WILLIAM JACKSON PENSION PLAN

SUMMARY FUNDING STATEMENT 2024

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

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

Why is it important?

It is 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 2021) and the 2023 annual update.

How is the Plan doing?

The last full valuation looked at the funding position as at 5 April 2021 (the "2021 valuation"). A more recent annual funding update took place at 5 April 2023 (the "2023 update") and is shown for comparison.

	Assets	Liabilities	Surplus	Funding level
	The money the Plan has at a point in time.	The estimated cost of providing the promised benefits – now and in the future.	The assets minus the liabilities.	The assets as a percentage of the liabilities.
2021 valuation	£183.3m	£165.5m	£17.8m	111%
2023 update	£120.3m	£118.5m	£1.8m	102%
	The Plan holds assets in order to pay members' benefits now and in the future. The assets also provide some investment income.	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 what future inflation will be or how long people will live.	Because the Plan had a surplus as at the 2021 valuation, William Jackson Food Group Limited (the "Company") do not need to pay contributions to the Plan. The surplus has decreased since the 2021 valuation as the value of the liabilities has decreased by less than the assets have decreased.	This means that since 5 April 2021, the Plan's funding situation in percentage terms has declined.

How has the position changed since the last funding statement?

We last sent you a summary funding statement in June 2022. In that statement we reported that the Plan was estimated to have a surplus of £24.2 million at 5 April 2022. Since 5 April 2022, the Plan's financial position has worsened to the position described above.

The main reason for the decrease in the surplus over the year is that the Trustee has taken the opportunity to adopt a lower risk investment strategy. This results in a lower expected return on the assets in the future and therefore a higher amount needed now to provide the Plan's benefits. All else being equal, this reduces the Plan's surplus. Additionally, the value of both the assets and liabilities have decreased compared with last year as a result of market turmoil in late 2022 - this impact has been seen in most UK pension schemes. More detail is on page 4.

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".

The estimated amount of money needed to buy-out the Plan with an insurer is significantly higher than the estimated amount of money needed if we assume the Plan carries on in its current form. If the Plan continues in its current form there is a surplus as shown on the previous page, which means there are sufficient funds to pay all benefits. However there are not currently sufficient funds to support a buy-out. 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.

2021 valuation
£183.3m

Buy-out cost

The estimated cost of securing benefits with an insurance company.

2021 valuation
£194.4m

The calculation estimates the cost of providing the promised benefits if the responsibility for paying the benefits had been transferred to an insurance company on 5 April 2021.

Surplus/(deficit) assuming a "buy-out"

The assets minus the buy-out cost.

2021 valuation
£(11.1m)

The Plan had 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.

2021 valuation
94%

We are required by law to give you this information. This information is also monitored by the Company and the Trustee in order to judge whether a "buy-out" with an insurer is feasible.

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, and the Company is obliged to make up any shortfall should one emerge in the future.

Therefore, in the event the Plan is wound-up without enough money to buy all the benefits with an insurer, the Company would be required to pay the difference. If it was unable to do so, it is possible that you would not 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.ppf.co.uk - or you can write to the Pension Protection Fund at:

PO Box 254, Wymondham, NR18 8DN.

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 administrator:

Sally Clinton
pensions@wjfg.co.uk

Or write to Sally at:
Pensions Department, William Jackson Food Group Ltd
The Riverside Building, Livingstone Road
Hessle, East Yorkshire, HU13 0DZ

We'll send you a new summary funding statement 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.

Update on other matters…..

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

Late retirement terms for deferred members

Members who no longer work for the William Jackson Food Group but who have not yet retired are called "deferred members". The wording of the Plan's rules meant that deferred members needed to demonstrate that they were employed elsewhere in order to qualify for late retirement. The Trustee has decided that this rule could be unnecessarily restrictive for members looking to opt for a later retirement date, and have therefore decided to change the rules to remove this condition.

Member Nominated Trustees (MNTs)

There will be a re-election of the MNTs within the next year and we will be in touch closer to the time. If you are interested in becoming a MNT or would like more information please let the Trustee know.

Nominate your beneficiaries

In the event of your death, benefits will normally be payable to your beneficiaries. With this in mind, it is important that you ensure your nominated beneficiaries are up to date.

