
Sidlaw Larch Retirement Benefits Scheme

Report and Financial Statements For the year ended 30 June 2023

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**Sidlaw Larch Retirement Benefits Scheme
Principal Employer and Advisers to the Scheme**

Trustees

Timothy Walker ("the original trustees") (appointed: 14 November 2012, removed: 23 August 2017)

Macalister Lindsay ("the original trustees") (appointed: 14 November 2012, removed: 23 August 2017)

Dalriada Trustees Limited
Linen Loft
27 - 37 Adelaide Street
Belfast
BT2 8FE

Principal Employer

Sidlaw Larch Limited (In liquidation 30 March 2023)
c/o Interpath Limited
5th Floor
130 St Vincent Street
Glasgow, G2 5HF

Administrator

Dalriada Trustees Limited
Linen Loft
27-37 Adelaide Street
Belfast
BT2 8FE

Auditor

Johnston Carmichael LLP
227 West George Street
Glasgow
G2 2ND

Legal Adviser

Pinsent Masons LLP
30 Crown Place
Earl Street
London
EC2A 4ES

Investment adviser

Advisory Investment Services Limited
Burnetts, School Lane
Ashurst
Sussex
BN44 3AY

**Sidlaw Larch Retirement Benefits Scheme
Principal Employer and Advisers to the Scheme**

Investment managers

Advalorem Value Asset Fund Limited (In Administration)
c/o BTG Global Advisory Limited
340 Deansgate
Manchester
M3 4LY

Swan Holding PCC Limited
Third Floor
10-12 Prospect Hill
Douglas
IM1 1EJ

Investment platform provider

Mobius Life Limited
3rd Floor
20 Gresham Street
London
EC2V 7JE

Third party investment managers

Legal & General Investment Management

BlackRock Life Limited

all c/o Mobius Life Limited

Bankers

Barclays Bank PLC
Donegall House
Donegall Square North
Belfast
BT1 5GB

**Sidlaw Larch Retirement Benefits Scheme
Trustee's Report**

Introduction

The Trustee of the Sidlaw Larch Retirement Benefits Scheme ("the Scheme") presents its report together with the audited financial statements for the year ended 30 June 2023. The Scheme is a defined contribution scheme.

The Scheme was established on 14 November 2012 and is currently governed by the trust deed and rules of the same date. In accordance with the provisions of Schedule 36 of the Finance Act 2004, the Scheme is a registered pension scheme under Chapter 2 of Part 4 of the Finance Act 2004. Members of the Scheme are contracted-in to the State Second Pension (S2P, previously known as the State Earnings-Related Pension Scheme).

The Compliance Statement set out on pages 27 and 28, the Investment Report included as Appendix 1 and the Annual Governance Statement included as Appendix 2 form part of this report.

Scheme management

The Trustee who served during the year was:

- Dalriada Trustees Limited.

The directors of Dalriada Trustees Limited ("Dalriada") are D N Copeland (resigned 30 September 2022), R D Fogarty, A B Kennett, T Lukic, C J Roberts, B D Spence, K S Stafford and V Vassou. The directors of Dalriada were appointed in accordance with that company's Memorandum and Articles of Association.

In accordance with the provisions of the Pensions Act 1995 as amended, The Pensions Regulator has the power to appoint an independent trustee. Dalriada was so appointed, with exclusive powers, on 13 June 2013 under Section 7 of the Pensions Act 1995 and may only be removed by The Pensions Regulator.

Timothy Walker and Macalister Lindsay ceased to be trustees on 23 August 2017, which was the date that they were prohibited from acting as a trustee of any trust scheme by order of The Pensions Regulator.

Dalriada has appointed external specialists to advise on legal and accounting matters.

Sidlaw Larch Limited (Liquidation by Order of Court dated 30 March 2023)

The Principal Employer was originally dissolved on 6 December 2016. Dalriada Trustees Limited applied for the restoration of the company, for the purpose of having the company placed in liquidation and obtaining a Scheme Failure Notice ("SFN") from the appointed liquidator. A valid SFN is a condition for entitlement to compensation for the Scheme from the Fraud Compensation Fund. The Principal Employer was restored to the Register of Companies by Court Order on 18 January 2023 and subsequently placed into liquidation by Court Order on 30 March 2023.

Internal Dispute Resolution Procedure (IDRP)

It is a requirement of the Pensions Act 1995 that all occupational pension schemes must have an IDRP in place for dealing with any disputes between the Trustee and the Scheme beneficiaries. An IDRP has been agreed by the Trustee, details of which can be obtained by writing to Dalriada Trustees Limited, Linen Loft, 27-37 Adelaide Street, Belfast, BT2 8FE, or by request via email to msadmin@dalriadatrustees.co.uk.

**Sidlaw Larch Retirement Benefits Scheme
Trustee's Report**

Financial development of the Scheme

The financial statements of the Scheme for the year ended 30 June 2023 are set out on pages 15 to 24. The Trustee's summary of contributions and the Auditor's statement about contributions are set out on pages 25 and 26. The financial statements have been prepared and audited in accordance with the regulations made under Section 41(1) and (6) of the Pensions Act 1995. They show that the value of the fund increased from £479,367 at 30 June 2022 to £2,803,947 at 30 June 2023.

For defined contribution schemes, investments purchased by the Scheme are allocated to provide benefits to the individual members. The original trustees / administrators did not make any allocation of funds when the members transferred into the Scheme. Consequently Dalriada has been unable to carry out an allocation of funds to members and may, in time, require further direction from the Court as to the most appropriate allocation method to use.

Transfers at less than cash equivalent

No cash equivalent transfers were paid during the year.

Membership

As at 30 June 2023, 81 members were entitled to benefits from the Scheme.

There were no changes to the membership of the Scheme during the year as set out in the following table.

DB Movements During the Period

	Deferred	Pensioner
Membership at 01/07/2022	<u>81</u>	<u>-</u>
Membership at 30/06/2023	<u>81</u>	<u>-</u>

Pension increases

No pensions were paid during the year.

Changes to the Scheme rules

There were no changes to the Scheme rules during the year.

Governance and Risk Management

Following their appointment, Dalriada identified a number of concerns surrounding the Scheme investments and the administration of the Scheme.

Beyond any remaining assets held in the Trustee's bank account, the Scheme's assets were invested in Advalorem Value Asset Fund Limited, a Gibraltar based investment company and also non-redeemable shares in a 'sub-fund' of Swan Holding PCC Limited (called 'Cell A'). The purpose of the Swan Holding PCC Limited was to invest in UK commercial and residential properties and land. There is no evidence of an investment adviser being appointed and appropriate investment advice being sought or received.

No agreements appeared to be in place with Marley Administration Services Ltd, the company previously employed to provide administration services. Similarly, no proper accounting records appeared to have been kept. Dalriada has now put in place more robust administration processes and created proper accounting records.

**Sidlaw Larch Retirement Benefits Scheme
Trustee's Report**

Governance and Risk Management (continued)

In November 2020, a judgment was handed down following Court proceedings involving Dalriada and the Pension Protection Fund ("PPF") with regard to eligibility of pension schemes like the Scheme to make claims on the Fraud Compensation Fund ("FCF"). In short, the judge found that schemes of this nature were able to make applications for compensation. Further information on the Scheme's claim for FCF compensation is provided in the Investment Report section below.

Dalriada has developed (and will continue to develop) its business plan which set out its objectives in various key areas. Alongside the business plan, a risk register has been put in place, setting out the key risks to which the Scheme is subject and the controls in place to mitigate these.

Trustee knowledge and understanding

The Pensions Act 2004 requires trustees to have sufficient knowledge and understanding of pensions and trust law and be conversant with the Scheme documentation. The Pensions Regulator has published a Code of Practice on Trustee Knowledge and Understanding to assist trustees on this matter which became effective from 6 April 2006 and was updated with effect from April 2015. As a professional trustee, Dalriada maintains an ongoing training programme for all of its staff.

Further information

Further information about the Scheme is available, on request, to members, their spouses and other beneficiaries.

If members have any complaints or queries regarding the Scheme, or wish to obtain further information, they should contact Dalriada Trustees Limited, Linen Loft, 27-37 Adelaide Street, Belfast, BT2 8FE, or by request via email: msadmin@dalriadatrustees.co.uk.

The General Data Protection Regulations 2016/679 ("GDPR") cover information which is held electronically (i.e. computer-based information) and extend data protection laws to cover paper-based records held for individuals. The GDPR contain restrictions on the processing of special categories of data as defined in the GDPR, to which individuals must give their consent. This category of data can include information on, for example, the health of a member or marital status.

Members' personal data will be used by the Scheme's advisers to administer the Scheme and may be passed to other professional providers or advisers.

The Trustee and the Scheme's advisers each have a legal obligation and a legitimate interest to process data relating to members for the purposes of administering and operating the Scheme, which includes passing on data to third parties, as mentioned above.

Dalriada is regarded as 'Controller' for the purposes of the GDPR, in relation to the process referred to above. The advisers appointed by the Trustee are usually 'Processors', however, some advisers, such as the auditors are considered to be controllers by the various professional regulatory bodies. Under the GDPR where two or more controllers jointly determine the purposes and means of processing, they shall be joint controllers of the data.

