

Dalriada. *A better way*

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# **Innovation Property Retirement Benefits Scheme**

**Report and Financial Statements  
For the year ended 30 June 2019**

Registration number: 12006253

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**Innovation Property Retirement Benefits Scheme  
Principal Employer and Advisers to the Scheme**

**Trustees**

Hugh Francis Mcauley "original trustees" (appointed: 24 July 2012, removed: 7 October 2013)

Stephen Harman "original trustees" (appointed: 24 July 2012, removed: 7 October 2013)

Dalriada Trustees Limited (appointed: 19 September 2013)  
Linen Loft  
27-37 Adelaide Street  
Belfast  
BT2 8FE

**Principal Employer**

Innovation Property Solutions (UK) Limited (dissolved 28 July 2015)

**Administrator**

Dalriada Trustees Limited (appointed: 19 September 2013)  
Linen Loft  
27-37 Adelaide Street  
Belfast  
BT2 8FE

**Auditor**

Johnston Carmichael LLP (appointed: 29 January 2019)  
Statutory Auditor  
227 West George Street  
Glasgow  
G2 2ND

**Legal Adviser**

Pinsent Masons LLP (appointed: 19 September 2013)  
30 Crown Place  
Earl Street  
London  
EC2A 4ES

**Innovation Property Retirement Benefits Scheme  
Trustee's Report**

**Investment managers**

Arterial Distribution Limited (appointed: 18 April 2013)  
Third Floor, Elizabeth House  
Ruettes Brayes  
St Peter Port  
Guernsey, GY1 1EW

Innovation Property Solutions (UK) Limited (dissolved 28 July 2015) (appointed: 9 July 2013, removed: 21 April 2015)  
73 Liverpool Road  
Crosby  
Liverpool  
L23 5SE

Par Management Services Limited (dissolved 20 June 2017) (appointed: 18 April 2013)  
Unit 6 Trident Park  
Trident Way  
Blackburn  
BB1 3NU

**Bankers**

Santander  
Bridle Road  
Bootle  
L30 4GB

Barclays Bank PLC  
6th Floor  
Donegall House  
Donegall Square North  
Belfast, BT1 5GB

## **Innovation Property Retirement Benefits Scheme Trustee's Report**

### **Introduction**

The Trustee of the Innovation Property Retirement Benefits Scheme ("the Scheme") present their report together with the audited financial statements for the year ended 30 June 2019. The Scheme is a defined contribution scheme.

The Scheme was established on 24 July 2012, and is currently governed by the trust deed and rules of the same date, as subsequently amended by supplemental deeds. 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.

The Annual Governance Statement included as Appendix 1 and the Compliance Statement set out on page 21 forms part of this report.

### **Scheme management**

The Trustee who served during the year was

Dalriada Trustees Limited.

The directors of Dalriada Trustees Limited are D N Copeland, R D Fogarty (appointed 30 June 2020), C M Johnstone, A B Kennett, T Lukic, C J Roberts (appointed 18 October 2019), B D Spence and V Vassou (appointed 18 October 2019). The directors of Dalriada Trustees Limited were appointed in accordance with that company's Memorandum and Articles of Association.

Dalriada Trustees Limited was appointed by Order of the Court following an application by The Pensions Regulator, with exclusive powers, on 19 September 2013 and can only be removed by an Order of the Court.

Dalriada Trustees Limited ("Dalriada") has appointed external specialists to advise on legal and accounting matters.

### **Internal Dispute Resolution Procedure (IDRP)**

It is a requirement of the Pensions Act 1995 that all occupational pension schemes must have a dispute resolution procedure in place for dealing with any disputes between the Trustee and the Scheme beneficiaries. A dispute resolution procedure 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. Email: [liverpooladmin@dalriadatrustees.co.uk](mailto:liverpooladmin@dalriadatrustees.co.uk)

### **Financial development of the Scheme**

The financial statements of the Scheme for the year ended 30 June 2019 are set out on pages 13 to 18; the Trustee's summary of contributions and the Auditor's statement about contributions are set out on pages 19 and 20. 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 decreased from £405,212 at 30 June 2018 to £338,167 at 30 June 2019.

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.

**Innovation Property Retirement Benefits Scheme  
Trustee's Report**

**Transfers at less than cash equivalent**

No transfer values were paid during the year.

