

The Ethika Auto Enrolment Pension Scheme

Statement of Investment Principles

This Statement of Investment Principles ("the Statement") has been prepared by Dalriada Trustees Limited (the Trustee) for The Ethika Auto Enrolment Pension Scheme ("the Scheme").

This document has been produced by the Trustee after considering advice from Mark Garnett of Advisory Investment Services Limited ("AIS").

It has been prepared to comply with Section 35 of the Pensions Act 1995 as amended by the Pensions Act 2004 and the Occupational Pension Schemes (Investment) Regulations 2005 as amended by the Occupational Pension Schemes (Investment) (Amendment) Regulations 2010 and the Occupational Pension Schemes (Charges and Governance) Regulations 2015.

The Ethika Auto Enrolment Pension Scheme
September 2020

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Introduction

This Statement sets down the principles governing decisions about investments for the Scheme and supersedes any previous Statements prepared by the Trustee.

In preparing this statement, the Trustee has obtained and considered written professional advice and recommendations from AIS who is the Trustee's appointed investment consultant. AIS is authorised and regulated by the Financial Conduct Authority ("FCA"). It is confirmed to the Trustee that it has the appropriate knowledge and experience to give the advice required by the Pensions Acts.

The Trustee will review this Statement every 3 years. If there are any significant changes in any of the areas covered by this Statement, the Trustee will review this statement and update it as necessary. Any changes made will be based on written advice from a suitably qualified individual.

The Scheme is a defined contribution scheme. The Trustee's investment powers are set out in the Trust Deed and Rules and subsequent amending deeds. This Statement is consistent with those powers.

Investment Objectives

Generally, the ultimate objective of any (legitimate) pension scheme is to provide an income in retirement for its members which reflects the level funds paid into members' individual accounts and the returns achieved from the investment funds held.

Dalriada was appointed trustee to the Scheme by Order of The Pensions Regulator ("TPR") amid concerns as to how the Scheme was being managed by the former trustees and, further, that members may have been victims of a pensions scam.

At the time of its appointment, the value of the investments entered into by the previous trustees was highly uncertain

One of the concerns that TPR had when appointing an independent trustee was that the incumbent trustees had invested assets in inappropriate and unorthodox investments without taking appropriate advice, as required by pensions legislation. These assets were generally illiquid and/or of uncertain value. Where Trustee is not in a position to currently realise some or all of those assets, these are set out in Appendix B. This Statement only applies to those assets that the Trustee has been able to recover and realise such that they are capable of being invested in accordance with this Statement. As and when the Trustee is able to recover and realise the unorthodox investments, such funds will be invested in line with this Statement.

The Trustee's aim is to recover what funds it can for members, resolve any associated tax or legal issues and, thereafter, to allow members to transfer the value of their pension pots to alternative, more appropriate arrangements and wind-up the Scheme at the earliest opportunity. Given the level of uncertainty over the value of the assets of the Scheme the Trustee is not currently in a position to settle benefits from the Scheme, but even if it was, it is not intended to offer members decumulation options under the Scheme. Given the irregular nature of the Scheme, the time frame for this is uncertain and may extend to a number of years.

In so far as it is possible to do so, the Trustee will invest the available assets to secure a return over cash, with a lower level of risk. The tolerance to capital losses is minimal, accepting there will be drawdowns on the capital value, not least to meet ongoing expenses.

The Trustee's key objectives for the Scheme's investment strategy, to the extent possible given the particular circumstances of the Scheme, are therefore to:

- ensure that the investment strategy is consistent with relevant legislation/regulations, the Scheme's Trust Deed and Rules and best practice and that there is sufficient flexibility to react to legislative/regulatory changes;
- give members a reasonable, stable investment strategy, that targets some return over cash whilst protecting against further capital loss as a result of investment performance;
- be mindful of the Scheme's costs which currently are borne by the members;
- use diversification where appropriate to reduce investment risk when practical and cost effective to do so;
- monitor the level of ongoing governance costs against the anticipated overall governance budget.

The Trustee will regularly monitor the investment strategy against these objectives.

Appendix B sets out the list of the unorthodox investments, which are held by the Trustee. The irregular nature of these investments has resulted in the Trustee seeking independent investment advice. That advice has been to realise the unorthodox investments as soon as possible. The Trustee will report on these assets, but these investments will fall outside this Statement of Investment Principles.

Investment Responsibilities

THE TRUSTEE

Under the legal documentation governing the Scheme, the power of investment is vested in the Trustee. Therefore, the Trustee is responsible for setting the investment objectives and determining the strategy to achieve those objectives. The Trustee sets the overall investment target and then monitors the performance of the investment managers against that target. In doing so the Trustee considers the advice of its professional adviser(s), who it considers to be suitably qualified and experienced for this role.

