



Experian Retirement Savings Plan

Plan Registration Number: 10234178

**Trustee's Annual Report and Financial Statements
For the Year Ended 31 March 2020**

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 (including the Statement of Investment Principles)

Trustee and Plan Advisers

Trustee

Experian Retirement Savings Trustees Limited
The Sir John Peace Building
Experian Way
Nottingham NG80 1ZZ

Administrator

Capita Employee Solutions
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2 Cutlers Gate
Sheffield S4 7TL

Investment Consultant

Rona Train
Hymans Robertson LLP
One London Wall
London EC2Y 5EA

Banker

National Westminster Bank Plc
42 High Street
Sheffield S1 1QG

Investment Platform

FIL Life Insurance Limited
Beech Gate
Millfield Lane
Lower Kingswood
Tadworth
Surrey KT20 6RP

Annuity Adviser

(Appointed by the Trustee to advise members upon retirement)
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Anchor Road
Bristol BS1 5HL

Investment Performance Measurement

Hymans Robertson LLP
One London Wall
London EC2Y 5EA

Legal Adviser

Linklaters LLP
One Silk Street
London EC2Y 8HQ

Secretary to the Trustee

Martin Bowles
Experian Finance plc
6th Floor, Cardinal Place
80 Victoria Street
London SW1E 5JL

Auditors

Grant Thornton UK LLP
30 Finsbury Square
London EC2P 2YU

Pre-Retirement Guidance Providers

WEALTH at work
5 Temple Square
Temple Street
Liverpool L2 5RH

For Plan enquiries email: ExperianPensions@capita.co.uk

Trustee Report

Plan Management

The Trustee of the Experian Retirement Savings Plan (the Plan) presents its report and the audited financial statements of the Plan for the year ended 31 March 2020.

The financial statements have been prepared and audited in accordance with section 41(1) and (6) of the Pensions Act 1995.

Constitution of the Plan

The Experian Retirement Savings Plan is a defined contribution retirement savings arrangement governed by the Rules of the Plan dated 19 April 2013. The Rules ensure that the assets of the Plan are segregated from the finances of the Principal Employer, Experian Finance plc, and Participating Employers.

The Plan was established by the Principal Employer for the benefit of its employees and those of its subsidiary companies.

Social security and other legislation may override the provisions of the Rules from time to time. The Plan is also required to comply with tax legislation. The Plan is registered for tax purposes in line with the Finance Act 2004 and to the Trustee's knowledge there is no reason why such registration should be prejudiced or withdrawn.

Trustee of the Plan

Experian Retirement Savings Trustees Limited (the Trustee), is the trustee of the Plan. The Directors of the Trustee, are shown below:

Company appointed Directors:

Peter Blythe MA, FCMA, FCT (*Chairman*) - Former Director of Corporate Finance, Experian

Antony Barnes BSc, FCA, FCT - Director of Corporate Finance, Experian

BESTrustees Ltd, represented by Peter Styles FPML (*to 25 November 2019*) and by Catherine Redmond (*from 26 November 2019*).

Neil Musgrove BSc (Hons), ACA - Finance Director – Consumer Services, UK & EMEA, Experian

Catherine Jones, BSc (Hons), CGMA - Finance Business Partner, EMEA, Experian

Alison Sharp (*resigned 16 January 2020*) - HR Director UKI & EMEA, Experian

Member Nominated Directors:

Nick Birch BSc (Hons), MCIPD - Senior Reward Manager EMEA, Experian

Katharine Walden, BA (Hons), AKC, (*resigned 3 June 2019*) - HR Manager, Global DA, Experian

Mark Langrish - Chief Procurement Officer, Experian

David Bernard – (*appointed 20 August 2019*) – SVP Marketing & Strategy, DA, Experian

Trustee Report (continued)

Plan Management (continued)

Appointment of Directors

The power of appointment and removal of the Trustee Directors is vested in the Principal Employer, as outlined in the Articles of Association of Experian Retirement Savings Trustees Limited.

The Trustee arrangements provide for nine Trustee Directors in total: six Company appointed Trustee Directors and three Member Nominated Directors. One of the Company appointed Trustee Directors is an Independent Trustee – BESTrustees Ltd. It should be noted that the representative of BESTrustees Ltd changed during the year.