**Sidlaw Larch Retirement Benefits Scheme
Trustee's Report**

Investment report

There are concerns that the original trustees, Timothy Walker and Macalister Lindsay, failed to comply with the appropriate investment regulations and did not properly carry out their fiduciary duties as trustees, as required under general trust law.

In relation to the £7,700,000 investment made by the Scheme (and the other schemes that form the "Milton Schemes") in Advalorem Value Asset Fund Limited ("Advalorem"), the Financial Services Commission in Gibraltar appointed Adrian Hyde, formerly of Chantrey Vellacott (a firm of Chartered Accountants) and now of CVR Global ("CVR") (a firm of insolvency practitioners), as administrator of Advalorem on 27th January 2014, pursuant to the terms of an Order granted by the Gibraltar High Court. Of the money invested, £6,600,000 was used to buy land in Scotland that was worth significantly less than the amount paid. The land was ultimately sold for £89,000 at the end of 2016, which indicated that the original price paid for the land was grossly overinflated.

Legal action was taken by CVR and as a result of this action a payment of £624,714 was paid to the Scheme on 5 July 2019. We are liaising with CVR regarding any further possible recoveries that might be made through the liquidation. As a result of further legal action taken by CVR (now called BTG Global Advisory Limited) we have been informed that a dividend payment is expected to be made to creditors, albeit the timing is still unclear. Whilst it is not yet clear exactly how much that dividend will be, the expectation is that it will be minimal in comparison to the total amounts invested and previously received. Dalriada's legal advisors will continue to liaise with BTG Global Advisory to realise that dividend. Beyond this expected dividend, Dalriada does not anticipate substantial further sums being recovered to the Scheme from the liquidation.

Whilst Advalorem was the most significant investment made by the Milton Schemes, £1,100,000 was invested in a 'sub fund' of Swan Holding PCC Limited ("Swan"), a company incorporated in the Isle of Man. The Milton Schemes hold shares in this entity. Dalriada explored avenues to recover these funds, however following the receipt of legal advice, the Trustee took the decision on a cost/benefit analysis that the risks of any potential legal proceedings against Swan outweighed the potential for returns. As such, the Trustee does not envisage making any recoveries in respect of the investment in Swan.

During the year, the day-to-day management of the Scheme's investments was delegated by the Trustee to the Investment Adviser, Advisory Investment Services Limited ("AIS") and, following advice on investment strategy from AIS, the majority of the Scheme's liquid funds were invested in corporate bond and cash funds with Legal & General and BlackRock, via an investment platform with Mobius Life Limited ("Mobius"). The detailed investment platform provider's report is included as Appendix 1.

As mentioned above, a Court ruling determined that schemes like the Milton Schemes were able to make claims on the FCF for losses arising from acts of fraud and dishonesty. After lodging an application to the FCF on behalf of the Scheme, we are pleased to confirm that the FCF has found there are reasonable grounds for believing there was dishonesty within the Milton schemes and that there were scheme asset reductions attributable to that dishonesty, for which the Scheme can be compensated. This is clearly very positive news and Dalriada is delighted to have achieved this positive outcome on behalf of members of the Milton schemes.

The Scheme received an initial compensation payment from the FCF of £2,411,396 on 30 June 2023. The final total amount of compensation to be paid has not yet been settled upon and will depend on a number of matters that we are discussing with the FCF. We will provide a further update to members as soon as we can.

**Sidlaw Larch Retirement Benefits Scheme
Trustee's Report**

Custodial arrangements

Mobius Life Limited ("Mobius")

The funds held by the Scheme invest in unitised vehicles offered by other investment managers. As such, Mobius owns units of other funds and does not directly hold stock.

The third-party investment managers of the underlying funds will appoint their own custodians.

Investment principles

Trustees are required to produce a Statement of Investment Principles ("SIP"), which incorporates the investment strategy, in accordance with Section 35 of the Pensions Act 1995. This is a requirement for schemes with 100 members or more. No serviceable SIP was prepared for the Scheme by the previous trustees and/or their administrators.

As commented earlier, Dalriada has now taken advice from AIS and implemented an investment strategy that, whilst still cautious, looks to generate a greater return than just holding funds in cash. Despite the Scheme having fewer than 100 members, Dalriada has prepared a suitable SIP that reflects that strategy, which was published during the financial period (in October 2022) and more recently updated in July 2023. The latest version of the SIP is available on the dedicated member website <https://www.dalriadatrustees.co.uk/wp-content/uploads/2023/07/Sidlaw-SIP-July-2023.pdf>

Employer-related investments

There were no employer-related investments at any time during the year within the meaning of Section 40(2) of the Pensions Act 1995.

The Scheme's Investments with Mobius comply with the restrictions prescribed by regulations made under Section 40 of the Pensions Act 1995.

**Sidlaw Larch Retirement Benefits Scheme
Trustee's Report**

Statement of Trustee's Responsibilities

The financial statements, which are prepared in accordance with UK Generally Accepted Accounting Practice, including the Financial Reporting Standard applicable in the UK (FRS 102), are the responsibility of the Trustee. Pension scheme regulations require, and the Trustee is responsible for ensuring, that those financial statements:

- show a true and fair view of the financial transactions of the Scheme during the Scheme year and of the amount and disposition at the end of the Scheme year of its assets and liabilities, other than liabilities to pay pensions and benefits after the end of the Scheme year; and
- contain the information specified in Regulation 3A of the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, including making a statement whether the financial statements have been prepared in accordance with the relevant financial reporting framework applicable to occupational pension schemes.

In discharging the above responsibilities, the Trustee is responsible for selecting suitable accounting policies, to be applied consistently, making any estimates and judgements on a prudent and reasonable basis, and for the preparation of the financial statements on a going concern basis unless it is inappropriate to presume that the Scheme will not be wound up.

The Trustee is also responsible for making available certain other information about the Scheme in the form of an Annual Report.

The Trustee also has a general responsibility for ensuring that adequate accounting records are kept and for taking such steps as are reasonably open to them to safeguard the assets of the Scheme and to prevent and detect fraud and other irregularities, including the maintenance of an appropriate system of internal control.

The Trustee is responsible under pensions legislation for securing that a payment schedule is prepared, maintained and from time to time revised, showing the rates of contributions payable towards the Scheme by or on behalf of the employer and the active members of the Scheme and the dates on or before which such contributions are to be paid. The Trustee is also responsible for keeping records in respect of contributions received in respect of any active member of the Scheme and for adopting risk-based processes to monitor whether contributions are made to the Scheme by the employer in accordance with the payment schedule. Where breaches of the schedule occur, the Trustee is required by the Pensions Acts 1995 and 2004 to consider making reports to The Pensions Regulator and the members.

Signed for and on behalf of the Trustee

For Dalriada Trustees Limited



Date

31/01/2024

Sidlaw Larch Retirement Benefits Scheme
Independent Auditor's report to the Trustee

Opinion

We have audited the financial statements of the Sidlaw Larch Retirement Benefits Scheme (the 'Scheme') for the year ended 30 June 2023 which comprise the Fund Account, Statement of Net Assets and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- Give a true and fair view of the financial transactions of the Scheme during the year ended 30 June 2023, and of the amount and disposition at that date of its assets and liabilities, other than liabilities to pay pensions and benefits after the end of the year;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Contain the information specified in Regulation 3A of the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, made under the Pensions Act 1995.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor responsibilities for the audit of the financial statements section of our report. We are independent of the Scheme in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Scheme's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustee with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the report and financial statements, other than the financial statements and our auditor's report thereon. The Trustee is responsible for the other information contained within the report and financial statements. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**Sidlaw Larch Retirement Benefits Scheme
Independent Auditor's report to the Trustee**

Responsibilities of Trustee

As explained more fully in the Trustee's responsibilities statement set out on page 10, the Scheme's Trustee is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustee determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustee is responsible for assessing the Scheme's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustee either intends to wind up the Scheme or to cease operations, or has no realistic alternative but to do so.

Auditor responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Scheme's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustee.
- Conclude on the appropriateness of the Trustee's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Scheme's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Scheme to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation (i.e. gives a true and fair view).

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Extent the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

**Sidlaw Larch Retirement Benefits Scheme
Independent Auditor's report to the Trustee**

We assessed whether the engagement team collectively had the appropriate competence and capabilities to identify or recognise non-compliance with laws and regulations by considering their experience, past performance and support available.

All engagement team members were briefed on relevant identified laws and regulations and potential fraud risks at the planning stage of the audit. Engagement team members were reminded to remain alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

We obtained an understanding of the legal and regulatory frameworks that are applicable to the Scheme, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The most relevant frameworks we identified include:

- The Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996.
- The Pension Schemes Statement of Recommended Practice (2018).
- The Pensions Acts 1995 and 2004.
- Financial Reporting Standard 102.

We gained an understanding of how the Scheme is complying with these laws and regulations by making enquiries of the Trustee. We corroborated these enquiries through our review of Trustee maintained breaches register.