Contact Sally Clinton to get a form to complete to update your beneficiaries, or to let her know if you change address or other personal details.

Principal contact in the Pensions Team

Sally Clinton continues her great work in the pension administration team, and again her details can be found below or at the bottom of page 2:

Sally Clinton
pensions@wjfg.co.uk

Pensions Department, William Jackson Food Group Ltd
The Riverside Building, Livingstone Road
Hessle, East Yorkshire, HU13 0DZ

Increase in minimum retirement age

At the moment, the minimum retirement age for most pension scheme members is age 55 (unless you are suffering from ill-health). However, as a result of a change in law, the minimum retirement age for most people will increase to age 57 from 6 April 2028 onwards. Members who have not yet retired should bear this in mind when they are making their retirement plans.

Market volatility, rising inflation and your pension

Unlike money held in a bank account, financial markets can go through sudden, short-term changes upwards or downwards. This is known as volatility.

In October 2022, the rate of inflation reached its highest level for 41 years. It slowed more than expected in the year to December 2023, and now appears to be at a more reasonable level at the time of writing. The Bank of England moved to control inflation by increasing its base rates – it predicts this will bring inflation below the target within three years. However, there is a wide range of potential outcomes.

Various factors can affect financial markets. For example, issues like the Government's mini-budget in September 2022, the continuing conflict in Ukraine, the state of the global economy, and the increasing prices of goods and services have all contributed to market volatility and rising inflation.

Whilst the Trustee is conscious of the impact that changes in financial markets have on the Plan's funding position, it is important to remember that pension schemes are long-term arrangements. Our view is that there is no need to overreact to short-term fluctuations where these are not expected to significantly affect the security of members' benefits.

As you can see from the enclosed Summary Funding Statement, the Plan remains in a positive financial position with the assets currently higher than the liabilities, even though the value of the surplus has fallen. Over time, the Trustee has worked to reduce risk in the Plan. The investment strategy has been selected so that any change in the value of members' benefits is broadly matched by movements in the assets held, which significantly reduces exposure to financial market fluctuations.

If you are concerned about the potential impact of market volatility and rising inflation on your pension, we would like to reassure you that the Plan is being carefully managed to minimise risks. The Trustee regularly reviews the funding and investment arrangements to respond to market conditions and wider economic factors.

Most members will have some elements of their pension linked to inflation. For example, if you are a pensioner, some of your pension will increase each year in line with an inflation index. However, there is a cap on the annual increase (in most cases 2.5%, 3% or 5%), which means your pension increase will be limited to this cap during periods of high inflation.

Please note that the responsibility of the Trustee is to be able to provide members with the pension promised under the Plan Rules as they apply to the member's circumstances. A member can choose to transfer their pension out of the Plan to another approved arrangement, however members should be aware that market turmoil can make a large difference to the Cash Equivalent Transfer Values ("CETVs"). This is because CETVs increase or decrease with movements in market conditions. On the other hand, pensions paid to members within the Plan do not fluctuate with market conditions. The Trustee's responsibilities do not include the monitoring of CETVs on behalf of members individually or collectively.

For further information about your benefits, please contact Sally Clinton whose details are provided on pages 2 and 3.

Protect yourself from pension scams

The cost of living crisis could result in more people being taken in by fake promises from scammers. The Pensions Regulator (TPR) is warning people to be on their guard, as it is concerned that savers struggling to pay their household bills may be attracted by scammers offering help to access their pension savings early, or by fake investments promising high returns that never materialise.

The following list, which is not exhaustive, demonstrates the scale and breadth of methods that scammers can use to try to get you to part with your pension pot:

1. Investment fraud – misrepresenting high-risk or false investments to savers.
2. Pension liberation – misleading savers into accessing their pension pots under the age of 55, unaware that they will incur a tax charge or potentially engage in tax evasion.
3. Scam pension schemes and providers – setting up schemes that either don't exist, or exist but are committing fraud.
4. Clone firms – disguising scam schemes and providers as legitimate entities.
5. Claims management companies – making cold calls to savers to persuade them that they have been mis-sold a pension, then asking for an advance fee to begin a claims process.
6. Employer related investment (ERI) – employers breaching investment restrictions by diverting employees' pension payments to use as a source of general investment into their business, leading to losses to savers.
7. High fees – imposing excessive fees often layered through unnecessarily complex business structures.

