

Pensions News 2020

*An update from the Trustees
of the Nestlé UK Pension Fund*

Who looks after your pension?

Updates on the Fund and how it works

Company news

Chair's welcome

Welcome to your new look and feel newsletter from the Trustees of the Nestlé UK Pension Fund (the Fund). In this new-look newsletter, we've put you at the centre of our messaging so that we can help you to understand how the Fund is run, who looks after it and what's been going on over the past year.

These are unusual times for us all, but despite the effects of the COVID-19 pandemic, we've been working as hard as usual to look after the Fund and make sure we can continue to deliver key services as normal.

Nestlé Pensions has adapted to new ways of working during the COVID-19 pandemic, which meant the whole team transitioning to home working from March. You can read more about this at nestlepensions.co.uk/coronavirus

Throughout the year, we've continued our work on the Fund's valuation. Work on this is still underway and you can read more about it on page 6. And as it's a valuation year, there will be no summary funding statement this year.

You might remember we were looking for three new Member Nominated Trustees earlier in the year. The Trustee Board and I would like to say thank you to all those who registered their interest and applied – we had a record-breaking number of applicants and at a very high standard. Due to COVID-19, we're still in the process of recruiting your new Trustees. You can find out more about the process, as well as information on the rest of the Board, on pages 4 and 5.

After another busy year, we still have lots planned, much of which you'll be able to read about in this newsletter.



As always, we hope you enjoy reading your newsletter and would be grateful for any feedback. Please get in touch with your comments using the contact details on the back page.

Steve Delo
(Chair of the NUKPF Trustee Board)



What's inside?

Looking after your pension	4
How your pension works	6
Company news	8
Reminders from the Pensions Team	10
About your Fund	11

Want to request a document?

You can find a range of useful documents on our website at [nestlepensions.co.uk](https://www.nestlepensions.co.uk)

However, you can also request copies of the following documents from Nestlé Pensions using the contact details on the back page:

- Annual Report and Accounts
- Statement of Investment Principles (SIP)
- Schedule of Contributions
- Statement of Funding Principles
- The Trust Deed and Rules



Looking after your pension

The Fund is managed by a Trustee Company (Nestlé UK Pension Trust Ltd) which has an overall duty to run the Fund in line with its Trust Deed and Rules, as well as current pensions law. This Trustee Company acts through us, its Board of Directors (generally called 'Trustees').

Our Trustee Board is made up of four Trustees appointed by Nestlé and four appointed by members. The Board is also supported by the wider Nestlé Pensions Team.



Three Member Nominated Trustees are coming to the end of their terms in office and we're currently in the final interview stage for new Trustees. We'll be in touch with more information soon.

Your current Trustees are:



Marcus Barry

Marcus is a Member Nominated Trustee and an active member of the Fund.



David Baxter

David is a Member Nominated Trustee and a pensioner member of the Fund.



Malcolm Burridge

Malcolm is a Nestlé Appointed Trustee and an active member of the Fund.



John Chilman

John is a Nestlé Appointed Trustee and an Independent Trustee.



Steve Delo

Steve is a Nestlé Appointed Trustee and an Independent Trustee. He's also the Chair of the Trustee Board.



Irene Donaldson

Irene is a Nestlé Appointed Trustee and an active member of the Fund.



Barbara Firth

Barbara is a Member Nominated Trustee and a pensioner member of the Fund.



Steve Robinson

Steve is a Member Nominated Trustee and an active member of the Fund.

What do we do?

As Trustees, we're responsible for overseeing the running of the Fund and safeguarding it on behalf of you, its members.

With the help of advisers, and the Nestlé Pensions Team, we make sure that contributions are made to the Fund, that its assets are invested appropriately and as securely as possible and that member benefits are paid correctly and on time.



To find out more about what we do, watch a video from Steve Delo, our Chair, at player.vimeo.com/video/387983348

You can also watch Irene Donaldson (one of your current Trustees) describe the role of a Trustee at player.vimeo.com/video/387984906

New Trustees on the horizon

Earlier this year we started looking for new Member Nominated Trustees (MNTs) as three of our current Trustees are coming up to the end of their terms in office.