We assessed the susceptibility of the Scheme's financial statements to material misstatement, including how fraud might occur, by enquiring of the Trustee to understand where it was considered there was susceptibility to fraud. This evaluation also considered how the Trustee was remunerated and whether this provided an incentive for fraudulent activity. We considered the overall control environment and how the Trustee oversee the implementation and operation of controls. In areas of the financial statements where the risks were considered to be higher, we performed procedures to address each identified risk. We identified a heightened fraud risk in relation to:

- Management override of controls.
- Revenue recognition of compensation receivable from the Fraud Compensation Fund claim.

In addition to the above, the following procedures were performed to provide reasonable assurance that the financial statements were free of material fraud or error:

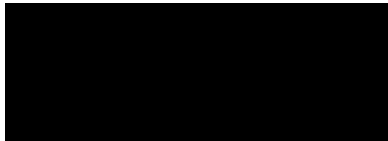
- Reviewing the latest available internal control reports of the Scheme administrator and Scheme investment platform provider.
- Performing audit work procedures over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the rationale of significant transactions outside the normal course of business and reviewing judgments made by management in their calculation of accounting estimates for potential management bias.
- Completion of appropriate checklists and use of our experience to assess the Scheme's compliance with The Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996.
- Agreement of the financial statement disclosures to supporting documentation.
- Reviewing member announcements published by the Trustee on the Scheme's website.
- Reviewing supporting information in relation to income receivable from the Fraud Compensation Fund claim and comparing to income recognised in the financial statements.

Our audit procedures were designed to respond to the risk of material misstatements in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve intentional concealment, forgery, collusion, omission or misrepresentation. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

**Sidlaw Larch Retirement Benefits Scheme
Independent Auditor's report to the Trustee**

Use of our report

This report is made solely to the Scheme's Trustee, as a body, in accordance with Regulation 3 of the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, made under the Pensions Act 1995. Our audit work has been undertaken so that we might state to the Scheme's Trustee those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Scheme's Trustee as a body, for our audit work, for this report, or for the opinions we have formed.



Statutory Auditor

227 West George Street
Glasgow
G2 2ND

Date: 31/01/2024

**Sidlaw Larch Retirement Benefits Scheme
Financial Statements**

For the year ended 30 June 2023

Fund Account

		2023	2022
	Note	£	£
Other income	3	2,411,396	-
		<u>2,411,396</u>	<u>-</u>
Administrative expenses	4	(94,140)	(36,331)
		<u>(94,140)</u>	<u>(36,331)</u>
Net additions/(withdrawals) from dealings with members		<u>2,317,256</u>	<u>(36,331)</u>
Returns on investments			
Investment income	5	535	45
Change in market value of investments	6	6,789	(22,275)
Net returns on investments		<u>7,324</u>	<u>(22,230)</u>
Net increase/(decrease) in the fund for the year		2,324,580	(58,561)
Net assets at 1 July 2022		479,367	537,928
Net assets at 30 June 2023		<u>2,803,947</u>	<u>479,367</u>

The notes on pages 17 to 24 form an integral part of these financial statements.

**Sidlaw Larch Retirement Benefits Scheme
Financial Statements**

**Statement of Net Assets
(available for benefits) as at 30 June 2023**

	Note	2023 £	2022 £
Investment assets:	6		
Pooled investment vehicles	7	411,481	449,692
		<u>411,481</u>	<u>449,692</u>
 Current assets	10	 2,447,612	 78,826
Current liabilities	11	(55,146)	(49,151)
 Net assets at 30 June 2023		 <u>2,803,947</u>	 <u>479,367</u>

The financial statements summarise the transactions of the Scheme and deal with the net assets at the disposal of the Trustee. They do not take account of obligations to pay pensions and benefits which fall due after the end of the Scheme year.

The notes on pages 17 to 24 form an integral part of these financial statements.

These financial statements were approved by the Trustee and authorised for issue on 31/01/2024

Signed for and on behalf of the Trustee

For Dalriada Trustees Limited



Sidlaw Larch Retirement Benefits Scheme
Notes to the Financial Statements

1. Basis of preparation

The financial statements have been prepared in accordance with the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, Financial Reporting Standard 102 - The Financial Reporting Standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council and the guidance set out in the Statement of Recommended Practice (SORP), Financial Reports of Pension Schemes (revised 2018), published by the Pensions Research Accountants Group.

1.1. Identification of the financial statements

The Scheme is established as a trust and is governed by, the laws of England and Wales. The address for enquiries to the Scheme is included in the Trustee's Report on page 7.

2. Accounting policies

Functional currency

The functional and presentational currency used in the financial statements is Sterling and all figures have been rounded to the nearest pound.

Investment Income

Other income is accounted for as it accrues.

Interest on bank deposits is accounted for as it accrues.

Income arising from the underlying investments of the pooled investment vehicles that is reinvested within the pooled investment vehicles is reflected in the unit price. Such income is reported within the change in market value, otherwise it is accounted for when declared by the fund manager.

Change in Market Value

The change in market value of investments comprises all increases and decreases in the market value of investments held at any time during the year, including all profits and losses realised on sales of investments during the year.

Transfers

Individual transfers to and from the Scheme during the year are included in the financial statements on the basis of when the member liability is accepted or discharged which is normally when the transfer amount is paid or received.

There were no transfers out during the year.

Benefits

Benefits payable are included in the accounts on an accruals basis when the member notifies the Trustee as to the type or amount of benefit to be taken, or where there is no choice, on the date of retirement or leaving. Currently Dalriada is not able to identify benefits payable.

**Sidlaw Larch Retirement Benefits Scheme
Notes to the Financial Statements**

Administrative expenses and investment management expenses

Administrative expenses are accounted for on an accruals basis.

Investment Assets

The Scheme had two investments, those being the investments held in Advalorem, a company incorporated in Gibraltar, and in a 'sub fund' of Swan, a company incorporated in the Isle of Man. Of the money invested in Advalorem, £6,600,000 was used to buy land in Scotland which was worth significantly less than the amount paid. The land was ultimately sold for £89,000 at the end of 2016, which indicated that the original price paid for the land was grossly overinflated.

In relation to Swan, Dalriada has been informed by a director of Swan that the funds were not invested in property directly, but rather by making a loan to a third party which then invested in property. Dalriada explored avenues to recover these funds, however following the receipt of legal advice, the Trustee took the decision on a cost/benefit analysis that the risks of any potential legal proceedings against Swan outweighed the potential for returns. As such, the Trustee does not envisage making any recoveries in respect of the investment in Swan.

In the absence of evidence to contrary, the only reasonable and prudent approach that Dalriada can take in valuing the remaining investments is to assume that they have no value. Where the amount to be recovered or returned can be estimated with reasonable certainty, investments are valued on this basis.

Unitised pooled investment vehicles are valued at the closing bid price or, if single priced, at the closing single price as advised by the investment managers at the year end.

3. Other Income

	2023	2022
	£	£
Funds received from FCF claim	2,411,396	-
	<u>2,411,396</u>	<u>-</u>

4. Administrative expenses

	2023	2022
	£	£
Administration fees	40	40
Accountancy fees	14,400	-
Consultancy fees	480	480
Audit fees	4,500	3,600
Legal fees	12,570	2,110
Pensions Regulator Levy	2,288	-
Trustee fees	59,859	30,101
Other professional fees	3	-
	<u>94,140</u>	<u>36,331</u>

Sidlaw Larch Retirement Benefits Scheme
Notes to the Financial Statements

5. Investment income

	2023	2022
	£	£
Interest on cash deposits	535	45
	<u>535</u>	<u>45</u>

6. Reconciliation of investments

	Value at 30/06/2022	Purchases at cost	Sales proceeds	Change in market value	Value at 30/06/2023
	£	£	£	£	£
Pooled investment vehicles	449,692	55,000	(100,000)	6,789	411,481
Investments Total	449,692	55,000	(100,000)	6,789	411,481
Unallocated to members	449,692				411,481

Where the investments are held in managed and unitised funds the change in market value also includes expenses both implicit and explicit to the Scheme and any reinvested income, where the income is not distributed.

Pooled investment vehicles are all managed by companies registered in the United Kingdom.

Indirect transaction costs are incurred through the bid-offer spread on investments within pooled investment vehicles. The amount of indirect costs is not separately provided to the Trustee.

For defined contribution schemes, investments purchased by the Scheme are allocated to provide benefits to the individual members. The original Trustees/administrators did not make any allocation of funds when the members transferred into the Scheme.

Consequently Dalriada has been unable to carry out an allocation of funds to members and will, in time, require further direction from the Court as to the most appropriate allocation method to use.

Concentration of Investments

The following investments exceed 5% of the total value of the net assets of the Scheme:

	2023		2022	
	£	%	£	%
L&G Life AR Cash Fund	318,606	11.4	255,047	53.2
L&G Life CSAJ PMC Short Dated Sterling Corporate Bond Index Fund	-	-	63,370	13.2
BLK Life AQC Corporate Bond Up To 5 Years Index Fund	-	-	131,275	27.4

7. Pooled investment vehicles

	2023	2022
	£	£
Bonds	92,875	194,645
Cash Fund	318,606	255,047
	<u>411,481</u>	<u>449,692</u>

Sidlaw Larch Retirement Benefits Scheme
Notes to the Financial Statements

8. Fair value hierarchy

The fair value of financial instruments has been disclosed using the following fair value hierarchy:

Level 1: The unadjusted quoted price in an active market for identical assets or liabilities which the entity can access at the assessment dates.

