfied that the range of funds in which Ensign invests, provides adequate diversification and a suitable range of options for Ensign's members.
- 3.1.4 The Trustee has included a number of "target-date" funds in its investment offering, which aim to meet the needs of members at different stages of their working life and with different planned retirement dates in the future. Further details are included below.

3.2 Balance between different kinds of investments

- 3.2.1 The Trustee has ensured that there is a suitable number of alternative investment options available to members. In addition to the LifePath Flexi fund and the LifePath Retirement fund, the Trustee has introduced another target date fund, which targets cash withdrawal. Details are shown in Appendix 1.
- 3.2.2 For members who wish to make their own asset allocation decisions, the Trustee has introduced a range of funds that invest in various asset classes across the risk and return spectrum. The Trustee has been careful not to introduce a wide range of funds to avoid confusing members, details of these funds are shown in Appendix 2.

3.3 Risk

- 3.3.1 The Trustee has considered risk from a number of perspectives. These are:
 - a) The risk that the investment returns over members' working lives will not keep pace with inflation and does not, therefore, secure an adequate income at retirement.
 - b) The risk that market movements in the period prior to retirement lead to a fall in the members' retirement pot.

- c) The risk that market movements in the period just prior to retirement lead to an increase in the cost of turning members' fund values into retirement benefits.
- d) The risk that an investment manager will not deliver investment returns in line with their investment objectives generally or other investment managers.
- e) The risk that funds which invest in assets which take longer to sell (are illiquid), such as property, will not be able to buy or sell these assets when asked to do so by the Trustee and/or members.
- f) The risk that an entity holding derivative-based assets may default leading to a reduction in a fund's value.
- g) The risk that Environmental, Social and Governance (ESG) factors can impact the long-term performance of an investment strategy

3.3.2 To help mitigate many of these risks, the Trustee has made available the target date fund options, which transitions members' investments from higher risk investments to lower risk investments as members approach retirement. Within the investment strategy review that Ensign conducts once every three years, each of these risks above is considered and any strategy changes that are ultimately implemented will manage these risks using an appropriate approach.

3.4 Expected return on investments

- 3.4.1 The objective of the LifePath Flexi and Retirement funds is to achieve a positive real return over the longer term.
- 3.4.2 The Trustee is satisfied that this return objective is consistent with the aims of the members.

3.5 Kind of investments to be held

- 3.5.1 Ensign may invest in quoted and unquoted securities of UK and overseas markets including equities, fixed interest and index-linked bonds, cash, property and pooled investment vehicles considered appropriate for tax-exempt approved occupational pension schemes.
- 3.5.2 Some funds may invest in Exchange Traded Funds to gain access to less easily traded and illiquid asset classes.
- 3.5.3 Some funds may include investments through derivatives to facilitate changes in the fund's portfolio of assets or help lessen investment risks or to improve investment returns.
- 3.5.4 The Trustee considers all of the stated classes of investment to be suitable for Ensign.

3.6 Realisation of investments

- 3.6.1 Investments may be sold to provide funds to make payment of benefits under Ensign or where members have asked to switch funds. If there is an unexpected need to sell all or part of the assets of the portfolio, the Trustee requires the investment managers to be able to sell Ensign's investments in a reasonable timescale, but taking into account the market conditions at that time. Most of Ensign's assets are not expected to take a significant amount of time to sell.

3.7 Environmental, Social and Governance Issues

- 3.7.1 The Trustee has asked that the provider/investment managers have the financial interests of Ensign members as their first priority when choosing investments. This may include social, environmental and / or ethical considerations although the Trustee recognises that different providers and investment managers will have different opinions on the impact that ESG issues will have on financial outcomes.
- 3.7.2 The Trustee, with the help of their investment adviser, has reviewed underlying investment managers' (including platforms) policies in respect of Socially Responsible Investing, voting and engagement and is satisfied that these are in line with the above approach.
- 3.7.3 The Trustee offers a dedicated ethical investment option for those members who may have ethical considerations as an overriding investment consideration, and an option to invest in a fund which is managed in compliance with Shariah law.