Here's a recap on what's happened so far on our search for new MNTs:

- Active and deferred members of the Fund were invited to register their interest in being a Trustee.
- Members who registered their interest were invited to take part in information day sessions.
- Interested members completed application forms online and submitted them in April.
- Our selection panel reviewed the applications and put together a shortlist for interviews.

What's next?

Our selection process has been slightly delayed due to COVID-19, but shortlisted candidates are currently being interviewed by our selection panel (made up of Trustees and members of the Nestlé Pensions Team).

After these interviews have taken place, the selection panel will take some time to finalise their decision. Once the new Trustees have been selected, we'll update our website at nestlepensions.co.uk/trustees to let you know who your new Trustees are.



Spotlight on Steve Delo

Steve is the Chair of our Trustee Board and has been for the past four years. He's an 'Independent Trustee' which means he doesn't work for Nestlé and never has, but being a Trustee is his full-time job.

As well as being Chair of our Fund's Trustee Board, he also chairs other prominent UK trustee boards including the board for The People's Pension. He's also a former President of the Pensions Management Institute (PMI) so knows more than a thing or two about pension schemes and how they're run.

Steve is well known in the pensions sphere for his experience and knowledge and is a great addition to our Trustee Board. We're not the only ones who think so either, as this year he was nominated as 'Pensions Personality of the Year' by Professional Pensions (and not for the first time!).

How your pension works

In future newsletters we'll talk to you more about how your pension works. But in this issue we need to update you about some of the work the Trustees have been doing this year.



Valuation update

A valuation is a 'financial health check' of the Fund's defined benefit (DB) sections which takes place every three years.

During a valuation, the Fund's assets (the money it has available) are compared with its liabilities (the estimated amount of money the Fund needs so that it can pay members the future benefits they have already earned) to calculate the Fund's 'funding level'. If the funding level is below 100%, there is a shortfall. If it's above 100%, there's a surplus. If there's a shortfall, the valuation tells us if any action is required. The valuation also works out what contributions are needed to pay for future DB benefits.

The latest valuation is looking at the Fund's position at 31 December 2018 and discussions between the Trustees and the Company are still ongoing. Once the valuation has completed, we'll write to you again to give you an update on the funding position.

The valuation process is an important aspect of what we do as Trustees and is one of the ways we make sure we're continuing to look after you during your retirement.

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Responsible investing

ESG factors and ESG investing are subjects you may have heard a lot about recently when it comes to investments. ESG stands for environmental, social and governance and is a form of investing that is also called 'responsible' or 'sustainable' investing. ESG is simply a term used to refer to investments that aim to make positive investment returns while having a positive impact on the environment, society or on the performance of a business.

Responsible investment is a different approach to investing

A responsible investment approach recognises that creating long-term, sustainable investment returns depend on stable, well-functioning and well-governed social, environmental and economic systems.

Organisations who incorporate responsible investment aim to consider how the following factors can have a financial impact on investments:

Environmental

Do the companies that we are invested in have a positive or negative impact on resources and environment?



Social

How do the companies that we are invested in treat their employees, customers and community?



Governance

Do the companies that we are invested in structure their leadership to allow for accountability and leadership?



Then, they aim to incorporate these 'factors' into decisions that they make about investment management. Often these 'investment factors' are referred to as 'ESG factors'. Because pension schemes are very large investors, they are becoming more and more aware of how much influence they can have as responsible investors. Plus, the UK regulatory landscape around responsible investment is evolving all the time – which means that, in the future, pension schemes will need to make more information available about how they invest responsibly.

As Trustees, we've been looking at responsible investment for several years and up until now we've reported on this as required in our Statement of Investment Principles. We believe that ESG factors can have a positive impact on investment returns. And, we believe that incorporating these factors into our decision making and practices will lead to better informed decision making relating to our investments.

We are continuing to develop our approach in this area, as well as creating the necessary reporting that allows us to meet the regulatory disclosure requirements. We will keep you informed of our progress in future newsletters.



Company news

New offshore wind farm partnership announced to power Nestlé

In April, Nestlé announced a new wind farm partnership off the coast of North East England.

The offshore farm, run by Ørsted, will provide 125GWh to cover 50% of Nestlé's UK power consumption. From May 1, 2020, the agreement with the wind farm off the North East Coast, will mean 100% of Nestlé electricity will come from wind power.