Level 2: Inputs other than quoted prices included within Level 1 that are observable (i.e. developed using market data) for the asset or liability, either directly or indirectly.

Level 3: Inputs which are unobservable (i.e., for which market data is unavailable) for the asset or liability.

A fair value measurement is categorised in its entirety on the basis of the lowest level input which is significant to the fair value measurement in its entirety.

The Scheme's investment assets and liabilities fall within the above hierarchy categories as follows:

	30 June 2023			
	Level 1	Level 2	Level 3	Total
	£	£	£	£
Pooled investment vehicles	-	411,481	-	411,481
	-	411,481	-	411,481

	30 June 2022			
	Level 1	Level 2	Level 3	Total
	£	£	£	£
Pooled investment vehicles	-	449,692	-	449,692
	-	449,692	-	449,692

9. Investment risk disclosures

FRS 102 requires the disclosure of information in relation to certain investment risks. These risks are set out by FRS 102 as follows:

- Credit risk: this is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation.
- Market risk: this comprises currency risk, interest rate risk and other price risk.
 - Currency risk: this is the risk that the fair value or future cash flows of a financial asset will fluctuate because of changes in foreign exchange rates.
 - Interest rate risk: this is the risk that the fair value or future cash flows of a financial asset will fluctuate because of changes in market interest rates.
 - Other price risk: this is the risk that the fair value or future cash flows of a financial asset will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market.

**Sidlaw Larch Retirement Benefits Scheme
Notes to the Financial Statements**

9. Investment risk disclosures (continued)

The SORP recommends these risk disclosures are made for all investments.

The Trustee determines the investment strategy after taking advice from a professional investment adviser. The Scheme has exposure to these risks because of the investments it makes in following the investment strategy set out below. The Trustee manages investment risks, including credit risk and market risk, within agreed risk limits which are set taking into account the Scheme's strategic investment objectives. These investment objectives and risk limits are implemented through the investment management agreements in place with the Scheme's investment managers and monitored by the Trustee by regular reviews of the investment portfolio.

Further information on the Trustee's approach to risk management, credit and market risk is set out below.

(i) Investment strategy

The investment objective of the Scheme is to maintain a portfolio of suitable assets of appropriate liquidity which will generate investment returns to meet, the benefits of the Scheme payable under the trust deed and rules as they fall due.

The Trustee sets the investment strategy for the Scheme taking into account considerations such as the long-term liabilities of the Scheme. The investment strategy is set out in the Scheme's SIP.

The current strategy (beyond the first £85,000 (or such sum as the Trustee's estimate will be required to pay the annual fees) which will be held 100% in cash), is to hold 90% in short-dated corporate bonds and 10% in cash.

Following a review of the investment strategy, the Trustee amended the investment strategy in early 2022 to take into account the high inflationary environment and make allowance for the expected time horizon to the wind-up of the Scheme. It is the intention of the Trustee, after receiving full and final compensation from the FCF, to distribute the compensation to members along with the invested assets, before winding-up the Scheme.

After considering the independent investment advice of AIS, the Trustee decided to adjust the investment strategy so as to increase the proportion of cash held within the Scheme portfolio based on the expected time horizon to wind-up of the Scheme, which is dependent on an estimate of the period to a determination of a claim on the FCF. The adjustment to the investment strategy is included in Appendix A of the revised SIP which can be found at <https://www.dalriadatrustees.co.uk/wp-content/uploads/2023/07/Sidlaw-SIP-July-2023.pdf>

(ii) Credit risk

The Scheme is subject to direct credit risk within the investment portfolio to the extent of the holdings in pooled investment vehicles and assets held in cash and is indirectly exposed to credit risks arising on the financial instruments held within the pooled investment vehicles which contain fixed interest investments. Cash in the Trustee's bank account is held within financial institutions which are at least investment grade credit rated.

Direct credit risk arising from pooled investment vehicles is mitigated by the underlying assets of the pooled arrangements being ring-fenced from the pooled manager and the regulatory environments in which the pooled manager operates.

Indirect credit risk arises in relation to underlying investments held in the pooled investment vehicles, specifically the Scheme's bond mandates which hold credit instruments. The Trustee has delegated the day-to-day management of the pooled investment vehicles.

Sidlaw Larch Retirement Benefits Scheme
Notes to the Financial Statements

9. Investment risk disclosures (continued)

A summary of pooled investments vehicles by type of arrangement is as follows:

	30-Jun-23	30-Jun-22
Unit linked insurance contracts	411,481	449,692
Total	411,481	449,692

(iii) Currency risk

The Scheme is not directly exposed to currency risk as the pooled investment vehicles held are denominated in Sterling.

Indirect exposure to currency risk arises as a result of the Scheme's pooled investment vehicles' underlying holdings including securities that are denominated in non-GBP currencies. The fund manager may choose to hedge foreign currency exposures within the pooled investment vehicles. The Trustee does not conduct any direct currency hedging however invest in GBP currency hedged versions of pooled funds where it deems it appropriate.

A summary of the underlying portfolio exposed to currency rate risk is as follows:

	30-Jun-23	30-Jun-22
BLK Life AQC Corporate Bond Up To 5 Years Index Fund	62,096	131,275
Total	62,096	131,275

(iv) Interest rate risk

The Scheme is not directly exposed to interest rate risk across the pooled investment vehicles they invest in, as the price of those vehicles are not directly affected by changes in interest rates.

As a result of some of the pooled investment vehicles held by the Scheme investing in fixed interest products such as government and corporate bonds, the Scheme is exposed indirectly to interest rate risk. Movements in interest rates will have a bearing on the price of those underlying government and corporate debt securities held which will affect the net asset value of the vehicles and consequently, the unit price of the pooled investment vehicles.

A summary of the underlying portfolio exposed to interest rate risk is as follows:

	30-Jun-23	30-Jun-22
L&G Life CSAJ PMC Short Dated Sterling Corporate Bond Index Fund	30,779	63,370
BLK Life AQC Corporate Bond Up To 5 Years Index Fund	62,096	131,275
L&G Life AR Cash Fund	318,606	255,047
Total	411,481	449,692

(v) Other price risk

The Scheme is not directly or indirectly exposed to other price risk.

The Trustee has delegated the day-to-day management of the Scheme's investments to its investment managers. A further breakdown of the Scheme's investments is included in note 7.

**Sidlaw Larch Retirement Benefits Scheme
Notes to the Financial Statements**

10. Current assets

	2023	2022
	£	£
Sundry debtors	13,616	13,616
Cash balances	<u>2,433,996</u>	<u>65,210</u>
	<u><u>2,447,612</u></u>	<u><u>78,826</u></u>

Included in the bank balance is £2,433,996 (2022: £65,210) which is not allocated to members.

The sundry debtors are funds due from other schemes represent historic legal and trustee fees paid by the Scheme on behalf of other related schemes. During the year the total fees paid on behalf of other schemes amounted to £nil and £13,616 brought forward from previous years.

11. Current liabilities

	2023	2022
	£	£
Accrued expenses	(11,776)	(5,781)
Sundry creditors	<u>(43,370)</u>	<u>(43,370)</u>
	<u><u>(55,146)</u></u>	<u><u>(49,151)</u></u>

Sundry creditors relates to fees paid by other schemes on behalf of the Scheme. During the year the total fees paid on behalf of other schemes amounted to £nil and £43,370 brought forward from previous years. Where Dalriada is appointed to a number of schemes at the same time (a bulk appointment), much of the work it carries out is common to all the schemes covered by the appointment but could equally be carried out for any one scheme in isolation.

All other things being equal, the costs incurred in respect of these common tasks would be proportioned appropriately across each of the schemes but this isn't always possible due to different schemes having differing amounts of available assets (or, occasionally, no assets). Where Dalriada is looking at recovery action on these other schemes, it keeps a record of the costs incurred by one scheme on behalf of another (or others) as, if and when any recoveries are made from the other schemes' investments, these shared costs will be reimbursed to the Scheme in the first instance.

12. Related Party Transactions

During the year Dalriada provided professional trustee services totalling £59,859 (2022: £30,101). At the year end £5,496 (2022: £2,039) was still due to be paid to Dalriada.

At the year end £13,616 (2022: £13,616) was still due from other schemes and £43,370 (2022: £43,370) was still due to other schemes. If and when any recoveries are made from the investments, these shared costs will be reimbursed to the Schemes in the first instance.

13. Contingent asset

BTG Global Advisory Limited have advised that a further dividend should be paid to creditors in the next financial year (i.e. in the year to 30 June 2024), but the amount of any dividend cannot yet be quantified.

As mentioned earlier, the Scheme has received initial compensation from the FCF. The final total amount of compensation to be paid has not yet been settled upon and will depend on a number of matters that we are discussing with the FCF. Additional FCF compensation may be received in the next financial year (i.e. in the year to 30 June 2024), but the amount of the final compensation and the timing of such payment cannot yet be confirmed.