Their duties and responsibilities include but are not limited to:

✓	Regular review and approval of this Statement and monitoring compliance with this Statement
✓	Appointment, removal (where applicable) and review of the investment managers or investment adviser(s) and their performance relative to relevant benchmarks
✓	Assessment of the investment risks run by the Scheme
✓	Monitoring and review of the investment objectives and the investment strategy implemented to meet those objectives

INVESTMENT ADVISER'S DUTIES AND RESPONSIBILITIES

The Trustee has appointed AIS as its investment adviser. AIS provides advice when the Trustee requires it and/or when AIS feels it suitable to do so. Areas on which it can provide advice are as follows:

✓	Setting investment objectives, where relevant
✓	Determining the investment strategy to meet those objectives
✓	Determining suitable funds and investment managers

It should be noted that the Trustee retains responsibility for all decisions.

Any services provided by AIS will be remunerated on either a time cost or fixed fee basis.

AIS does not receive any commission or any other payments in respect of the Scheme for investment services that will affect the impartiality of their advice.

The Trustee is satisfied that this is a suitable adviser remuneration structure.

INVESTMENT MANAGERS' DUTIES AND RESPONSIBILITIES

The Trustee, after considering suitable advice, has appointed BlackRock and Legal & General Investment Management as the manager of the assets held by the Scheme, all of which are held on the Mobius Life investment platform.

The investment managers are detailed in the Appendix A to this statement. The investment managers are authorised and regulated by the FCA and are responsible for stock selection, asset allocation and the exercise of any voting rights. All the managers are remunerated by fund-based charges on the value of the Scheme's assets that they hold.

Setting the Investment Strategy

INVESTMENT STRATEGY

The Trustee will look to implement 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 strategy will be reviewed from time-to-time by the Trustee to take into account various considerations such as material depletion of scheme funds, changes in legislation and regulations and developments in investment products.

TYPES OF INVESTMENT

The Scheme's assets (beyond those set out in Appendix B) are invested on behalf of the Trustee by BlackRock and Legal & General Investment Management, through the Mobius Life platform, with underlying investment managers.

Beyond those investments set out in Appendix B, the Trustee 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.

BALANCE BETWEEN DIFFERENT TYPES OF INVESTMENT

The Trustee is aware that the appropriate balance between different types of investments will vary over time and the asset allocation may change depending on the investment environment.

The Trustee has considered the merits of both active and passive management for the different elements of the asset allocation and selected suitable types of management for each asset class. The managers are shown in the Appendix A.

EXPECTED RETURN ON INVESTMENTS

The Trustee has noted the long-run relationships that exist between the real and nominal net returns from the two asset classes and have noted the different expected risk/return characteristics of the different asset classes.

In particular, that bonds can be expected to deliver a higher return than cash, but that corporate bonds are a more volatile asset class in terms of market returns.

REALISATION OF INVESTMENTS

The Scheme's assets are invested in pooled vehicles, which in turn invest in securities traded on recognised exchanges. The Scheme's investments can generally be readily realised, if necessary.

FINANCIALLY MATERIAL CONSIDERATIONS FOR INVESTMENT STRATEGY

The Trustee has, to the extent possible given the particular circumstances of the Scheme, considered financially material factors such as environmental, social and governance ('ESG')

issues as part of the investment process to determine the investment strategy over the length of time it is anticipated the Scheme will remain ongoing.

The Trustee believes that, to the extent possible given the particular circumstances of the Scheme, financially material considerations (including climate change) are allowed for when setting the investment strategy.

To invest in the best financial interests of the beneficiaries, the Trustee has elected to invest realised assets through pooled funds. The Trustee acknowledges that it cannot directly influence the environmental, social and governance policies and practices of the companies in which the pooled funds invest or of the unorthodox investments held by the Scheme, as set out in Appendix B. However, the fund managers listed in Appendix A and the investment consultant are expected to take account of financially material considerations when carrying out their respective roles.

The Trustee accepts that the Scheme's assets are subject to the investment managers' own philosophy and processes to ESG issues. The Trustee will assess that this corresponds with its responsibilities to the beneficiaries of the Scheme with the help of its investment consultant.

An assessment of the ESG and responsible investment policies forms part of the manager selection process when appointing new managers and these policies will also be reviewed regularly for existing managers with the help of the investment consultant. The Trustee will only invest with investment managers that are signatories for the United Nations Principles of Responsible Investment ('UN PRI') or other similarly recognised standard.

The Trustee will monitor financially material considerations through the following means:

- Obtain training where necessary on ESG considerations in order to understand fully how ESG factors, including climate change, could impact the Scheme and its investments;
- Use ESG ratings information to assess how the Scheme's investment managers take account of ESG issues; and
- Request that all of the Scheme's investment managers share information about their ESG policies and details of how they integrate ESG into their investment processes, via its investment consultant.