The regulator has also highlighted 'recovery room' scams, where fraudsters approach pension savers who have been defrauded already, and offer to help them get their money back for an upfront fee.

Data from UK Finance, the collective voice for the banking and finance industry, shows that criminals stole £609.8 million through scams and fraud in the first half of 2022. However, the scale of the problem may be much bigger because people often don't realise they've been scammed until years after it's happened.

Scams can come in many different forms. Here are some more to watch out for:

Phishing
This is an email scam where you appear to get a message from a legitimate source, such as your bank, HMRC, PayPal, Apple or Amazon. The message will encourage you to click a link and log into your account, normally by telling you your account has been locked or there's a large transfer of money. In reality, the link in the email goes to a fake website which collects your information. If you think there might be a legitimate problem with an account, go to the website directly and log in. Never click the links in a suspicious email.

Vishing
This is a phone call where the scammers pretend to be from your bank, building society or even a government agency. During the phone call, the fraudsters will try to get you to reveal your personal details, which no legitimate caller would ask you to do. If you're sure the call is fraudulent, just hang up the phone. If you're not sure, hang up and call your bank/building society on the number on your debit or credit card. But scammers can hijack your phone line, so wait a few minutes before calling your bank or building society.

Safe account scams
You'll be contacted, usually on the phone, by someone claiming to be from your bank. They'll say your account has been compromised in some way and try to persuade you to transfer all your money from your bank to a 'safe account'. In reality, banks will never ask you to transfer money into another account.

Computer software fraud
This is where scammers pretending to be from your IT provider contact you by phone or email. They'll say they need your payment details to fix, update or validate your software. However, it's very unlikely computer companies would call you out of the blue, so it's best to treat such calls with the same suspicion as you would treat any other unexpected call or email.

New Trustee powers
The Pensions Regulator implemented new legislation last year to allow Trustees to refuse transfers where there is suspicion of pension scam activity. Transfers that raise concerns will be referred to MoneyHelper, which offers free guidance on all aspects of money, including benefits, savings and pension choices.

Find out more
The Financial Conduct Authority ("FCA")'s ScamSmart website has quizzes and resources to help you spot scams and a warning list of companies to watch out for. You can also report any suspected scams on the site. Visit www.fca.org.uk/scamsmart for more information.

If you think you have been a victim of a scam, or have been targeted, report it immediately. You can contact Action Fraud on 0300 123 2040, or dial 159 to speak to your bank's fraud department. This service lets you check quickly and easily if an offer is genuine.

You can find out more about this service, including which banks are involved, at https://stopscamsuk.org.uk/159

Further Pensions Guidance

For general information about pensions and retirement, you can visit the **MoneyHelper**: MoneyHelper is a service that offers impartial help on all aspects of money, including benefits, savings and pension choices. It is backed by the government and free to use.

The three previous providers of Government-sponsored financial guidance: The Money Advice Service, The Pensions Advisory Service and Pension Wise have now been replaced by the MoneyHelper website service, bringing together the support and services of these three financial advice providers.

You can find out more at www.moneyhelper.org.uk

The Pension Tracing Service: can help you track down pensions schemes which you have been a member of in the past. Their tracing service is free.
Telephone: 0345 6002537
Textphone: 0345 3000169
Website: www.thepensionservice.gov.uk
Address: Pension Tracing Service, The Pension Service, Whitley Road, Newcastle upon Tyne, NE98 1BA

Independent Financial Advice: Planning and saving for your retirement can involve complex financial decisions. If you do not feel confident in making these decisions yourself, you should consider getting independent financial advice. The FCA offers tips on how to find a financial adviser in your area at www.fca.org.uk/consumers/finding-adviser. Financial advisers generally charge for their advice, so you may wish to ask for a fee estimate first.

IMPORTANT NOTE
This update is provided for information only and does not constitute financial advice. If you need advice, you should contact a financial adviser. Details of how to find a financial adviser are set out above.
Also, please note that links to external websites are provided for information only, and we are not responsible for the content of those websites.

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 Sally Clinton using the details on page 2.

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 Sally Clinton at the address above.