3.8 Responsible Investing

- 3.8.1 The Trustee recognises that the consideration of financially material factors, including ESG factors, is relevant at different stages of the investment process.
- 3.8.2 The Trustee has not made explicit allowance for the risks of climate change in setting their investment strategy or preferred glidepath design.
- 3.8.3 Within any actively managed mandates used in Ensign, the Trustee will delegate responsibility for the consideration of security-specific issues to their investment managers. In passively managed mandates, the Trustee recognises that the choice of benchmark primarily dictates the assets held by the investment manager.
- 3.8.4 The Trustee will not engage directly with the underlying companies that Ensign are invested in but believe it is appropriate for the underlying fund managers to engage with key stakeholders which may include corporate management, regulators and governance bodies, relating to their investments in order to improve corporate behaviours, improve performance and mitigate financial risks.
- 3.8.5 While the Trustee does not explicitly survey the views of members in Ensign, it recognises that some members will have strong views or convictions on where their savings should, or should not, be invested. Section 3.7.3 outlines how the Trustee addresses this point. For the remaining funds offered, the Trustee delegates the consideration of non-financial factors to the underlying investment managers – the expectation is that non-financial factors can be taken into account when these do not conflict with the financial interests of members and the fund's underlying risk and return objectives.
- 3.8.6 The Trustee is required to give consideration to the appropriate time horizon of the investment strategy in relation to its policy on financially material considerations, including ESG considerations. While Ensign's investment arrangements are monitored on a regular basis and the SIP is reviewed at least once every three years, the time horizon for underlying DC members is significantly longer, particularly for those who are many years from retirement. ESG considerations take this longer time horizon into account, often viewed as 20+ years.

3.9 Stewardship

3.9.1 The Trustee's policy is to delegate responsibility for the exercising of rights (including voting rights) attached to investments to the provider/investment managers and to encourage them to exercise those rights when they believe there could be a potential financial impact on the portfolio.

3.10 Charges

3.10.1 Ensign is a qualifying scheme for auto-enrolment purposes and so the LifePath Flexi and Retirement funds must comply with the charge cap introduced by the Pensions Act 2014 which applies from April 2015.

4. Delivering the Investment Objectives

4.1 The Trustee recognises that from time to time, there will be tension in delivering the objectives detailed above, but looks for an appropriate balance between them.

4.2 Aegon BlackRock LifePath Flexi and LifePath Retirement Funds

4.2.1 The Trustee has selected the Aegon BlackRock LifePath Flexi (BLK) fund as the fund into which members will automatically be invested, that aims to help members grow their assets whilst protecting their savings as the member approaches retirement through the use of a series of target-date funds. For a specific cohort of members, the Trustee has selected the Aegon BlackRock LifePath Retirement (BLK) fund as the fund into which these members will automatically be invested. Both of these funds reflect changing investment needs by gradually altering each fund's investment mix as members near their target retirement date, thereby managing over time the principal investment risks faced by members: inflation, fluctuations in fund values (when this is significant) and converting the fund value into benefits at retirement.

4.2.2 After analysing Ensign's membership profile and projected fund values, the Trustee believes that the fund into which members are automatically enrolled should target the form of benefits that is likely to meet the needs of the majority of members: withdrawing benefits from a registered pension scheme.

4.2.3 The LifePath Flexi fund is designed for members who will drawdown their benefits during their retirement to provide income. The final asset allocation is a diverse allocation which is allocated to 40% growth assets and 60% more cautious assets. This is designed so that the portfolio can continue to be invested during retirement while income is being drawn from it. The LifePath Retirement fund is designed for members who wish to use all or the majority of their retirement pot to purchase an annuity at retirement. Please refer to Appendix 1 for more detail on both sets of funds.

4.3 Additional Fund Options

4.3.1 The Trustee recognises that the LifePath Flexi and the LifePath Retirement funds will not meet the needs of all members, so a selection of more specialised funds is offered to members who want to make active investment choices. Having considered the advice of an investment adviser, the Trustee has selected a range of funds from equity, property, bond and money market asset classes as well as absolute return and multi-asset funds, and are considered broadly suitable for the majority of members. These are detailed in Appendix 2.

4.3.2 Please refer to Appendix 2 for more detail on the alternative funds offered.

4.3.3 The Trustee does not give advice to individual members on their fund selections. Members are encouraged to take independent financial advice when making their individual investment choices.

4.4 AVC Policies

4.4.1 In May 2018, the Trustee accepted the transfer of AVC policies from the Trustee of the Merchant Navy Officers Pension Fund. These AVC policies are held with The Equitable Life Assurance Society and the Standard Life Assurance Company.