The other 50% is already provided by an onshore wind farm at Sanquhar in Dumfries and Galloway in Scotland. Since 2018, when this wind farm opened, the nine turbines have been producing 125GWh of power per year. The power from both are supplied through EDF, our electricity supply partner.

Stefano Agostini, CEO for Nestlé UK and Ireland said: "I'm incredibly proud that at Nestlé we are doing the right thing to play our part in reducing climate change. With our partnership with Ørsted we are now able to cover 100% of our electricity from wind power, another huge milestone in our efforts to become a sustainable business".

Nestlé supported 8,000 families at risk of summer holiday hunger in new £1 million investment with Community Shop and FoodCloud

Nestlé UK & Ireland have helped 8,000 families who might otherwise have gone hungry during the school summer holidays, as the company announced a £1 million investment to work with social enterprises Community Shop and FoodCloud.

The support to those 8,000 families is on behalf of Nestlé's 8,000 employees in the UK and Ireland, from one family to another.

John Marren, Founder & Chairman of Community Shop said: "Thanks to Nestlé's incredible support, we can provide an invaluable lifeline to so many, and work together to create a legacy in our communities. It is thanks to the fantastic backing of industry partners like Nestlé that we are able to deliver such a positive social, economic and environmental impact."

To read more, visit [nestle.co.uk/en-gb/media/pressreleases](https://www.nestle.co.uk/en-gb/media/pressreleases)



Biffa and Nestlé Waters UK partner to deliver 100% rPET made from British recycled plastic

Nestlé Waters UK and Biffa, the UK's leading sustainable waste management business have announced a new partnership to help drive a circular economy for plastics in the UK.

Biffa will be supporting Nestlé Waters UK to achieve its commitment of making every BUXTON® bottle from 100% recycled PET (recycled polyethylene terephthalate or rPET) by 2021, by collecting recyclable PET bottles and reprocessing them here in the UK into rPET.

The partnership will enable Nestlé Waters UK to significantly reduce the amount of virgin plastic in circulation and lead the shift to using high-quality food-grade recycled PET in the UK, which, at the moment, is sourced from Europe.

Michel Beneventi, Managing Director for Nestlé Waters UK, said: "This is a hugely significant step forwards in achieving our commitment of making our BUXTON® range from 100% rPET. By working together, sharing expertise across our companies to advance PET recycling for circularity, I believe we can be a force for good, helping to create positive, long-lasting impact and change for the planet..."

Read more at [nestle.co.uk/en-gb/media/pressreleases](https://www.nestle.co.uk/en-gb/media/pressreleases)



A Mint G invention! Gin & Tonic flavoured After Eights

After Eight fans get excited – Nestlé has announced a brand-new flavour from your favourite fondant mint – and it's a spirited addition to the range!

Debbie Bowen, Senior Brand Manager for After Eight said: "Gin has rapidly become the nation's spirit of choice, so what could be better than combining the flavours of our favourite tippie with the delicious mint fondant and dark chocolate that has made After Eight so popular for almost sixty years.

After Eight Gin & Tonic & Mint is a delightfully fresh, zesty twist on a classic, and we believe it will prove to be a very popular addition to the range. Gin O'Clock has officially arrived!"

After Eight Gin & Tonic & Mint is a limited edition that will be available from all major supermarkets, Ocado, Amazon and convenience stores across the UK and Ireland.



"After Eight Gin & Tonic & Mint is a delightfully fresh, zesty twist on a classic, and we believe it will prove to be a very popular addition to the range. Gin O'Clock has officially arrived!"

Reminders from the Pensions Team

ARE YOUR DETAILS UP TO DATE?

It's important that we have your updated address and bank details so we can carry on communicating with you about your pension and make sure your pension is paid into the right bank account.

If you've changed your address or bank details, please write to Nestlé Pensions with your new details, making sure that you sign the letter to tell us that you authorise the change. We can also accept a scanned signed letter by email.

You can find our postal and email addresses on the back page.

Pension payment dates 2020



YOUR NEXT PENSION PAYMENT DATE WILL BE 21 DECEMBER 2020.

You can see the rest of your pension payment dates on our website at [nestlepensions.co.uk/pensioner](https://www.nestlepensions.co.uk/pensioner)

If you have any problems or queries regarding your pension payments, please get in touch using the details on the back page.