Sidlaw Larch Retirement Benefits Scheme
Notes to the Financial Statements

14. Taxation

The Scheme is a registered Pension Scheme under Chapter 2 of Part 4 of the Finance Act 2004 and is therefore exempt from income tax and capital gains taxes.

15. Self-investment

There were no known instances of self-investment during the year.

**Sidlaw Larch Retirement Benefits Scheme
Summary of Contributions**

During the year ended 30 June 2023 no contributions were paid or due to the Scheme.

Signed for and on behalf of the Trustee

For Dalriada Trustees Limited

A black rectangular box redacting the signature of the trustee.

Date

31/01/2024

.....

Independent Auditor's Statement about Contributions to the Trustee of the Sidlaw Larch Retirement Benefits Scheme

We have examined the summary of contributions to the Sidlaw Larch Retirement Benefits Scheme for the Scheme year ended 30 June 2023 to which is set out on page 25.

Statement about contributions payable under the Scheme rules

In our opinion contributions for the Scheme year ended 30 June 2023 as reported in the summary of contributions and payable under the Scheme rules have in all material respects been paid at least in accordance with the Scheme rules.

Scope of work on Statement about Contributions

Our examination involves obtaining evidence sufficient to give reasonable assurance that contributions reported in the attached summary of contributions have in all material respects been paid at least in accordance with the Scheme rules. This includes an examination, on a test basis, of evidence relevant to the amounts of contributions payable to the Scheme and the timing of those payments under the Scheme rules.

Respective responsibilities of the Trustee and the auditor

As explained more fully in the Statement of Trustee's Responsibilities, the Scheme's Trustee is responsible for securing that a payment schedule is prepared, maintained and from time to time revised and for monitoring whether contributions are made to the Scheme by the employer in accordance with the payment schedule.

It is our responsibility to provide a Statement about Contributions paid under the Scheme rules to report our opinion to you.

Use of our report

This report is made solely to the Trustee, as a body in accordance with Regulation 4 of The Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996. Our work has been undertaken so that we might state to the Trustee those matters we are required to state to them in an Auditor's Statement about Contributions and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Scheme's Trustee as a body, for our work, for this report, or for the opinions we have formed.



Statutory Auditor

227 West George Street
Glasgow
G2 2ND

Date: 31/01/2024

**Sidlaw Larch Retirement Benefits Scheme
Compliance Statement**

Changes in and other matters relating to the Scheme advisers

Any changes to Scheme advisers are shown on pages 3 and 4.

Pension Tracing Service

The Pension Tracing Service provides a tracing service for members (and their dependants) of previous employers' schemes, who have lost touch with earlier employers and trustees. To trace a benefit entitlement under a former employer's scheme, enquiries should be addressed to:

Pension Tracing Service
Post Handling Site A
Wolverhampton
WV98 1AF

Telephone: 0800 731 0193

Website: <https://www.gov.uk/find-pension-contact-details>

The Money and Pensions Service

The Money and Pensions Service creates one organisation from the three existing providers of government-sponsored financial guidance:

- The Money Advice Service
- The Pensions Advisory Service
- Pension Wise

The Money and Pensions Service brought together for the first time the provision of debt advice, money guidance and pensions guidance. For pensions guidance the Money and Pensions Service will provide information to the public on matters relating to workplace and personal pensions. From 30 June 2021, the new consumer-face of MaPS is Money Helper:

Telephone: 0800 011 3797

Email: pensions.enquiries@moneyhelper.org.uk

Website: www.moneyhelper.org.uk

The Pensions Ombudsman

In cases where a complaint or dispute cannot be resolved under the IDRP, an application can be made to the Pensions Ombudsman to investigate and determine any complaint or dispute of fact or law involving occupational pension scheme. The Pensions Ombudsman can be contacted at:

10 South Colonnade
Canary Wharf
E14 4PU

Telephone: 0800 917 4487

Website: www.pensions-ombudsman.org.uk

E-mail: enquiries@pensions-ombudsman.org.uk

**Sidlaw Larch Retirement Benefits Scheme
Compliance Statement**

The Pensions Regulator

The statutory body that regulates occupational pension schemes is The Pensions Regulator (TPR). TPR can be contacted at:

The Pensions Regulator
Telecom House
125 – 135 Preston Road
Brighton
BN1 6AF

Telephone: 0345 600 0707
Website: www.thepensionsregulator.gov.uk
E-mail: customersupport@tpr.gov.uk

Appendix 1

Sidlaw Larch Retirement Benefits Scheme

Investment Manager's Report to 30 June 2023



Fund Performance to: **30 Jun 2023**

% Fund Growth	1 Year to 30 Jun 23	3 Years to 30 Jun 23	1 Year to 30 Jun 22	1 Year to 30 Jun 21	1 Year to 30 Jun 20	1 Year to 30 Jun 19
L&G Life CSAJ PMC Short Dated Sterling Corporate Bond Index Fund	-2.3 %	-3.1 %	-7.0 %	0.1 %	0.0 %	0.0 %
BLK Life AQL Up To 5 Year Corporate Bond Index Fund	na	na	na	na	na	na
L&G Life AR Cash Fund	3.1 %	1.1 %	0.3 %	0.0 %	0.6 %	0.7 %

Market Returns	1 Year to 30 Jun 23	3 Years to 30 Jun 23	1 Year to 30 Jun 22	1 Year to 30 Jun 21	1 Year to 30 Jun 20	1 Year to 30 Jun 19
FTSE ALL Share Index	7.9 %	10.0 %	1.6 %	21.5 %	-13.0 %	0.6 %
FTSE 100	9.1 %	10.9 %	5.8 %	18.0 %	-13.8 %	1.6 %
FTSE 250	1.9 %	5.1 %	-14.6 %	33.4 %	-10.0 %	-3.8 %
FTSE Small Cap	1.2 %	9.9 %	-12.6 %	50.1 %	-7.4 %	-2.0 %
FTSE AW World Index	13.5 %	11.4 %	-2.8 %	25.5 %	5.7 %	10.4 %
FTSE North America	13.7 %	13.0 %	-0.4 %	27.3 %	10.9 %	14.1 %
FTSE Developed Europe ex UK	19.0 %	9.3 %	-10.5 %	22.6 %	0.3 %	7.6 %
FTSE Developed Asia Pacific ex Japan	3.0 %	6.1 %	-10.9 %	30.0 %	-5.4 %	6.4 %
FTSE Japan	12.6 %	4.9 %	-8.5 %	12.0 %	6.8 %	-1.2 %
FTSE Over 15 year fixed interest	-24.9 %	-19.8 %	-22.9 %	-10.9 %	19.8 %	7.2 %
FTA All Stock Fixed Interest Gilt Index	-14.5 %	-11.5 %	-13.6 %	-6.2 %	11.2 %	4.9 %
FTA Over 5 Year Index-Linked Gilt Index	-20.0 %	-14.8 %	-19.1 %	-4.4 %	11.9 %	9.1 %

Past performance should not be seen as a guide to future performance and may not be repeated.

Notes:

- Returns shown are gross of charges based on Mobius Life unit prices
- Returns for periods in excess of a year are annualised.
- Past performance should not be seen as a guide to future performance and may not be repeated. The value of investments may go down as well as up and investors may not get back the amount originally invested, are not certain to make a profit and may lose money.
- Exchange rate changes may cause the value of overseas investments to rise or fall.
- Investors should be aware that investment in emerging markets involves a high degree of risk and should be seen as long term in nature.
- Investment in property may not be readily realisable. The value of property is generally a matter of valuers opinion rather than fact.
- Where a fund is invested with another life company by means of a reinsurance arrangement, we monitor the way the reinsurer manages the business, but we do not guarantee the solvency of the reinsurer, so the risk of default by the reinsurer is borne by policyholders who invest in the relevant fund.
- Mobius Life Limited provides information on our products and services to enable you to make your own investment decisions, and this document should not be regarded as a personalised recommendation.

Fund Profiles

BLK Life AQL Up To 5 Year Corporate Bond Index Fund

The fund invests in investment grade corporate bonds denominated in sterling. The fund aims to achieve a return consistent with the iBoxx Sterling Non-Gilts 1-5 Year Index. This index consists of bonds with a maturity period of up to 5 years.

L&G Life AR Cash Fund

This Fund consists of monies which are invested in short term instruments. The Fund aims to perform in line with SONIA (Sterling Overnight Index Average), without incurring excessive risk.

L&G Life CSAJ PMC Short Dated Sterling Corporate Bond Index Fund

The investment objective of the fund is currently to track the performance of the Markit iBoxx Sterling Corporates 1-5 Index.

Appendix 2

Sidlaw Larch Retirement Benefits Scheme ("the Scheme") Annual Governance Statement

By the Chair of Trustees for the
Scheme Year Ending 30 June 2023



Dalriada.
A better way

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2	Trustee knowledge and understanding	10
3	Knowledge of the trust deed and rules	13

Signatory of:



Principles for
Responsible
Investment



1 Introduction and Background

This statement has been prepared in accordance with regulation 23 the Occupational Pension Scheme (Scheme Administration) Regulations 1996, as amended (the "Administration Regulations"), and having taken account of the guidance from The Pensions Regulator ("TPR") when considering the various aspects of the operation of the Scheme on which we are required to report.