Trustee Training

Legislation requires the Trustee Directors to have a specific level of knowledge and understanding about their Plan and its documentation, as well as about the law governing pensions.

A training programme for new Trustee Directors is in place, which involves a mix of external and independently run courses and internal training on specific topics by the Plan's consultant and legal advisers.

To ensure that their knowledge remains up to date, training sessions on new aspects of pensions legislation take place regularly at Trustee meetings. Individual training needs are reviewed on an annual basis and a training record is maintained for each Trustee Director, as recommended by the Pensions Regulator.

Plan Governance

To ensure that the Plan is administered in line with best practice, the Trustee has agreed an operational plan which outlines the main items of work to be covered during the year. The plan is reviewed annually.

An assessment of the risks inherent in the administration and investment of the Plan is also carried out by the Trustee on an annual basis, with details recorded in the risk register. The Trustee usually considers two or three risks from the risk register in detail at every meeting, in addition to the annual review.

The Trustee has in place a conflicts of interest policy and each Trustee Director is asked to declare any conflict of interest at the beginning of each meeting. In addition, a register of interests is circulated with a copy of the minutes of each meeting. The Trustee has taken steps to meet the governance standards set out in the DC Code of Practice published by the Pensions Regulator. Further details are contained in the Governance Statement by the Chair of the Trustee on page 37.

The Department for Work and Pensions (DWP) sets requirements on the governance of Defined Contribution schemes and member charges. The Trustee has developed a Plan specific objective matrix to illustrate how it meets these governance standards, produced a governance statement and prepared a Chair's statement in line with the DWPs requirements. The Trustee has also compiled and signed a charge cap compliance document.

Trustee Meetings

Trustee meetings are held regularly, usually three times a year. Each Trustee Director has one vote and a decision may be carried by simple majority. In the event of a tie, the Chairman will have the casting vote. There were no instances during the year when the casting vote was required.

Trustee Report (continued)

Plan Management (continued)

Trustee Meetings (continued)

Trustee meetings were well attended throughout the Plan year; one apology was received at the Summer Trustee meeting and two apologies were received at the Autumn meeting.

Committees

The Investment Committee considers matters relating to investments: Two meetings were held during the year, on 17 July 2019 and 21 October 2019. A call was also held on 25 March 2020 to discuss the impact of COVID-19 and the impact on the Plan's going concern.

The Benefits Committee considers more complex individual cases and meetings are held as necessary. There were no Benefits Committee meetings required during the Plan year but a number of individual cases were referred to the Committee for approval.

The Communications Committee considers the content and presentation of member communications. There were no meetings during the year.

Principal Employer

The Principal Employer is Experian Finance plc. Its registered office is:

The Sir John Peace Building

Experian Way

Nottingham

NG80 1ZZ

Advisers

The Trustee is assisted by various professional advisers in the operation of the Plan. All advisers who have acted on behalf of, or have been retained by, the Trustee during the year are detailed on page 2 of this Report.

In accordance with the Pensions Act 1995, there are written agreements in place between the Trustee and each of the professional advisers identified earlier in this Report. On 25 May 2018 the EU's General Data Protection Regulation (GDPR) became operational and revised agreements were signed by the Trustee and their advisors to ensure full compliance with the new legislation.

In line with the requirements detailed in the Investment Consultancy and Fiduciary Management Market Investigation Order 2019 ("the Order"), the Trustee agreed a set of objectives against which Hymans Roberson's performance, as investment consultant, will be measured. The objectives were agreed in advance of the 10 December 2019 deadline set by the Order and will be developed once further guidance is published.

Changes to the Plan

In order to comply with Auto-Enrolment requirements, and following a period of consultation, from 1 April 2019 the minimum level of contributions for existing and new Plan members increased from 2% (Employee) and 4% (Employer), to 3% (Employee) and 7% (Employer). A revised Schedule of Payments was agreed to reflect this change.

Trustee Report (continued)

Plan Management (continued)

Financial Development of the Plan

The financial statements for the year ended 31 March 2020 are set out on pages 25 to 36. The Plan's assets at 31 March 2020 stood at £287,973,810 (2019: £312,795,417), a decrease of £24,821,607.

Membership

The table below details the membership of the Plan as at March 2020.