**Membership**

As at 30 June 2019, 69 members were entitled to benefits from the Scheme.

Changes to the membership of the Scheme during the year are set out in the following table.

	<b>Active</b>	<b>Deferred</b>	<b>Pensioner</b>
Membership at 01/07/2018	-	69	-
<b>Membership at 30/06/2019</b>	<b>-</b>	<b>69</b>	<b>-</b>

**Pension increases**

No pensions were paid during the year.

**Changes to the Scheme rules**

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

**Governance and Risk Management**

Dalriada was appointed by Order of the Court following an application by The Pensions Regulator who had concerns as to the way the Scheme was being managed and, also, that it was being used as a vehicle for pension liberation.

Following its appointment, Dalriada identified a number of concerns surrounding the administration of the Scheme.

No proper accounting records appeared to have been kept and Dalriada has therefore created the appropriate accounting information which underpins the financial statements included with this statement

Member data has now been installed onto a robust administration software system and all administration tasks are carried out by Dalriada.

As investigations into the Scheme continue, Dalriada will continue to develop its business plan which set out its objectives in such areas as administration, investment, funding and communication. A risk register has been put in place setting out the key risks to which the Scheme is subject to and the controls in place to mitigate these.

A comprehensive review of 'Code of practice 13: Governance and administration of occupational defined contribution trust-based pension schemes' has also been completed.

The results and the areas where compliance has not been possible have been shared with The Pensions Regulator.

**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 November 2009. As a professional trustee, Dalriada, maintains an ongoing training programme for all of its staff.

## EXAMPLE PENSION FUND

### Trustees' Report

#### 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. Email: [liverpooladmin@dalriadatrustees.co.uk](mailto:liverpooladmin@dalriadatrustees.co.uk)

The General Data Protection Regulations 2016/679 (Regulations) 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 Regulations contain restrictions on the processing of special categories of data as defined in the Regulations, 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.

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

#### Investment report

Other than funds held in cash in the Scheme's bank accounts, all monies transferred into the Scheme were invested in:

£1,985,000 was invested in a Guernsey-based company, Arterial Distribution Limited ("Arterial").

A further sum in excess of £269,166 was loaned to Innovation PS Limited, a company operated by Mr Mcauley. This was only later claimed by Mr Mcauley to be a loan and not made clear to Dalriada at the time it was appointed even though Mr Mcauley provided a sworn affidavit to Court.

£120,000 was loaned to Par Management Services Limited of which only £39,000 was repaid to the Scheme.

The money paid to Arterial purported to relate to an investment in a company developing a pharmaceutical diagnostics tool. Dalriada and its legal advisers have been in communication with Arterial and their legal advisers (as well as two other Arterial companies, Arterial Capital Management Limited and Arterial HPV Limited, also based in Guernsey) to try and understand the investment better but have little understanding of the value of the investment, or even if it has any value at all. It appears that this is a very high risk investment and not appropriate for the Scheme. At best, it could take a long time before any money is paid back to the Scheme and, at worst, there may be significant losses.

Because there was no explanation for the loan payments to Innovation PS Limited and Par Management Services Limited initially, Dalriada instructed its legal advisers to seek a freezing order from the Court against Innovation PS Limited, Mr Mcauley, his wife and Formby Playsports Limited, another company operated by Mr Mcauley that had received some of the money paid to Innovation PS Limited. Dalriada did this on an urgent basis and without notice to any of the other parties in order to ensure that funds were protected if a freezing order was granted.

The freezing order was granted by the Court at a hearing on 14 February 2014 and the money loaned to Innovation PS Limited was ultimately repaid in full, with a further payment as contribution towards the cost of the legal action and lost interest.

## **EXAMPLE PENSION FUND**

### **Trustees' Report**

Subsequently, Dalriada concluded that there was a basis to pursue recovery of funds paid to Arterial as well, given Mr and Mrs Mcauley had not obtained any investment advice when entering into the agreements with that entity. Dalriada commenced further Court proceedings alleging that Mr and Mrs Mcauley had acted in breach of trust in making the payments to Arterial.

Dalriada sought summary judgment (i.e. that the Court considered the claim so strong as to not justify the need for full legal proceedings as any defence had little prospect of success) and obtained summary judgment in relation to about half the sum given a query over the liberated amount.