It relates to the Sidlaw Larch Retirement Benefits Scheme ("the Scheme") and covers the period from 1 July 2022 to 30 June 2023.

This statement will be published on a publicly available website.

Consideration has also been given to the Department for Work and Pensions guide on 'Reporting of costs, charges and other information'.

Matters in relation to the Scheme are considered by a dedicated committee of the Dalriada Trustees Limited ("Dalriada") Board, which meets at least four times a year. However, issues are also considered on an ad hoc basis between committee meetings. The Scheme has a dedicated client manager, alongside a project manager, who ensures anything requiring attention by the committee is communicated, and acted upon, in a timely manner.

Dalriada was appointed as trustee to the Scheme (and other schemes, collectively known as "the Milton Schemes") by TPR amid concerns as to how the Scheme was being managed and, also that it may have been used as a vehicle for pension liberation. This has presented Dalriada with a number of challenges around governance. Nevertheless, this statement is a legal requirement and, as such, can serve as a useful reminder of the issues faced by Dalriada. Where it cannot meet certain governance obligations, I have explained why that it is the case.

Whilst the previous trustees were not removed by TPR, Dalriada was appointed with exclusive powers, to the exclusion of all other trustees. Therefore, Dalriada is effectively the sole trustee of the Scheme. The previous trustees were also prohibited from acting as pension scheme trustees from 23 August 2018 and have had no involvement in running the Scheme since Dalriada's appointment in July 2013. The company linked to the administration of the Scheme was dissolved following being subject to a winding up order.

By way of reminder, the Milton Schemes invested £7,700,000 in a company called Advalorem Value Asset Fund Limited ("Advalorem"), the majority of which was used to purchase land at a grossly inflated price. A further £1.1m was invested into Swan Holding PCC Limited ("Swan") which is a company based in the Isle of Man.

In an Announcement issued in July 2023, Dalriada set out the steps that it is continuing to take to recover members' funds. Dalriada confirmed that it had received confirmation from the FCF that it considered there were reasonable grounds for believing there was dishonesty within the Schemes and there were scheme asset reductions attributable to that dishonesty. This is clearly positive news for members.

The FCF has agreed to pay compensation in respect of both the Advalorem and Swan investments, but Dalriada must still attempt to make recoveries in respect of these investments, if possible.

In relation to Advalorem, in our previous Announcement we reported that we expected to receive a dividend payment. This payment has yet to be received and Dalriada continues to liaise with the liquidator, BTG Global Advisory. However the dividend payment is expected to be a small fraction of the total funds

invested, and Dalriada does not anticipate substantial further sums being recovered to the Schemes from Advalorem.

In relation to Swan, Dalriada explored avenues to recover these funds, however following the receipt of legal advice and the lack of clarity as to Swan's asset position, the decision was made on a cost/benefit analysis that the risks of any potential legal proceedings against Swan outweighed the potential for returns. As such, we do not envisage making any recoveries in respect of the Swan investment.

On 30 June 2023 Dalriada received an initial payment of compensation from the FCF, totalling £2,411,396. The final total amount of compensation to be paid has not yet been settled upon and will depend on a number of matters that are being discussed with the FCF.

Default arrangement

A number of requirements of the Administration Regulations relate only to a "default arrangement" as defined in the Occupational Pension Schemes (Charges and Governance) Regulations 2015.

The Scheme does not have a default fund for ongoing accrual. It is not a qualifying scheme within the meaning given by section 99 of the Pensions Act 2008. The Scheme is not used to meet any auto-enrolment obligations and no contributions are being paid into the Scheme. The Scheme's assets are made up solely by way of member transfer payments into the Scheme.

The Scheme did not, and does not, offer a Default Lifestyle Strategy and did not offer members any choice as to how their funds were invested.

As there is no default arrangement in the Scheme there have been no specified performance-based fees incurred during the scheme year.

For the reasons set out in Section 1, it is not possible to provide members with a meaningful statement on the return on their investments.

The investments made by the previous trustees were not made acting upon the recommendation of any appropriately qualified advisor.

As mentioned above, the Scheme invested in a number of unusual, high risk and largely illiquid investments which are difficult to value.

As such, in Dalriada's view, there has never been an appropriate default investment arrangement. There is no life-styling option available.

As set out in the Announcements there has been some recovery of Scheme assets. Dalriada has taken appropriate and professional investment advice and put in place a suitable investment strategy which reflects Dalriada's intention to wind up the Scheme as soon as it is able, giving members the opportunity to transfer any remaining funds to a more suitable pension arrangement.

This Chair's Statement, and other information, is published on a dedicated Scheme website. However, as the assets in the Scheme cannot be fully determined we cannot produce meaningful annual benefit statements or pension illustrations for the Scheme members. We are therefore unable to comply with the requirement to notify members in an Annual Benefit Statement that the relevant parts of the Chair's Statement have been published on the website.

However, Dalriada has been able to prepare Annual Report and Financial Statements, which have also been published on the online website.

Statement of Investment Principles (“SIP”)

Ordinarily, trustees should prepare a statement of investment principles (“SIP”) governing decisions about investments. This is a requirement for schemes with 100 members or more.

As noted above, where assets have been recovered, Dalriada has taken appropriate and professional investment advice to determine a suitable investment strategy and has a SIP in place to reflect that strategy. The SIP was last updated in July 2023 and will be reviewed by Dalriada every three years. Such a strategy reflects Dalriada’s intention to wind up the Scheme as soon as it is possible giving members the opportunity to transfer any remaining funds to a more suitable arrangement.

As the unrealised investments are unconventional and predominantly unregulated, they do not comply with any maximum charge requirements. Dalriada is continuing to work to realise investments where it is appropriate and possible to do so.

Copies of the Scheme’s Report and Accounts and SIP are published on the members’ website. The Scheme’s Report and Accounts include the latest Chair’s Statement.

Review of default strategy and default arrangements

The Trustee has implemented a strategy that satisfies the risk and targeted return requirements and which it considers appropriate for the members collectively. The strategy is to use a combination of cash and short-dated corporate bonds, denominated in sterling, which in combination are targeted to achieve the Investment Objectives.

The Scheme’s assets are invested on behalf of the Trustee by BlackRock and Legal & General Investment Management, through the Mobius Life platform, with underlying investment managers.

The Trustee only invests in asset classes, including but not limited to bonds and cash. The use of derivatives is as permitted by the guidelines that apply to the pooled funds.

Core Financial Transactions

Trustees have a specific duty to ensure that core financial transactions relating to DC schemes are processed promptly and accurately. These include the following:

- investing contributions in the scheme
- transferring assets related to members into or out of the scheme
- transferring the assets between different investments within the scheme
- making payments from the scheme to or on behalf of the members.

The Scheme does not currently accept contributions or transfers in and is unable to pay any level of benefit, including transfers values, to members at the present time.

This is due to a number of factors, not least uncertainty, to date, as to the value of the Scheme’s investments and the position with regard to potential tax charges which may be levied against the Scheme should it be deemed that any unauthorised payments to members occurred.

The financial transactions the Scheme does make are, in the main, in relation to costs.

Unsurprisingly, Dalriada has been unable to carry out routine administrative actions for the Scheme over the reporting period. Therefore, there have been no material administration service issues which need to be reported here.

Notwithstanding this, Dalriada, as a professional independent trustee, has processes and controls in place that are suitably designed to ensure any service objectives can be achieved once the Scheme is in a position to operate in the manner of a normal scheme. Dalriada's administrations processes are independently audited and accredited under AAF 01/20 and AAF 02/07.

Once Dalriada is in a position to process member benefit requests these will be managed and monitored in line with Dalriada's standard service level agreement (SLA) levels and targets and formally reported on, on a quarterly basis.

In addition, acknowledging that we need accurate member data for the processing of member benefits, Dalriada will carry out an analysis of 'common data' and 'scheme specific data' (as defined by TPR). This helps us to ensure the integrity of member data that is processed.

We perform monthly bank account reconciliations for all the schemes to which Dalriada is appointed. The purpose of these reconciliations is to ensure that all transactions processed through the bank accounts (money in and out) can be accounted for. Any transactions which cannot be accounted for are investigated and corrected if required.

Charges and Transaction Costs

The governance rules require trustees to make an assessment of investment management charges and transactions costs borne by the scheme members and the extent to which those charges and costs represent good value for money for members.

The investment management charges incurred by the regularised scheme investments are as follows:

Name	Fund Manager Charge	Additional Expenses	Mobius Life	Effective total annual fund charge
L&G Cash	0.05%	0.00%	0.04%	0.09%
L&G Short Dated Sterling Corporate Bond	0.14%	0.00%	0.04%	0.18%
BlackRock Sterling Corporate Bond 1-5 years	0.06%	0.015%	0.04%	0.115%

The Trustee has calculated the other charges and, so far as they were able to do so, the transaction costs, borne by Scheme members for the Scheme Year.

