



SUMMARY FUNDING STATEMENT 2020

If you are a member of the William Jackson Pension Plan (the “Plan”) then this summary funding statement is an important document.

It's an important document and it lets you know how the Plan is doing financially.

Why is it important?

Because the Plan's financial health could affect the benefits you receive.

The Plan must have a full financial check (called a valuation) from an independent expert (called an actuary) at least every three years. The actuary also has to carry out annual funding updates. As Trustee of the Plan, we send you a summary funding statement to tell you about the results each year. This year's statement gives you the results of the full financial check (from 2018) and the 2020 annual update.

How is the Plan doing?

The last full valuation looked at the funding position as at 5 April 2018 (the “2018 valuation”). The last annual funding update took place at 5 April 2020 (the “2020 update”) and is shown for comparison.



Assets

The money the Plan has at a point in time.

2018 valuation
£182.9m

2020 update
£179.9m

The Plan holds assets in order to pay members' benefits now and in the future. The assets also provide some investment income.



Liabilities

The estimated cost of providing the promised benefits – now and in the future.

2018 valuation
£173.2m

2020 update
£175.3m

The calculation of the liabilities assumes that the Plan will continue until all future benefits have been paid.

It is an estimate because it depends on assumptions about what will happen in the future, such as the investment return that will be earned on the Plan's assets.



Surplus

The assets minus the liabilities.

2018 valuation
£9.7m

2020 update
£4.6m

Because the Plan had a surplus as at the 2018 valuation, William Jackson Food Group Limited (the “Company”) do not need to pay deficit contributions to the Plan.

The surplus has decreased since the 2018 valuation as the liabilities have increased and the assets have decreased.



Funding level

The assets as a percentage of the liabilities.

2018 valuation
106%

2020 update
103%

This means that since 5 April 2018, the Plan's funding situation in percentage terms has worsened.

How has the position changed since the last funding statement?

We last sent you a summary funding statement in October 2019. In that statement we reported that the Plan was estimated to have a surplus of £10.9 million at 5 April 2019. Since 5 April 2019, the Plan's financial position has worsened to the position described above.

The main reasons for the worsening of the Plan's financial position is because the assets have returned less than was otherwise expected and the value of the liabilities has increased. The worsening of the position happened during March and April 2020 as a result of the COVID19 pandemic. This worsening has now largely been reversed (see below for more details).

Update on other matters.....

We have set out below some other information that is relevant to our members.

COVID19 update

The COVID19 pandemic has had a wide reaching impact on pension schemes. This impact has been mainly felt in pension schemes' funding positions. It has also impacted whether schemes are able to carry on running effectively with the various changes to working patterns and social distancing.

The Plan's finances

From a finance perspective, the COVID19 pandemic did have an impact on the Plan's funding position. We reported on page 1 that the funding position at 5 April 2020 was worse this year than in either 2019 or 2018. At that point in time, the impact was to reduce the value of the assets we hold and at the same time increase the value of our liabilities. However, the steps we have taken in recent years to remove risk from our assets stood us in good stead, and meant the impact on the Plan was lower than it would have been otherwise (and less than it has been for many other pension schemes).

The date of our last formal update (April 2020) was at the peak of the crisis in the UK. Since then, the funding position has largely returned to pre COVID19 levels. We continue to monitor the situation regularly so that we can take action if needed.

Your pension

Your pension from the Plan is linked to how long you were an active member and to your salary during that time. It is not linked to investment market performance.

Pension administration service

We are working closely with the Plan's administration team to make sure there is no disruption to the service you receive. The team are able to work remotely and so have been able to carry on administering benefits throughout the crisis.

Nominate your beneficiaries

In the event of your death, benefits will normally be payable to your beneficiaries. With this in mind, it's important that you complete a Beneficiary Nomination form stipulating whom you wish to be considered as a beneficiary. Speak to the administration team to get a form to complete or update yours.

Administration team changes

We are pleased to introduce Holly Orr who has joined the pensions team as an administrator. Holly joins Gail Woollin and Jo Umpelby who have administered the Plan for many years. Welcome, Holly!

If you have any queries about your benefits in the Plan, the administration team can be reached via the contact details on the next page.

Equitable Life

You may have heard in the press about a company called Equitable Life. Equitable Life's "with profits fund" suffered significant investment losses in 2000 which made it difficult to pay out the sums it had promised to its policyholders – in particular because many held valuable guarantees. Equitable Life closed to new business and has now reached the position where it is able to shut down and return funds to policyholders. Following our writing to you last year, the fund has closed from 1 January 2020, with individual policyholders receiving their respective uplifts shortly after. The policies were transferred to Utmost Life and Pensions.

A number of our members have been affected by this due to holding Additional Voluntary Contributions ("AVCs") in the Equitable Life with profits fund and we have been in touch with the affected members. If you think you have been affected and have not been contacted, please get in touch with the pensions team at the address on the last page.