An initial settlement was reached in February 2018 for £506,504. This figure was increased to £516,864 by a variation to the settlement agreement made in May 2018, following Mr Mcauley's failure to pay the sum due. Whilst the Scheme received a payment of £192,976 it became clear that Mr Mcauley was not going to be able to pay the balance due. In June 2019, Dalriada reached a final settlement agreement for £287,786, to be payable immediately, this was received into the Scheme on 2 July 2019, plus a further £84,034 due to be paid before the end of 2019, on the sale of Mr Mcauley's buy to let portfolio. There is some uncertainty around the payment of the £84,034. To date, this payment has not been received and Dalriada is considering next steps with regard to recovery. However, this final settlement was felt to generate a greater return to the Scheme than the alternative of looking to pursue Mr Mcauley into bankruptcy.

#### **Custodial arrangements**

Dalriada has been unable to obtain details of any custodial arrangements having been put in place.

#### **Investment principles**

The Trustee of the Scheme is exempt from the requirement to produce a Statement of Investment Principles as the Scheme has less than 100 members.

#### **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.



**Innovation Property 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 the assets and liabilities, other than liabilities to pay pensions and benefits after the end of the Scheme year, and
- contain the information specified in the Regulation 3A of the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, including 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 judgments 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.

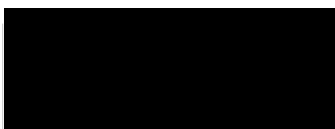
The Trustee is also responsible for making available certain other information about the Scheme in the form of an Annual Report.

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 adopting a risk based process 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 04/12/2020 .....

**Innovation Property Retirement Benefits Scheme  
Independent Auditor's report to the Trustee**

**Opinion**

We have audited the financial statements of Innovation Property Retirement Benefits Scheme (the 'Scheme') for the year ended 30 June 2019 which comprise the fund account, the statement of net assets and the notes to the financial statements, including a summary of 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:

- show a true and fair view of the financial transactions of the Scheme during the year ended 30 June 2019 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 Scheme (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's 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**

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustee's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustee has not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Scheme's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

**Innovation Property Retirement Benefits Scheme**  
**Independent Auditor's report to the Trustee**

**Other information**

The Trustee is responsible for the 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. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

**Responsibilities of Trustee**

As explained more fully in the Trustee's responsibilities statement, the 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 determine 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 intend to wind up the Scheme or to cease operations, or has no realistic alternative but to do so.

**Auditor's 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.

**Innovation Property Retirement Benefits Scheme  
Independent Auditor's report to 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.

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.

**Use of our report**

This report is made solely to the Scheme's Trustee, as a body, in accordance with Regulation 3(c) of the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996. 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 and the Scheme's Trustee as a body, for our audit work, for this report, or for the opinions we have formed.



Johnston Carmichael LLP  
**Statutory Auditor**  
227 West George Street  
Glasgow G2 2ND

Date: 5 December 2020

**Innovation Property Retirement Benefits Scheme  
Financial Statements**

**For the year ended 30 June 2019**

**Fund Account**

	Note	2019 £	2018 £
<b>Contributions and benefits</b>			
Administrative expenses	3	<u>(68,017)</u>	<u>(50,076)</u>
		<u>(68,017)</u>	<u>(50,076)</u>
<b>Net withdrawals from dealings with members</b>			
		<u>(68,017)</u>	<u>(50,076)</u>
<b>Returns on investments</b>			
Investment income	4	<u>972</u>	<u>6</u>
<b>Net returns on investments</b>		<u>972</u>	<u>6</u>
<b>Net decrease in the fund for the year</b>		(67,045)	(50,070)
<b>Net assets at 1 July 2018</b>		405,212	455,282
<b>Net assets at 30 June 2019</b>		<u><u><b>338,167</b></u></u>	<u><u><b>405,212</b></u></u>

The notes on pages 15 to 18 form an integral part of these financial statements.

**Innovation Property Retirement Benefits Scheme  
Financial Statements**

**Statement of Net Assets**

**(available for benefits) as at 30 June 2019**

	Note	2019 £	2018 £
<b>Current assets</b>	5	835,490	925,293
<b>Current liabilities</b>	6	(497,323)	(520,081)
<b>Net assets at 30 June 2019</b>		<u><u>338,167</u></u>	<u><u>405,212</u></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 15 to 18 form an integral part of these financial statements.