If the Trustee determines that financially material considerations have not been factored into the investment managers' processes, it will take this into account on whether to select or retain an investment manager.

NON-FINANCIALLY MATERIAL CONSIDERATIONS

The Trustee has not considered non-financially material matters in the selection, retention and realisation of investments.

STEWARDSHIP

The Trustee's policy on the exercise of rights attaching to investments, including any voting rights, is that these rights should be exercised by the investment managers on the Trustee's behalf, having regard to the best financial interests of the beneficiaries.

The investment managers should engage with companies to take account of ESG factors in the exercise of such rights as the Trustee believes this will be beneficial to the financial interests of

members over the long term. The Trustee will review the investment managers' voting policies, with the help of its investment consultant, and decide if they are appropriate.

The Trustee also expects the fund managers to engage with investee companies on the capital structure of those companies and their management of conflicts of interest.

If the policies or level of engagement are not appropriate, the Trustee will engage with the investment managers, with the help of its investment consultant, to influence the investment managers' policy. If this fails, the Trustee will review the investments made with the investment manager.

The Trustee has taken into consideration the Financial Reporting Council's UK Stewardship Code and expect investment managers to adhere to this where appropriate for the investments they manage.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) AND CLIMATE CHANGE RISKS

There is a risk that ESG issues and climate change are not considered as part of the investment process and so may expose the portfolio to unexpected risks. This can lead to losses that may not have been factored into any expectations of future investment returns. The Trustee has considered ESG issues, including climate change, as part of the investment process.

INVESTMENT MANAGER ARRANGEMENTS

Incentives to align investment managers investment strategy and decisions with the Trustee's policies

The Scheme invests in pooled funds. The Trustee acknowledges the funds' investment strategy and decisions cannot be tailored to the Trustee's policies. However, the Trustee sets its investment strategy and then selects managers that best suits its strategy, taking into account the fees being charged, which acts as the fund managers incentive.

The Trustee uses the fund objective/benchmark as a guide on whether the fund's investment strategy is being followed and monitors this regularly.

Incentives for the investment manager to make decisions based on assessments about medium to long-term financial and nonfinancial performance of an issuer of debt or equity and to engage with issuers of debt or equity in order to improve their performance in the medium to long-term

The Trustee selects managers based on a variety of factors including investment philosophy, and process, which it believes should include assessing the long term financial and non-financial performance of the underlying company.

The Trustee also considers the managers voting and ESG policies and how it engages with the company, as it believes that these factors can improve the medium to long-term performance of the investee companies.

The Trustee will monitor the fund managers' engagement and voting activity on an annual basis as they believe this can improve long term performance. The Trustee expects their managers to make every effort to engage with investee companies but acknowledges that their influence may be more limited in some asset classes, such as cash and bonds, as they may not have voting rights.

The Trustee acknowledges that in the short term, these policies may not improve the returns it achieves, but do expect those companies with better financial and non-financial performance over the long term will lead to better returns for the Scheme.

The Trustee believes the annual fees paid to the fund managers incentivises them to execute their investment policies consistently, as the longer the units are held the larger the income to the investment manager.

If the Trustees feel that the fund managers are not assessing financial and non-financial performance or adequately engaging with the companies they are investing in, it will use these factors in deciding whether to retain or terminate a manager.

How the method (and time horizon) of the evaluation of the asset manager's performance and the remuneration for asset management services are in line with the Trustee's policies

The Trustee reviews the performance of each fund quarterly on a net of fees basis compared to its objective.

The Trustee assesses the performance periods of the individual funds over at least a 3-5 year period or over a market cycle, if appropriate, when looking to select or terminate a manager, unless there are reasons other than performance that need to be considered.

The fund managers' remuneration is a percentage of the assets held in each fund so the amount each manager receives is based upon the value of assets held with them. The remuneration paid out by the Scheme will depend upon the asset allocation. The charges are considered as part of the manager selection process. The charges are monitored regularly with the help of its investment consultant to ensure they are in line with the Trustee's policies for each fund. The Trustee believes that its and each fund manager's goals are aligned.

How the Trustee monitors portfolio turnover costs incurred by the asset manager, and how they define and monitor targeted portfolio turnover or turnover range

The Trustee monitors the portfolio turnover costs on an annual basis.

The Trustee defines target portfolio turnover as the average turnover of the portfolio expected in the type of strategy the manager has been appointed to manage. This is monitored on an annual basis.

The Trustee has delegated the responsibility of monitoring portfolio turnover costs and target portfolio turnover to their investment consultant.

The duration of the arrangement with the asset manager

The Trustee plans to hold each of its investments for the period which the Scheme expects to remain ongoing, but will keep this under review.

Changes in investment strategy or change in the view of the fund manager can lead to the duration of the arrangement being shorter than expected.