In this context, "charges" means (subject to some specific exceptions, such as charges relating to pension sharing orders) all administration charges other than transaction costs.

"Transaction costs" are costs incurred as a result of the buying, selling, lending or borrowing of investments.

Dalriada has deviated from the approach set out in the DWP statutory guidance for the reasons set out below.

In the period covered by this Chair's statement no payments into the Scheme have been accepted, either by way of contribution or transfers-in, that would be considered transaction costs. During the period there was a disinvestment of £45,000 made to the Scheme bank account from the regularised Scheme investments held with Mobius Life Limited. This disinvestment resulted in a transaction cost of £180. There have been no other transaction costs over the period.

Under the terms of its appointment, the fees of Dalriada and its advisers fall as a debt due from the employer. However, this company was dissolved in 2016 and so there will be no assets to meet costs. In this situation the terms of appointment set out that costs (or "charges") should be met from Scheme funds.

Due to the mismanagement of the Scheme by its previous trustees and the subsequent actions taken by Dalriada since appointment, it is inevitable that the Scheme has incurred, and will continue to incur, significantly higher ongoing costs than would be the case for a similarly sized but conventional scheme.

Dalriada assumed trusteeship of the Scheme via a bulk appointment by TPR, when Dalriada was also appointed to three other schemes. All four schemes shared (and continue to share) similar characteristics, such as the previous trustees, administration records and, on occasions, investments. Where work is carried out that has a mutual benefit to both schemes collectively, the costs will be shared across all schemes.

The costs for the year ending 30 June 2023 (including trustee fees and legal and other professional fees) are set out in the Report and Financial Statements and total: £94,140 (incl. VAT).

Dalriada has set out in its various Announcements to members the actions it has taken to realise, where possible, the investments made by the previous trustees. Generally, actions undertaken by Dalriada, beyond those considered necessary for the appropriate management of the Scheme, have been centred on legal advice and action around the realisation/recovery of funds.

Dalriada will continue to confirm to members the amount of costs incurred in subsequent Chair's Statements. In addition, a full set of Report and Financial Statements has been prepared which have been audited by an independent auditor, which includes an audit of any core financial transactions that have taken place.

"Good value" assessment of charges and transactions

Generally, trustees should assess the extent to which the charges described above represent "good value" for members during the scheme year, by considering the level of member borne charges against the benefits attributable to such charges.

Whether something represents good value is not capable of being precisely defined. However, for these purposes, trustees should consider that charges may be viewed as representing good value for members where an optimum combination of cost and quality is achieved for the whole membership, relative to other options available in the market.

The characteristics of the Scheme are unusual and there are no readily available comparators to determine whether the costs incurred represent good value.

However, the actions undertaken by Dalriada, beyond those considered necessary for the appropriate management of the Scheme, are centred on action around recovery of funds. Such actions are considered on a cost-benefit analysis. Where necessary, Court approval would be sought for the use of Scheme funds to pay for any legal action.

Dalriada was appointed following a tender exercise by TPR and is subject to ongoing oversight by TPR.

Dalriada's costs (both for ongoing management and regarding action around recovery of funds) are calculated using a blended charging rate. This rate sits well below Dalriada's standard market rates for senior staff. The trustee's legal advisers operate on a similar basis, albeit on a different charging rate.

As commented above, Dalriada, as a professional independent trustee, has processes and controls in place that are suitably designed to ensure any service objectives can be achieved once the Scheme is in a position to operate in the manner of a normal scheme. Dalriada's administration processes are independently audited and accredited under AAF 01/20 and AAF 02/07.

Once Dalriada is in a position to process member benefit requests these will be managed and monitored in line with Dalriada's standard SLA levels and targets, and formally reported on, on a quarterly basis.

Dalriada is required to advise members of the cumulative effect over time of the application of charges and costs on the value of a member's accrued rights to money purchase benefits. However, due to the nature of Dalriada's appointment and the uncertainty as to both Dalriada's and its adviser's fees, as well as the value of the Scheme's investments and how these should then be attributed to the members, this is not possible to do at this time.

Further, as laid out above, the Scheme has been awarded compensation by the FCF. This compensation includes the costs incurred by Dalriada since its appointment as Trustee which are attributable directly or indirectly to dealing with the act(s) of dishonesty giving rise to the claim. Therefore a significant proportion of the costs incurred by the Scheme to date will be compensated by the FCF. The final total amount of compensation to be paid has not yet been settled and will depend on a number of matters that are being discussed with the FCF.

Consequently, until the level of FCF compensation for costs incurred is fully known, again, it is not possible for Dalriada to advise members of the cumulative effect over time of the relevant costs and charges on the value of the members' benefits. When we are in a position to do so, we will advise members further.

Once the FCF claims process is complete Dalriada will wind up the Scheme and secure members benefits with an alternative registered pension provider, to the extent it is possible to do so.

Given the nature of the Scheme and the fact that Dalriada was appointed as Trustee with exclusive powers given TPR's concerns about the misuse and misappropriation of Scheme funds, and those concerns having been well founded, the Scheme could not and cannot provide good value to members.

As noted above we cannot produce meaningful annual benefit statements for the Scheme members. We are therefore unable to comply with the requirement to notify members in an Annual Benefit Statement that the relevant parts of the Chair's Statement have been published on the website.

Value for Members Assessment and Reporting of Net Investment Returns

The Occupational Pension Schemes (Administration, Investment, Charges and Governance) (Amendment) Regulations 2021 ("the 2021 Regulations) introduced new requirements for trustees of relevant occupational pension schemes to carry out a more detailed value for members ("VfM") assessment.

For the purposes of the 2021 Regulations, the Scheme is a "relevant occupational pension scheme" because at the date of this Statement the Scheme had total assets worth less than £100 million and had been operating for three or more years.

A VfM assessment should include a comparison of the reported costs, charges and fund performance (net investment returns) for the given scheme against a minimum of three other comparison schemes, as well as a self-assessment of key scheme governance and administration criteria.

Given the particular circumstances of the Scheme (including the minimal liquid assets held, the lack of comparison schemes with which to usefully compare the Scheme and the fact that Dalriada has been appointed as Trustee to ultimately wind-up the Scheme) a more detailed VfM assessment, and consideration of the key scheme governance and administration criteria, is not possible and would not be meaningful. Furthermore, given the lack of invested assets in the Scheme, a comparison of investment returns is not possible.

However, despite not being able to carry out a detailed VfM assessment in line with the 2021 Regulations, we are of the view that such an assessment would conclude that the Scheme could not and cannot provide value for members, given the circumstances outlined in this Statement.

2 Trustee knowledge and understanding

The Trustee has considered the latest guidance in relation to Chair's Statements from TPR and has ensured that its practices reflect the requirements set out. I have set out below how the Trustee ensures it currently meets the knowledge and understanding requirements of trustees.

DALRIADA TRUSTEES LIMITED ("DALRIADA")

Dalriada is an independent professional trustee, established in 2003, which has been appointed by TPR under section 7 of the Pensions Act 1995 to a significant number of schemes. These appointments have been as a result of TPR having concerns about the nature and operation of the schemes and the extent to which the then trustees understood their statutory and fiduciary duties and responsibilities. Dalriada refers to such schemes as "Regulatory Appointments". The Scheme is a Regulatory Appointment.

Dalriada has established a specialist team drawn, from various relevant disciplines within Dalriada to manage the governance of these Regulatory Appointments, which we have called the Irregular Schemes Team.

A dedicated committee – the Irregular Schemes Practice Board ("the Practice Board") – has been established by the Board of Directors of Dalriada to oversee the activities of the Irregular Schemes Team in its governance of this Scheme and other Regulatory Appointments. Care has been taken to ensure that the membership of the Practice Board is such that there is sufficient knowledge and understanding to meet the requirements set out in sections 247 and 248 of the Pensions Act 2004 and TPR's Code of Practice on Trustee Knowledge and Understanding.

I have set out below the membership of the Practice Board, along with a short summary of their skill set and experience. In addition, it is worth noting that two members of the Practice Board are directors of Dalriada.

Dalriada operates a team-based approach, which gives the Irregular Schemes Team access to over 150 pensions and support personnel, with a broad skill set suited to identifying and implementing the variety of tasks required to successfully manage the schemes. This includes pension administration experts, an in-house legal team, fund accountants and investment experts. Whilst the core Irregular Schemes Team deals with the majority of matters arising on the Scheme on a day-to-day basis (in conjunction with its appointed advisers), it can access the specialist expertise of the wider Dalriada team as and when required.

As far as we are aware, no other professional independent trustee firm has established and developed a specialist team in this difficult and challenging area of trusteeship. The relevant experience developed by the Irregular Schemes Team on such cases is unmatched and unrivalled.

THE PRACTICE BOARD

Sean Browes

Sean has been working in the pensions industry since he graduated in 1988. He worked for two major benefit consultancies in both administration management and consultancy roles, before joining Dalriada in 2003. Sean has a broad range of skills and experience suited to all areas of pension scheme management.

Sean leads the Irregular Schemes Team, dealing with Dalriada's appointments by TPR to schemes suspected of being involved in pension liberation or thought to be scams. He now has a wealth of experience and knowledge with regard to the unique characteristics associated with the administration and management of these types of scheme and the challenges they present.