These financial statements were approved by the Trustee and authorised for issue on 04/12/2020

Signed for and on behalf of the Trustee

For Dalriada Trustees Limited.



**Innovation Property 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 25 November 2014), published by the Pensions Research Accountants Group.

**2. Accounting policies**

**Functional currency**

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

**Investment Income**

Interest on bank deposits is accounted for as it accrues.

**Other Income**

Other income has been accounted for on an accruals basis.

**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.

**Administrative expenses**

Administrative expenses are accounted for on an accruals basis.

**Investment**

In the absence of evidence to contrary, the only reasonable and prudent approach that Dalriada can take in valuing these 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.

**Innovation Property Retirement Benefits Scheme  
Notes to the Financial Statements**

**3. Administrative expenses**

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Audit fees	3,540	4,500
Legal fees	33,312	30,490
Pensions Regulator Levy	-	351
Trustee fees	31,085	14,900
Other professional fees	<u>80</u>	<u>(165)</u>
	<u><u>68,017</u></u>	<u><u>50,076</u></u>

Under the terms of its appointment, the fees of Dalriada and its advisers fall as a debt due from the Principal employer. However, the Principal Employer was dissolved in 2015. In this situation the terms of appointment set out that fees 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.

**4. Investment income**

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Interest on cash deposits	<u>972</u>	<u>6</u>
	<u><u>972</u></u>	<u><u>6</u></u>

**5. Current assets**

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Legal settlement 2	287,786	287,786
Sundry debtors	384,931	301,002
Cash balances	<u>162,773</u>	<u>336,505</u>
	<u><u>835,490</u></u>	<u><u>925,293</u></u>

Included in the bank balance for the year ended 30 June 2019 is £162,773 (2018 : £336,505) which is not allocated to members.

Consequently Dalriada has been unable to carryout 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.

The Legal settlement 2 are funds received on 2 July 2019 in connection to a final settlement agreement agreed with Mr Mcauley.

The sundry debtors figure represents fees which are due from the Merseyside Care Retirement Benefits Scheme and were paid from Innovation Property Retirement Benefits Scheme.



**Innovation Property Retirement Benefits Scheme  
Notes to the Financial Statements**

**6. Current liabilities**

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Accrued expenses	(16,607)	(39,365)
Sundry creditors	(480,716)	(480,716)
	(497,323)	(520,081)

The sundry creditors figure represents funds which are due to the Merseyside Care Retirement Benefits Scheme with regards to the Legal settlements and funds previously transferred from Merseyside Care Retirement Benefits Scheme.

**7. Related Party Transactions**

Dalriada Trustees Limited has charged the Scheme £31,085 (2018 : £14,900) in respect of Trustee expenses for the year. An amount of £1,406 (2018 : £12,302) was owing to Dalriada Trustees Limited at the year end.

During the year Innovation Property Retirement Benefits Scheme paid fees for Merseyside Care Retirement Benefits Scheme which totalled £83,929 (2018 : £20,291). As at 30 June 2019 Merseyside Care Retirement Benefits Scheme still owed Innovation Property Retirement Benefits Scheme £384,931 (2018 : £301,002).

As at 30 June 2019, the Scheme owed £480,716 (2018: £480,716 to Merseyside Care Retirement Benefits Scheme in respect of legal settlements and other funds held on behalf of Merseyside Care Retirement Benefits Scheme by the Scheme.

**8. Contingent Liabilities**

There were no contingent liabilities at the year end.

**9. Contingent Assets**

The Scheme, following a final settlement agreement in June 2019, is still due to receive a balance of £84,034 from Mr Mcauley. It was intended that this be paid by the end of 2019 from assets realised on the sale of Mr Mcauley's buy to let property portfolio. Dalriada retains a freezing Order over those assets. However, to date these further funds have not been received and, due to this and, generally, the uncertainty surrounding full recoverability of the outstanding balance, an asset has not currently been recognised in the financial statements in respect of the £84,034 due to the Scheme.

**10. Subsequent Events**

The final settlement for £287,786 referred to on page 8 was received on 2 July 2019.

To the extent that the Scheme may have been used as a vehicle for pension liberation, members may be liable for unauthorised payment tax charges and the Scheme, in turn, liable for corresponding Scheme Sanction Charges. We are not aware that HMRC have levied such charges but it remains a possibility.