Risks

The Trustee is aware and seeks to take account of a number of risks in relation to the Scheme's investments. Under the Pensions Act 2004, the Trustee is required to state its policy regarding the ways in which risks are to be measured and managed. Overall, the Trustee measures and monitors their risks by receiving monitoring reports which report on the performance of their assets and their managers. The key risks and the policies are as follows:

Inflation risk	This is the risk that the investments don't give a return above inflation, eroding the purchasing power of the pension pot. The Trustee is not explicitly targeting a rate of return in excess of inflation. However, given the current low inflationary environment, the Trustee considers that the need to minimise any downside risk and protect capital as far as possible, is more important. This will be kept under review.
Concentration Risk	This is the risk that the investment manager invests in a concentrated portfolio of individual stocks or securities. It is managed through the diversification of the Scheme's assets across a range of different funds with different investment styles and underlying securities, and different investment managers.
Investment Manager Risk	This is assessed as the deviation of actual risk and return relative to that specified in the investment manager's objectives. It is measured by monitoring on a regular basis the actual deviation of returns relative to investment manager's agreed objectives and an assessment of factors supporting the managers' investment process.
Conversion Risk	<p>This is the risk that the value of a member's pension falls significantly in the period leading up to retirement relative to their chosen retirement option to purchase an annuity, drawdown or take cash. This means the value of the pension pot does not move in line with annuities, or the value at retirement used to drawdown or take as cash will be smaller than expected.</p> <p>To the extent that investment strategy is low risk in any event, the Trustee considers the risk of the value of a member's pension falling significant close to retirement is small. In any event, the intention is to wind the Scheme up and members transfer their benefits before they approach retirement age (accepting there may be some members already approaching retirement age).</p>

Risks continued

Liquidity Risk	<p>With regard to the investments listed in Appendix A, the risk is managed by having a suitable amount of readily realisable investments. The Scheme invests in assets that are invested in quoted markets and are readily realisable as the Trustee feels suitable given the Scheme's cashflow.</p> <p>The Trustee remains concerned that there is significant liquidity risk attaching to the assets listed in Appendix B.</p>
Currency Risk	<p>The Trustee is able to invest in assets and currencies that are not denominated in sterling, so they can be exposed to currency risk depending on the investment choices.</p>
Loss of Investment Risk	<p>There is a risk of loss of investment by each investment manager and potentially the custodian. This includes losses beyond those caused by market movements e.g. losses caused by fraud. The Trustee undertakes regular reviews of the internal controls and processes of the investment manager.</p>

Compliance

The Trustee confirms that it has received and considered written advice from AIS on the establishment and implementation of their investment strategy.

Copies of this statement and any subsequent amendments will be made available publicly on the Scheme's website.

The Trustee will monitor compliance with this Statement at least every three years. This will include a review of the suitability of the investment strategy on an ongoing basis and consideration of the continued suitability of the appointed investment managers.

Agreed as final version on behalf of the Trustees of the Ethika Auto Enrolment Pension Scheme

Dated: 30 September 2020

Version: 1

Appendix A

The Trustee has invested the Scheme assets with BlackRock and L&G Investment Management. Mobius Life provides investment administration for the Scheme and so carries out the day to day management of the underlying investment managers, through a series of reinsured funds.

It is the Trustee's intention that the first £85,000 of the Scheme's assets will be allocated to the Tier 1 investment strategy, and the balance of the capital will be applied to the Tier 2 investment strategy.

STRATEGY – Tier 1

The strategy targets cash returns and is invested in a fund as below:

Name	Objective	Allocation	Risk Profile	Active/Passive investment
L&G Cash	To perform in line with 7 Day GBP LIBID, without incurring excessive risk	100.0%	Low	Active

STRATEGY – Tier 2

The strategy targets cash plus returns and is invested in a series of funds. It is made up of the following funds in the allocations as below:

Name	Objective	Allocation	Risk Profile	Active/Passive investment
L&G Cash	To perform in line with 7 Day GBP LIBID, without incurring excessive risk	10.0%	Low	Active
L&G Short Dated Sterling Corporate Bond	To track the total return of the Markit iBoxx Sterling Corporates 1-5 Index	30.0%	Lower	Passive
BlackRock Sterling Corporate Bond 1-5 years	To track the total return of the Markit iBoxx Sterling Non-Gilt 1-5 Index	60.0%	Lower	Passive

CHARGES

The charges are as below:

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%

Appendix B

The Scheme owns a series of unorthodox investments, which are listed below: -

Patagro Handels GmbH

£1,206,000.00 invested by way of loans with Patagro Handels GmbH, a company incorporated and registered in Switzerland.

Shard Capital Stockbrokers

£1,150,141.92 invested by Shard Capital Stockbrokers on behalf of the Scheme into a number of funds, of which Dalriada are currently seeking advice with regards to withdrawing.

Visolaris Limited

An unconfirmed amount invested with Visolaris Limited.