4.4.2 No further contributions can be made to the AVC policies. Any contributions made by members prior to 31 March 2016 are invested in various investment funds offered by either The Equitable Life Assurance Society or the Standard Life Assurance Company. Details of the investment funds offered by either The Equitable Life Assurance Society or the Standard Life Assurance Company are set out in Appendix 3.

4.5 Decumulation

4.5.1 In January 2019, the Trustee introduced an in-scheme drawdown option for members to draw an income from their retirement pot whilst remaining invested for future potential growth.

4.5.2 The same investment funds as during a member's accumulation phase are available to members opting for income drawdown.

4.5.3 The Trustee has not selected a fund into which members will automatically be invested in; members must select the option that best meets their needs.

4.5.4 The same charges apply to members investing in the drawdown arrangements as in the accumulation phase.

5. Governance

5.1 Ultimate Responsibility

5.1.1 All investment decisions of Ensign are under the Trustee's control and the ultimate power and responsibility for deciding investment policy lies solely with the Trustee.

5.1.2 The Trustee's main investment responsibilities include:

- a) Preparation of the Statement of Investment Principles and reviewing the content of the Statement and modifying it where necessary, in consultation with an appropriately qualified investment adviser.
- b) Appointing investment managers, investment advisers and other advisors as necessary for the good stewardship of Ensign.
- c) Assessing the performance and processes of the investment managers by means of regular reviews of the funds' investment performance and other information.

- d) Monitoring compliance of the investment arrangements with this Statement on a regular basis.

5.2 Day-to-Day Management

5.2.1 The investment platform through which Ensign's investment options are operated is provided by Scottish Equitable plc (trading as "Aegon") whose main investment responsibilities include:

- a) The prompt investment of contributions.
- b) Maintaining records of the members' investments.
- c) Selling investments to pay benefits.

5.2.2 All day-to-day investment management decisions have been delegated to investment managers authorised under the Financial Services & Markets Act 2000 whose main responsibilities include:

- a) Ensuring that investment of Ensign's assets is in compliance with prevailing legislation and within the constraints detailed in this Statement.
- b) Providing the Trustee with quarterly reports including any changes to Investment Managers' processes and a review of the investment performance.
- c) Attending meetings with the Trustee as and when required.
- d) Informing the Trustee of any changes in the internal performance objective and guidelines of any pooled fund used by Ensign as and when they occur.
- e) Exercising voting rights on share holdings in accordance with their general policy.
- f) Following its general policy on stewardship, socially responsible and sustainable investment.

5.3 Day-to-Day Custody

5.3.1 Ensign's assets will be held on a day-to-day basis by the investment manager's appointed custodian.

5.4 Monitoring

5.4.1 Investment Performance

- a) Each of the funds in which Ensign invests has a stated performance objective by which the performance is measured.
- b) The Trustee will review the performance of the appointed investment manager from time to time, based on the results of their performance and investment process.

5.4.2 Aegon BlackRock LifePath Flexi and LifePath Retirement Funds

- a) The Trustee monitors the suitability of the LifePath Flexi and the LifePath Retirement fund's objectives from time to time.

- b) The Trustee monitors the performance of the LifePath Flexi and the LifePath Retirement funds against its objectives from time to time.

5.4.3 Charges

- a) The charges for the investment options (expressed in terms of each fund's "Total Expense Ratio") are monitored by the Trustee to make sure that they provide value for members when compared to the investment objectives of each fund.
- b) The LifePath Flexi and the LifePath Retirement fund's compliance with the charge cap is checked on a regular basis.

5.4.4 Transaction costs

- a) The Trustee recognises that transaction costs (both on the investment management of the funds' underlying portfolio of assets and the "spread" upon buying or selling the funds) may impact the investment returns experienced by members.
- b) The Trustee will monitor the funds' transaction costs to make sure they are reasonable and appropriate.

5.4.5 Investment process

- a) The Trustee monitors the processing of investments, to ensure that contributions in respect of members are invested into the appropriate investment options in a timely manner.

5.5 Compliance

5.5.1 The Trustee is satisfied the funds offered to members by the appointed investment managers are in line with the objectives of Ensign, particularly in relation to diversification, risk, expected return and liquidity. The choices that are made available are reviewed on a regular basis.