**11. 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.

**Innovation Property Retirement Benefits Scheme  
Notes to the Financial Statements**

**12. Self investment**

There were no known instances of self investment in the year.

**Innovation Property Retirement Benefits Scheme  
Summary of Contributions**

During the year ended 30 June 2019 no contributions were due or paid to the Scheme.

Signed for and on behalf of the Trustee

For Dalriada Trustees Limited.

Date..... 04/12/2020 .....

**Independent Auditor's Statement about Contributions to the Trustee of the Innovation Property Retirement Benefits Scheme**

We have examined the summary of contributions to Innovation Property Retirement Benefits Scheme for the Scheme year ended 30 June 2019 to which this statement is attached.

**Statement about contributions payable under the schedule of contributions**

In our opinion contributions for the Scheme year ended 30 June 2019 as reported in the summary of contributions and payable under the Payment Schedule have in all material respects been paid at least in accordance with the Payment Schedule and 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 Payment Schedule. 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 Payment Schedule.

**Respective responsibilities of Trustee and Auditors**

As explained more fully in the Statement of Trustee 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 Payment Schedule and to report our opinion to you.

**Use of our report**

This statement is made solely to the Trustee, in accordance with Regulation 4 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 Trustee those matters we are required to state to it 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 Trustee, for our audit work, for this report, or for the opinions we have formed.

*Johnston Carmichael LLP*

Johnston Carmichael LLP  
**Statutory Auditor**

227 West George Street  
Glasgow G2 2ND

Date: 5 December 2020

## **Innovation Property Retirement Benefits Scheme Compliance Statement**

### **Changes in and other matters relating to the Scheme advisers**

Any changes to Scheme advisers are listed in the "Principal Employer and Advisers to the Scheme" section 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  
The Pension Service 9  
Mail Handling Site A  
Wolverhampton WV98 1LU  
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 brings 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.

Holborn Centre  
120 Holborn  
London  
EC1N 2TD  
Telephone: 0115 965 9570

Email: [contact@maps.org.uk](mailto:contact@maps.org.uk)  
Website: [www.moneyandpensionservice.org.uk](http://www.moneyandpensionservice.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](http://www.pensions-ombudsman.org.uk)  
E-mail: [enquiries@pensions-ombudsman.org.uk](mailto:enquiries@pensions-ombudsman.org.uk)

**Innovation Property 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  
Napier House  
Trafalgar Place  
Brighton BN1 4DW  
Telephone: 0345 600 1011  
Website: [www.thepensionsregulator.gov.uk](http://www.thepensionsregulator.gov.uk)  
E-mail: [customersupport@tpr.gov.uk](mailto:customersupport@tpr.gov.uk)

**Innovation Property Retirement Benefits Scheme  
Appendix 1**

**Innovation Property Retirement Benefits Scheme ("the Scheme")  
Annual Governance Statement by the Chair of the Trustee for the Scheme Year  
Ending on 30 June 2019**

**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 related Pensions Regulator guidance.

It relates to the Innovation Property Retirement Benefits Scheme ("the Scheme") which provides benefits on a money purchase basis.

Dalriada was appointed as Independent Trustee of the Scheme by Court Order on 19 September 2013. The powers and duties exercisable by Dalriada in its capacity as trustee are to the exclusion of any other trustees of the Scheme. Whilst the two previous individual trustees were not removed, Dalriada Trustees Limited (Dalriada) was appointed with exclusive powers.

The Scheme was suspected of being a vehicle to allow members under the minimum retirement age of 55 access to their pension funds by way of a loan or some other form of cash inducement. 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 and, where it cannot meet certain governance obligations, I have explained why that it is the case.

The Order appointing Dalriada was in respect of two schemes with the same trustees - the Innovation Property Retirement Benefits Scheme and the Merseyside Care Retirement Benefits Scheme. Around £4,400,000 in total was transferred into the two schemes by way of individual member transfer payments.

£3,275,000 was invested in a Guernsey-based company, Arterial Distribution Limited. Pinsent Masons, Dalriada's legal advisers, corresponded for a period of time with the solicitors for Arterial Distribution, as well as two other Arterial companies, Arterial Capital Management Limited and Arterial HPV Limited, all of which are based in Guernsey.

A further sum in excess of £500,000 was loaned to companies connected to the previous trustees. As a result of legal action taken by Dalriada this amount has been recovered in full.

