

# Value for Members

The Trustee commissioned Mercer, to conduct its annual Value for Members assessment. In doing so, Mercer has assessed the Schemes as providing "**GOOD value**" using their **3 Ps framework**.

## '3 Ps Framework'

- 1 **Price**
- 2 **Performance**
- 3 **Productivity**

Key contributors which provide Value for Members include:

### 1 **Price**

- The funds available to members were competitively priced when benchmarked against a wider range of pension schemes within the industry
- In December 2020, the Trustee negotiated further fee reductions on certain investment funds
- IBM meets the administration, advisory and communication costs resulting in lower member charges and higher pension savings



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## Performance

- Investment funds have performed in line with expectations over the longer timeframe
- The funds are rated highly by Mercer's Manager Research team. This means Mercer believes the managers have above average prospects of achieving the performance objectives of the funds
- A dedicated Investment Committee provides ongoing monitoring and oversight of the investment options and manager

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## Productivity

- A wide suite of communication tools and resources are offered to Scheme members
- There is a wide range of investment options which gives members access to traditional and alternative asset classes
- Post retirement option (initially available to M Plan members only) where members can access the same range of funds with the same investment charges if they transfer to L&G's master trust on retirement.



Mercer has assessed the Schemes' fund range as offering 'GOOD VALUE' for members in terms of price, performance, and productivity; **this is Mercer's highest rating.**