Sean is a fully accredited member of the Association of Professional Pension Trustees, has completed TPR's Trustee Toolkit and holds the Pensions Management Institute's Certificate in DC Governance and Award in Pension Trusteeship (DC and DB). Sean has met all required CPD requirements.

Neil Copeland

Neil is a co-founder of Dalriada. He acts as an Accredited Professional Trustee on some of our most complex and challenging cases, including our Regulatory Appointments. Neil specialises in schemes with technically challenging governance and covenant issues, as well as having over 25 years of experience in relation to defined benefit, hybrid, defined contribution, multi-employer and sectionalised arrangements.

Neil spends a significant proportion of his time working on Regulatory Appointments. Like Sean, Neil has developed considerable experience of the complex and non-standard issues faced by the Dalriada team in managing the Regulatory Appointments. This has included acting as a witness in high profile litigation in relation to Regulatory Appointments in support of TPR and representing Dalriada in oral hearings before the Determinations Panel, where Dalriada's appointment by TPR has been challenged by the incumbent trustees or other directly affected parties.

Neil is a fully accredited member of the Association of Professional Pension Trustees, has completed TPR's Trustee Toolkit and is a Fellow of the Pensions Management Institute and holds their Certificate in DC Governance and Award in Pension Trusteeship (DC and DB). Neil has met all required CPD requirements.

Tom Lukic

Tom is a director of Dalriada and leads the Dalriada business across the Midlands. He has broad pensions experience with particular expertise in employer covenant and corporate transactions. He has worked with a range of trustee boards managing scheme assets from c.£5 million to more than £1 billion. Similarly, he is experienced in working with a broad spectrum of sponsoring employers from small, owner-managed businesses through to much larger and complex groups, being either privately owned or fully listed.

Tom's experience, both as an adviser and as an Accredited Professional Trustee, provides particular insight into corporate structures and insolvencies. Where the investments of Regulatory Appointments include shares and/or bonds in, or issued by, corporate entities, an understanding of the accounting and financial structures of these entities is essential and Tom provides a wealth of experience in this area.

Tom is a fully accredited member of the Association of Professional Pension Trustees, has completed TPR's Trustee Toolkit and holds the Pensions Management Institute's Award in Pension Trusteeship (DC and DB). Tom has met all required CPD requirements.

Brian Spence

Brian is a co-founder and director of Dalriada. He is now involved in the provision of a wide range of advice to pension scheme sponsors and trustees. Brian is well-known in the pensions industry for taking a strategic view in dealing with pension scheme matters and uses his experience to deliver practical solutions which satisfy the needs of trustees, employers and other stakeholders. Brian is recognised by TPR and the pensions industry as an expert in dealing with contentious and/or complex issues. He is a lead contact and "key person" for a number of high-profile trustee appointments.

In addition, Brian has practical experience of working as a Professional Trustee in all three major legal jurisdictions of the UK and as a Professional Trustee and advisor in Ireland. Brian has held a UK Scheme Actuary Practising Certificate since inception of the role in 1997.

Brian has an in-depth knowledge of legal processes, particularly around testing points of legal principle related to the operation of pension schemes, often as a result of deficiencies in scheme documentation (a

common issue with Regulatory Appointments). He also has experience in litigation involving pension schemes – where it is cost effective to do so, Dalriada will look to take legal action against the perpetrators of a scam with the aim to recover misappropriated assets.

Brian is a fully accredited member of the Association of Professional Pension Trustees, has completed TPR's Trustee Toolkit and holds the Pensions Management Institute's Award in Pension Trusteeship (DC and DB). Brian has met all required CPD requirements.

Amanda Banister

Amanda is a professional trustee with a wealth of experience in the pensions industry. Before joining Dalriada, Amanda was a pensions partner in a global law firm. She also spent three years in-house at the Pension Protection Fund in its early years, shaping its legal approach and gaining wide experience in pensions policy and insolvency/restructuring. After leaving, she continued to advise the PPF on some of its highest profile and most complex matters.

Amanda's experience of working with and advising the PPF is a valuable asset to the Practice Board, as is her significant experience of contentious pensions issues, including Pensions Ombudsman disputes. Amanda also has a strong governance and risk management skillset, with an ability to solve testing problems, which are strongly aligned with the work of the Practice Board and Regulatory Appointments in general.

Amanda is a qualified solicitor, has completed TPR's Trustee Toolkit and holds the Pensions Management Institute's Award in Pension Trusteeship. Amanda has met all required CPD requirements.

3 Knowledge of the trust deed and rules

All documents setting out the trustee's current policies

The Scheme has a dedicated client manager who has an in-depth knowledge of the Scheme and its governing documentation.

At the point of becoming Independent Trustee to the Scheme, a prescribed take-on process was followed. This included an assimilation and review of all the relevant Scheme documentation, including the trust deed and rules. The Practice Board is made aware of any issues or risks in relation to the Scheme's trust deed and rules as and when they arise, with appropriate action agreed in relation to the issue or risk identified. In addition to the knowledge held by the client manager and Irregular Schemes Team, the Trustee obtains legal advice in relation to the Scheme's documentation, where necessary.

There have been no new trustees introduced in this reporting period. However, there is an appropriate induction process in place to support new trustees.

A working knowledge of the current Statement of Investment Principles

As above, the Scheme has a dedicated client manager who has an in-depth knowledge of the Scheme and its governing documentation. The Practice Board is made aware of any issues or risks in relation to the Scheme's SIP as and when they arise, with appropriate action agreed in relation to the issue or risk identified.

Sufficient knowledge and understanding of the law relating to pensions and trusts and understanding of the principles relating to the funding and investment of occupational schemes

Those Dalriada staff working on the Scheme are obliged to self-evaluate their learning and development requirements on an annual basis as part of Dalriada's internal review process. The process identifies how staff can develop their knowledge and understanding, as well as where they can share their expertise in order to best support the Scheme. Dalriada staff are also required to comply with their respective training requirements in order to maintain a required level of continuing professional education ("CPE") and to provide evidence of courses, seminars and other types of professional development to satisfy their respective professional bodies' CPE requirements.

Every Professional Trustee is required to undertake a minimum number of hours training each year. This is recorded centrally by Dalriada's Human Resources Team and, where appropriate, forms part of staff personal development plans. This training can include internal and external courses and attendance at industry events, as well as a degree of self-learning by way of subscriptions to professional publications and electronic information channels.

Further, every Professional Trustee is required to complete TPR's Trustee Toolkit and subscribes to the updates issued by TPR.

Professional Trustees belong to Dalriada's knowledge management network which keeps them up to date with industry thinking. They also have access to a team of in-house pensions experts who inform the team about changes to pensions legislation and practices.

The trustees have access to Pendragon Perspective and Aries - both industry-leading tools, giving access to pension legislation.

Dalriada has its own in-house legal specialists to provide support and guidance to trustees around legislation and interpretation of scheme documentation. This is further aided by advice from external legal advisers, which is obtained when the Trustee feels this reinforcement is necessary to support their own understanding.

Combined knowledge and understanding, together with available advice enables the trustees to properly exercise their function

Dalriada has informally assessed the skill set and experience of each member of the Practice Board and the client team. It has taken into account the development activities already mentioned, along with the internal resources made available to staff, supplemented, where required, by professional external advice.

The Practice Board understands the need to more formally assess the skills of its members. This is done using a skills matrix developed for this purpose. Any areas for development flagged during this process will be addressed as part of the individual's personal development plan and reviewed throughout the year.

An evaluation of the effectiveness of the Practice Board as a whole is also carried out.

I consider that the combined knowledge and understanding of the Practice Board and the client team enables them to exercise properly their function as trustee of the Scheme. In particular:

- Members of the Practice Board have the relevant financial knowledge and experience to enable the Trustee to comply with its duties in relation to investment of the Scheme's assets. Tom Lukic's experience (see above) is particularly advantageous in this area.
- There is a vast range of pensions experience and knowledge within the Practice Board and the client team. This is appropriate to deal with the governance of the Scheme in line with the trust deed and rules, along with other scheme documentation. There is also a great deal of experience relevant to dealing with issues which might be thrown up by the Scheme which require the amendment of scheme documentation.
- Sean Browes, Neil Copeland and Brian Spence have a great deal of knowledge and experience in relation to schemes of complex nature, such as this Scheme. This includes schemes where investments made by previous trustees are deemed to be highly inappropriate, their administration has been poor and / or the previous trustees have not had the sufficient knowledge and understanding to be trustees of an occupational pension scheme.
- Sean Browes and Neil Copeland have many years of experience in the administration of pension schemes, allowing a keen oversight of the administration of the Scheme.

Member Representation

Dalriada looks to keep members informed and to facilitate direct access for members to Dalriada by means of a:

- Dedicated member website;
- Dedicated contact e-mail address; and
- Dedicated phone line.

Signed for and on behalf of Dalriada Trustees Limited (the trustee)



Chairman

Date 17 November 2023

Dalriada. A better way

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Belfast
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Bristol

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Bristol
BS1 3AG

Glasgow

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