Dalriada continued to pursue recovery of the monies paid to Arterial. However, Dalriada also took further legal action against the previous trustees, this time in respect of the monies paid to Arterial which Dalriada claimed were paid in breach of trust.

Dalriada sought and obtained summary judgment (i.e. that the Court considered the claim so strong as to not justify the need for full legal proceedings as any defence had little prospect of success).

Whilst the claim was successful, the previous trustees did not have sufficient assets to meet the claim. An initial settlement was reached in February 2018 for £880,000. This figure was increased to £898,000 by a variation to the settlement agreement made in May 2018, following Mr Mcauley's failure to pay the sum due. Whilst Dalriada received a payment of £335,277.15 it became clear that Mr Mcauley was not going to be able to pay the balance due.

## Innovation Property Retirement Benefits Scheme Appendix 1

In June 2019, Dalriada reached a final settlement agreement for £500,000, to be payable immediately plus a further £146,000 to be paid before the end of 2019, on the sale of Mr Mcauley's buy to let portfolio. There was some uncertainty around the payment of the £146,000. However, this final settlement was felt to generate a greater return to the Scheme than the alternative of looking to pursue Mr Mcauley into bankruptcy. Dalriada are still pursuing repayment of the remaining £146,000.

Alongside this, Dalriada's legal advisors continue to work at recovering funds from Arterial, though we are concerned that due to not having received anything by way of our share of the revenue generated under the gilt option agreements, we are concerned that, ultimately, we will not be able to recover much, if anything, of the £3,275,000 investment.

There is an additional issue in that the Scheme is suspected of being involved in pension liberation. There is therefore a risk that members and the Scheme itself are exposed to significant tax charges. The former trustees have not kept full records and, whilst there has been an initial discussion with HMRC, it has been difficult to establish the full extent of the Scheme's tax position.

### **Default arrangement**

A number of requirements of the Administration Regulations, which are referred to in this statement, relate only to a "default arrangement" as defined in the Administration Regulations. 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. It is not used to meet any auto-enrolment obligations and no contributions are being paid into the Scheme.

The Scheme did not offer a Default Lifestyle Strategy.

The Scheme did not offer members any choice as to how their funds were invested.

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

The previous trustees directed investment decisions without seeking appropriate investment advice.

### **Statement of Investment Principles**

No serviceable Statement of Investment Principles exists for the Scheme. Ordinarily, trustees should prepare a statement of investment principles ("SIP") governing decisions about investments. This is a requirement for schemes with membership of 100 members or more. There are fewer than 100 members in the Scheme and therefore there is no legal requirement to have one.

### **Review of default strategy and default arrangements**

As noted above, as there is no default arrangement or default strategy in place for the Scheme at the current time there has been no review of the default arrangement or default strategy in the year in question and no previous review for which a date can be given.

### **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



## Innovation Property Retirement Benefits Scheme Appendix 1

- 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 the potential tax charges mentioned above. More information on this will be provided via an Announcement to members when it becomes available.

The financial transactions the Scheme does make are, in the main, in relation to costs. These are reported in the Scheme's annual accounts.

Given its inability to carry out routine administrative actions, unsurprisingly, over the reporting period, there have been no material administration service issues which need to be reported here by Dalriada.

Notwithstanding this, Dalriada, as an independent professional 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 01/06 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.

### **Charges and Transaction Costs**

The new governance rules require the Trustee 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 Trustee has calculated the charges 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 statutory guidance for the reasons set out below.

Since its appointment, there have been no transactions as Dalriada has not accepted any payments into the Scheme, either by way of contribution or transfers in so there have been no transaction costs.

However, under the terms of its appointment, the fees of Dalriada and its advisers are met from Scheme funds. Whilst these costs (or "charges") fall as debt due from the employer (or sponsor), in this case the sponsor was a dormant company with no assets, and which was formally dissolved on 28 July 2015.

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.

The Scheme has incurred costs (including legal costs) of £68,017 over the year in question.

## Innovation Property Retirement Benefits Scheme

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#### **"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, but 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 membership as a whole, 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 centered on action around recovery of funds. Such actions are considered on a cost benefit analysis and, where necessary, Court approval is sought for the use of Scheme funds to pay for such action.

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

Dalriada's costs (both for ongoing management and with regard to action around recovery of funds) are calculated using a blended charging rate that sits well below its standard market rates. Its legal advisers operate similarly.