Signed on behalf of the Trustee of Ensign:

R Murphy
Chair of Trustees

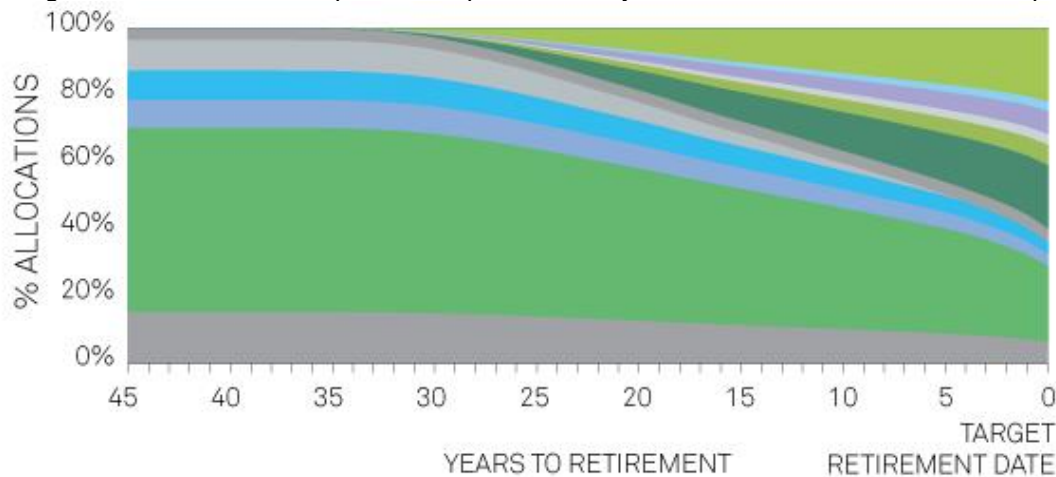
M Jess
Vice-Chair of Trustees

Appendix 1 – Target Date Investment options

The objective of each of the LifePath funds is to provide target date retirement funds with an asset allocation that changes over time. The funds will gain exposure to global equities, fixed income instruments, property and commodities and may also invest in other permitted assets. Each LifePath fund will automatically adjust its investment strategy as it progresses towards its maturity date. Exchange rate movements can affect the value of investments that are in foreign currencies and therefore the LifePath strategy will use specific instruments with the aim of hedging out the majority of the foreign currency exposures.

Aegon BlackRock LifePath Flexi

This portfolio is designed for members who wish to stay invested post-retirement and utilise income drawdown. To achieve this, from 10 years prior to its maturity date the Fund's investment allocation changes over time towards a portfolio of predominantly fixed income assets and some equities.



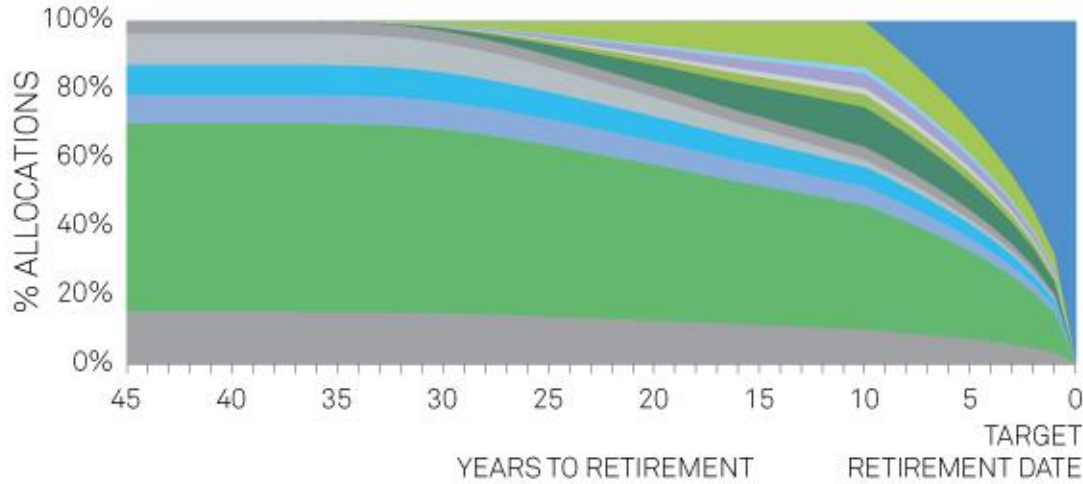
Aegon BlackRock LifePath Retirement

This portfolio is designed for members who wish to use all or the majority of their retirement pot to purchase an annuity at retirement. To achieve this, from 10 years prior to its maturity date the Fund's investment allocation changes over time towards a portfolio of mainly Sterling denominated fixed income and cash.