Power of Attorney



If you have Power of Attorney over a pensioner and need to make any changes or request any information on their behalf, you'll need to send us either the original Power of Attorney document or a certified copy. Please visit the website to find out who can certify a copy of the document.

If you have any questions about using a Power of Attorney in relation to a Nestlé pension, contact us using the details on the back page.

New ways of working

After some time without it, the team has been working hard to get the helpline reinstated and it is now up and running again.

You can contact a member of the Pensions Team over the phone Monday to Friday from 9am to 5pm using the details on the back page.

Please be aware that we are continuing to prioritise certain work to make sure members and loved ones receive their benefits and so you may still experience delays.



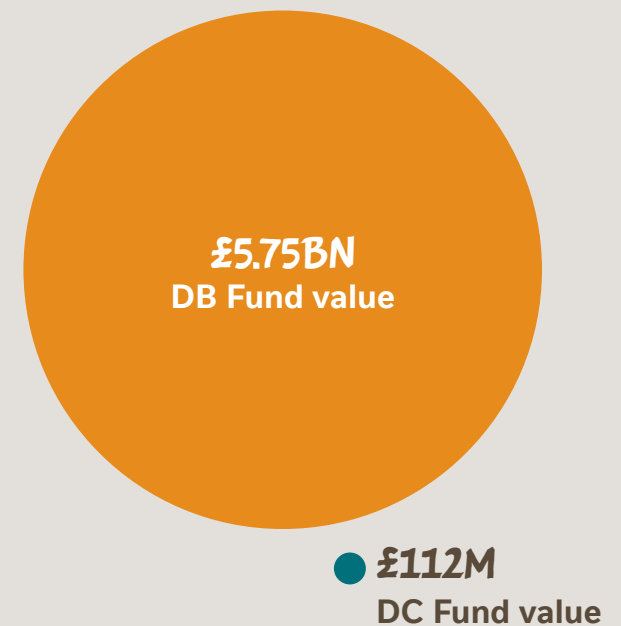
About your Fund

Here you can see a breakdown of who else is in the Fund. You can also see the latest defined benefit (DB) and defined contribution (DC) Fund values, and a breakdown of who else is in the Fund.

Who's in the Fund?



What's in the Fund?



If you want to find out more about the Fund's investments, you can request a copy of the Report and Accounts by emailing pensions@nestle.com

Note: these figures are all as at 30 September 2020.

For further information about the Nestlé UK Pension Fund you can:



Write to us at:
Nestlé Pensions
1 City Place
Gatwick
RH6 0PA
United Kingdom



Call us on:
020 8667 6363



Email us at:
pensions@uk.nestle.com



Visit the website at:
nestlepensions.co.uk

Other useful contacts:

The Pensions Regulator

The Pensions Regulator regulates how pension arrangements like the Fund are run, and can step in if trustees, employers or professional advisers have failed in their duties. Visit their website for help and information at [thepensionsregulator.gov.uk](https://www.thepensionsregulator.gov.uk)

ScamSmart

FCA's 'ScamSmart' website provides lots of useful information about how to spot a scam, how to check out what you are being offered is legitimate and many other useful resources. Visit their website at [fca.org.uk/scamsmart](https://www.fca.org.uk/scamsmart)

Whilst every care has been taken to provide up-to-date and accurate information in this newsletter, we cannot guarantee that inaccuracies will not occur. Nestlé UK Limited and the Trustees will not be held responsible for any loss, damage or inconvenience caused as a result of any inaccuracy, error or omission. If there is any conflict between this newsletter and the Trust Deed and Rules of the Nestlé UK Pension Fund, the Trust Deed and Rules (as amended from time to time) take precedence.

Although every effort is made to ensure information is up to date at the time of writing, subsequent changes to the Fund's documentation and/or applicable legislation may subsequently affect its correctness or completeness.

This document is not intended to provide a definitive description of any benefits payable from the Fund or a comprehensive statement of the law on any issue. Nothing in this document confers any legal entitlement to benefits.

Nothing in this document constitutes financial advice and you should not rely on information in this document in making any decisions about your benefits or Fund membership. We recommend that you consider taking independent financial advice before making any such decisions.

This document contains references to the Trustees. These are the Directors of the Nestlé UK Pension Trust Ltd.