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 01/06 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.

In relation to 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, due to the nature of Dalriada's appointment, both Dalriada's and its adviser's fees are met using Scheme funds. Given that we are not in a position to determine the value of the Scheme's assets it is not possible to say what the cumulative effect of these costs is, generally, on members' accrued rights.

As soon as Dalriada is in a position to identify each individual's asset allocation, Dalriada will be able to determine the impact of costs on the value of members' benefits.

#### **Trustee knowledge and understanding**

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

## **Innovation Property Retirement Benefits Scheme Appendix 1**

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 Committee – “the Committee”) 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 Committee is such that there is sufficient knowledge and understanding within the Committee to meet the requirements set out in sections 247 and 248 of the Pensions Act 2004 and TPR’s Code of Practice 7 on Trustee Knowledge and Understanding.

I have set out below the membership of the Committee, along with a short note on their skill set and experience. In addition, it is worth noting that three members of the Committee are directors of Dalriada. Dalriada operates a team based approach which gives the Regulatory Appointments Team access to over 120 pensions and support personnel with a broad skill set suited to identifying and implementing the variety of tasks required to successfully manage the Scheme, including 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 Committee**

#### **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 member of the Association of Professional Pension Trustees, has completed the Pensions Regulator’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 and director of Dalriada Trustees Limited. He acts as a trustee representative 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 is the Dalriada Board representative for the Irregular Schemes Team and 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

## Innovation Property Retirement Benefits Scheme Appendix 1

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

### **Tom Lukic**

Tom is also a director of Dalriada Trustees Limited 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 a trustee representative, provides particular insight into corporate structures and insolvencies. The Scheme's investments include shares and/or bonds in, or issued by, corporate entities where understanding the accounting and financial structures of these entities is essential.

Tom is a member of the Association of Professional Pension Trustees, has completed the Pensions Regulator'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 Trustees Limited. 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 the Trustees, the 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 trustee in all three major legal jurisdictions of the UK and as a 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) and, also, litigation – 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 member of the Association of Professional Pension Trustees, has completed the Pensions Regulator's Trustee Toolkit and holds the Pensions Management Institute's Award in Pension Trusteeship (DC and DB). Brian has met all required CPD requirements.

### ***Knowledge of the trust deed and rules and 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 an 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 Committee is made aware of any issues or risks in relation to the Scheme's trust deed and rules as and when they arise and appropriate action agreed in relation to the issue or risk identified. In addition to the knowledge held

## Innovation Property Retirement Benefits Scheme

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by the client manager and Lead Trustee Representative, the trustees obtain legal advice in relation to the Scheme's documentation, where necessary.

There have been no new trustees introduced in this reporting period. However, it is recognised that an appropriate induction process should be in place to support the addition of new trustees. This is under review and will be put in place within the next reporting period.

#### *A working knowledge of the current Statement of Investment Principles (SIP)*

As is set out earlier, the Scheme does not have a SIP at this time due to particular circumstances of the Scheme.

#### *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, including the lead trustee representative, are obliged to self evaluate their learning and development requirements on an annual basis as part of Dalriada's internal appraisal 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 trustee representative is required to undertake a minimum number of hours training in a year. This is recorded centrally by Dalriada's HR 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 trustee representative is required to complete The Pensions Regulator's Trustee Toolkit and subscribes to the updates issued by The Pensions Regulator.

Trustee representatives 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 trustees feel the 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 Committee 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.

Given that the Committee has been recently established, there is a need to more formally assess the skills of its members. This is done annually 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.

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An evaluation of the effectiveness of the Committee as a whole is also carried out annually.

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

- Members of the Committee 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) in particular is advantageous in this area.
- There is a vast range of pensions experience and knowledge within the Committee 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, where investments made by previous trustees are deemed to be highly inappropriate, their administration has been poor and / or the 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**

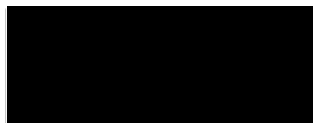
Dalriada is aware that members of the Scheme are potential victims of a scam. As such, we look to keep members informed and to facilitate direct access for members to Dalriada by means of a:

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

Where required for legal action, members will be represented by a representative beneficiary with their own legal advice provided for.

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

Chairman



Date

31 January 2020