Aegon BlackRock LifePath Capital

This portfolio is designed for members who wish to take their retirement pot as cash at retirement. To achieve this, from 10 years prior to its maturity date the Fund’s investment allocation changes over time towards a portfolio of mainly Sterling denominated short-duration fixed income and cash-like assets.



Aegon uses the following funds to invest assets in the charts shown above.

Asset Class	Fund
UK Equities	Aquila Life UK
Global Equities	Regional Aquila Life funds
Global Small Capitalisation Companies Equities	Regional Small cap funds
Emerging Markets	Emerging Markets Index sub-fund
Property	Global property tracker
Commodities	iShares Diversified Commodity Swap UCITS ETF
UK Corporate Bonds	Aquila Life Corporate Bond Fund All Stocks Fund
UK Gilts	Aquila Life All Stocks UK Gilt Fund
Overseas Corporate Bonds	BlackRock Overseas Corporate Bond Tracker
Overseas Government Bonds	Aquila Life Overseas Bond Fund
Emerging Bonds	Emerging Markets Government Bond Index Fund
Annuities Proxy	DC Pre-Retirement Fund
Cash	DC Cash Fund

Appendix 2 – Additional Fund Range

Asset Class	Fund	Objective	Benchmark
Global Equity	Aegon BlackRock 30/70 Currency Hedged Global Equity Index (BLK)	Invests primarily in equities, in the UK and overseas. Approximately 30% of the assets are invested in the shares of UK companies, 60% in developed overseas equities and the remaining 10% is invested in emerging market equities.	30% FTSE All-share Index, 60% Developed Overseas Equities with currency exposure hedged back to sterling and 10% Emerging Market Equities
Global Equity	Aegon BlackRock 60/40 Global Equity Index (BLK)	Invests primarily in UK and overseas equities and aims to produce a return in line with its benchmark. Approximately 60% of the Fund is invested in shares of UK companies and the remaining 40% is split equally between shares of companies in the US, Europe ex-UK and the Pacific Rim.	60% FTSE All Share Index/40% Fixed Overseas Weights (13.3% Continental Europe, 13.3% North America, 6.7% Japan, 6.7% Pacific Basin)
Global Equity	Aegon BlackRock World Multifactor Equity Tracker (BLK) ^x	Invest directly into constituent companies which make up the benchmark index and via other transferable securities giving exposure to such companies as well as money-market instruments, derivatives, deposits and other funds.	MSCI World Diversified Multiple-Factor Net (GBP)
Global Equity	Aegon HSBC Islamic Global Equity Index (BLK)	Invests in company shares from around the world and is compliant with Islamic Shariah principles.	Dow Jones Islamic Titan Index
Global Equity	Aegon LGIM Ethical Global Equity Index (BLK)	Invests mainly in overseas equities within the FTSE4Good Global Equity Index and aims to track the return of its benchmark.	FTSE4Good Global Equity Index
UK Equity	Aegon BlackRock UK Equity Index (BLK)	Invests in shares of UK companies and aims to produce a return in line with its benchmark.	FTSE All Share Index
Emerging Markets Equity	Aegon BlackRock Emerging Markets Equity Index (BLK)	Invests in emerging market equities and aims to produce a return in line with its benchmark.	MSCI Global Emerging Markets Index
Long Dated Gilt	Aegon BlackRock Over 15 Years Gilt Index (BLK)	Invests in UK government bonds with a maturity period of 15 years or longer and aims to produce a return in line with its benchmark.	FTSE UK Gilts Over 15 Years Index