More detail can also be found in the following website: <https://www.utmost.co.uk/>

Another legal requirement for the Plan...

As part of the valuation, the actuary also has to work out the funding level assuming the Plan doesn't continue and all the promised benefits are provided by an insurance company. This is known as "buying out".

This kind of funding level (called the solvency funding level) is usually significantly lower than funding levels worked out if we assume the Plan carries on. This is because insurance companies have to invest in lower returning assets than the Plan would and they also have to hold significant reserves to demonstrate they have enough money to pay out the benefits. This makes buying-out benefits expensive.



Assets

The money the Plan has at a point in time.

2018 valuation
£182.9m



Buy-out cost

The cost of securing benefits with an insurance company.

2018 valuation
£228.6m

The calculation estimates the cost of providing the promised benefits if the Plan ended on 5 April 2018 and the responsibility of paying the benefits was transferred to an insurance company.



Surplus/(deficit) assuming a "buy out"

The assets minus the buy-out cost.

2018 valuation
£(45.7m)

The Plan has less assets than would be needed to buy-out with an insurance company. This situation is called a "deficit".



Solvency funding level

The assets as a percentage of the buy-out cost.

2018 valuation
80%

Including this information doesn't mean that Company or the Trustee is planning to wind up the Plan. We are required by law to give you this information.

So how secure is my pension?

The Trustee aims to have enough money to pay pensions and other benefits to members as they are due.

However, in the event the Plan was wound-up without enough money to buy all the benefits with an insurer, then, unless the Company could afford to pay the difference, it's unlikely you'd receive the full pension benefits you were expecting.

To help members in this situation, the Government set up the Pension Protection Fund (PPF) in 2005.

The pension you would receive from the PPF depends on your age and when your benefits were earned. Further information and guidance is available on the PPF website at www.pensionprotectionfund.org.uk - or you can write to the Pension Protection Fund at:

Renaissance, 12 Dingwall Road, Croydon CR0 2NA.

We are also required to tell you if there have been any surplus payments from the Plan to the Company since the last funding statement, or whether the Pensions Regulator has intervened to change the way benefits build up, the way valuations are worked out, or the way any funding shortfall is being met.

In each instance, the answer is no.

Where can I get more information?

If you have any other questions about this funding statement, or would like any more information about the Plan, please contact the Plan administrators:

Gail Woollin
Victoria House,
36 Derringham Street,
Hull, HU3 1EL
gail.woollin@wjfg.co.uk
01482 301213

We'll send you a new summary funding statement next year, when we have updated information on the Plan's finances to share with you.

If you change address or personal details, please make sure you let us know by using the contact details above.

Protection of your data

The Trustee holds and processes Personal Data about you and (if applicable) your spouse, dependants and whoever you nominate to receive life assurance benefits. This is obtained either from you, your spouse or dependants, or from the William Jackson Food Group. This data is held to be able to operate the Plan and administer your benefits. This means that the Trustee is a 'data controller' under data protection legislation, and has to inform you of certain information, which is set out in this notice.

The data the Trustee holds is the information necessary to administer your benefits and this includes your name, gender, date of birth, national insurance number, address, marital status, salary information, and (where your pension is in payment) bank details. In certain circumstances the Trustee may also request and process more sensitive personal data about you (known as special categories of data), for example medical information if you wish to take your benefits under the Plan early due to ill health.

Your data is held by the Plan's administrator. Additionally, in order to operate the Plan, the Trustee may need to disclose your data (including special categories personal data) to other people, such as the Trustee's professional advisers (including for example the Plan's Actuary, Mercer), the Plan's employers, tracing agents, and insurance companies, to arrange particular entitlements, for instance life insurance or an annuity policy where relevant.

The Trustee will retain your data whilst benefits are due and payable to you or your dependants from the Plan. Due to the long term nature of these benefits, the Trustee will normally continue to store your data for at least six years from the date that benefits payable to you or your dependants have been paid in full, or you transfer out of the Plan. To enable the Trustee to comply with their legal obligations and in order to be able to answer queries about how your benefits were dealt with (which could be made many years later), it may be necessary for some information to be retained for longer than this. Any processing of your data once you have transferred out of the Plan or all your benefits have been paid in full will only take place where strictly necessary.

It is important to inform the Trustee of any changes in your personal details to ensure the information held is accurate and kept up to date. If you need to do this, or wish to know more about the information held by the Trustee or the purposes for which it is held, please contact the pensions administration department using the details on the previous page.

The Trustee takes the responsibility of holding your data very seriously and recognises the importance of correct and lawful treatment of Personal Data.

Please note: Benefits are determined by the Rules of the Plan. If there is any conflict between any information in this Summary Funding Statement and the Rules, the Rules (as amended from time to time) will be overriding. If you have any questions or would like a copy of the Rules, please contact the Plan administrator at the address above.