Asset Class	Fund	Objective	Benchmark
Index Linked Gilts	Aegon BlackRock All Stocks UK Index-Linked Gilt Index (BLK)	Invests in UK government index-linked gilts. The Fund aims to achieve a return consistent with the FTSE UK Gilts Index-Linked All Stocks Index, which is widely regarded as an appropriate benchmark for UK pension fund investment in the index-linked UK gilt market.	FTSE UK Gilts Index-Linked All Stocks Index
Gilts and Corporate Bond	Aegon LGIM Pre-Retirement (BLK)*	Aims to provide diversified exposure to assets that reflect the investments underlying a typical traditional level annuity product.	Composite benchmark
Corporate Bond	Aegon BlackRock Corporate Bond All-Stocks Index (BLK)	Invests in investment grade corporate bonds denominated in Sterling. The Fund aims to achieve a return consistent with the iBoxx £ Non-Gilts Index. This index covers the broad spectrum of investment grade corporate bonds in issue.	iBoxx £ Non-Gilts Index
Cash	Aegon BlackRock Cash (BLK)	Aims to produce a return in excess of its benchmark principally from a portfolio of Sterling denominated cash, deposits and money-market instruments.	7 Day LIBID Rate
Commercial Property	Aegon BlackRock Property (BLK)	Invests in a number of underlying pooled property funds to gain exposure to a range of commercial property assets such as offices, shopping centres, retail warehouse parks and industrial estates.	IPD All Balanced Property Funds Index
Multi-Asset	Aegon Schroder Dynamic Multi Asset Fund (BLK)	Invests wholly in the Schroders Dynamic Multi Asset Fund, a non UCITS retail scheme. The investment objective of the Schroders Dynamic Multi Asset Fund is to deliver positive returns over a market cycle based on long-term capital growth and income through investment in collective investment schemes as well as directly held transferable securities, derivatives, cash, deposits, warrants and money market instruments. The Schroders Dynamic Multi Asset Fund may gain exposure to alternative asset classes including but not limited to property, commodities, hedge funds and private equity directly where permitted or through investment in transferable securities and other permitted assets which themselves invest in these asset classes.	UK CPI

*This Fund is available only to those members who transferred into Ensign in October 2018, via a bulk transfer of members' benefits, and had existing benefits in this fund.

*Available from 31 October 2019.

Charges

The following charges are applied to the monies invested in the funds offered by the Trustee:

Fund	AMC*	Additional Expenses**	TER ***
Aegon BLK LifePath Flexi (BLK)	0.31	0.00	0.31
Aegon BLK LifePath Capital (BLK)	0.31	0.00	0.31
Aegon BLK LifePath Retirement (BLK)	0.31	0.00	0.31
Aegon BLK (30:70) Currency Hedged Global Equity Index (BLK)	0.32	0.02	0.34
Aegon BlackRock 60/40 Global Equity Index (BLK)	0.30	0.01	0.31
Aegon BlackRock World Multifactor Equity Tracker (BLK)*	0.45	0.05	0.50
Aegon BLK UK Equity Index (BLK)	0.30	0.01	0.31
Aegon BLK Emerging Markets Equity Index (BLK)	0.45	0.06	0.51
Aegon BLK Over 15 Year Gilt Index (BLK)	0.30	0.01	0.31
Aegon BLK All Stocks UK Index Linked Gilt Index (BLK)	0.30	0.01	0.31
Aegon LGIM Pre-Retirement (BLK)^	0.30	0.00	0.31
Aegon BLK Corporate Bond All Stocks Index (BLK)	0.30	0.02	0.32
Aegon BLK Cash (BLK)	0.25	0.03	0.28
Aegon BLK Property (BLK)	0.95	0.03	0.98
Aegon HSBC Islamic Global Equity Index (BLK)	0.65	0.00	0.65
Aegon Ethical Global Equity Index (BLK)	0.55	0.00	0.55
Aegon Schroders Dynamic Multi Asset (BLK)	0.60	0.05	0.65

* Annual Management Charge

** Additional expenses are all the other operating costs and expenses (OCEs) within the fund, including the known fixed cost of operating the funds (fund administration, custody and professional fees), but excludes transaction costs. These costs can vary from fund to fund and from time to time, but are accurate as at April 2019.

*** Total Expense Ratio is the total of a fund's AMC and OCE. It excludes transaction costs on the fund's underlying assets.

*Available from 31 October 2019.

^This Fund is available only to those members who transferred into Ensign in October 2018, via a bulk transfer of members' benefits, and had existing benefits in this fund.

The AMC and TER includes the platform provider's charges including the charges for the routine administration of Ensign and to meet some of the Trustee's costs in operating Ensign. The charges for the investment options are paid for by the members.

Appendix 3 – AVC Policies Investment options

Investment funds offered by The Equitable Life Assurance Society

Money Fund
Gilt and Fixed Interest Fund
UK FTSE All Share Index-Tracking Fund
Managed Fund
Pelican Fund
European Fund
Far Eastern Fund
International Growth Fund
North American Fund
Pension Fund of Investment Trusts
Property Fund
Equitable Life With-Profits Fund

Investment funds offered by the Standard Life Assurance Company

With-Profits One Fund
Managed Pension Fund
FTSE Tracker Pension Fund
Ethical Pension Fund
Mixed Bond Pension Fund
UK Equity Pension Fund