(i) Active Members

At 31 March 2019	3,231
Plus adjustment for late notification of new entrants	21
Less adjustment for correction	(1)
Less adjustment for late notification of leavers with deferred benefits	(31)
Less adjustment for late notification of refunded members	(2)
Revised opening balance	3,218
Plus new entrants	463
Less: Refunds	(1)
Deferred pensioners	(522)
Retirements	(1)
Transfers out	(25)
Death in service	(4)
Total Active Members at 31 March 2020	3,128

(ii) Deferred Pensioners

At 31 March 2019	6,260
Plus adjustment for late notification of leavers	31
Less late notification of transfer out	(2)
Less late notification of death in deferment	(1)
Less late notification of retirement	(1)
Revised opening balance	6,287
Add new deferred pensioners	522
Less: Transfers out	(168)
Retirements	(72)
Full commutation	(36)
Deaths in deferment	(7)
Total Deferred Pensioners at 31 March 2020	6,526

The adjustments in the table above relate to movements notified to the administrator after the completion of the annual renewal process.

Trustee Report (continued)

Plan Management (continued)

Contributions

The Plan is funded by employee and employer contributions.

During the Plan year, employees were able to pay contributions of 3%, 4% or 5% of pensionable salary and receive employer contributions of 7%, 8% or 10% of pensionable salary, respectively. New employees were auto-enrolled into the Plan at the 3% (employee) and 7% (employer) contribution rates.

Employer contributions were 20% for members at Grades EB1 to EB4. Employees at Grades EB5 and EB6 who joined the Plan before 1 April 2016 are entitled to employer contributions of 20% and 15%, respectively. These employees pay a contribution of 5% (or less if restricted by the Annual Allowance).

Employer and employee contributions received were paid in accordance with the Schedule of Payments agreed between the Trustee and the Principal Employer.

The employer operates SMART (salary sacrifice) for pension contributions. Employee contributions are therefore paid by the employer for all members who are eligible to participate in SMART and who have not opted out. Employees are given the opportunity to opt in/out of SMART annually. The SMART arrangements can also include regular monthly Additional Voluntary Contributions paid by members.

Plan Administration Expenses

An annual charge of £24 is deducted from all active and deferred members' retirement accounts, towards the cost of administering the Plan. In addition, investment charges are included within the unit pricing of member funds as explained on page 11.

The remaining charges for running the Plan (e.g. accounting charges, life assurance premiums and professional fees) were met partly out of the Plan's undesignated assets – the General Reserve; and in part by the Principal Employer. The amount paid by the Principal Employer is therefore not reflected in these financial statements, which only reflect the costs paid direct by the Plan. See details in Note 9.

Transfer Values

Transfer values are equal to the value of the member's retirement account at the time of transfer.

There is no administration charge for transferring pension benefits into or out of the Plan.

Trustee Report (continued)

Plan Management (continued)

Retirement Benefits

At retirement the proceeds of members' retirement accounts, after allowing for any tax-free cash, can be used to provide a retirement income in the form of:

- An annuity from an insurance company;
- Uncrystallised Funds Pension Lump Sum (UFPLS);
- Income Drawdown; or
- A combination of all three.

If an annuity is selected members can decide whether their annuity should include provision for any of the following optional features:

- annual increases once the annuity is in payment (e.g. at 3% or 5% per annum);
- a spouse's or dependant's pension to be paid on the death of the member and at what level (e.g. at 50% of the member's annuity);
- a minimum payment period so that if the member dies within this period the remaining pension instalments would be paid as a lump sum (e.g. 5 years).

The above additional features increase the cost of the annuity and result in a lower initial income on retirement.

The Trustee offers the services of Hargreaves Lansdown to assist members with annuity purchase at retirement. However, members are not required to use Hargreaves Lansdown for these services and they retain the option to deal directly with an insurance company or financial adviser of their choice.

Members have access to limited UFPLS through the Plan or, having taken appropriate financial advice, can arrange full UFPLS or income drawdown via an external retirement vehicle. To assist members approaching retirement WEALTH at Work run a series of Pre-Retirement seminars through the year. Six Pre-Retirement seminars were held over the Scheme Year. Members can seek additional financial advice from WEALTH at Work at their own expense.

Trustee Report (continued)

Plan Management (continued)

The contributions payable to the Plan in respect of the year under the Schedule of Payments were as follows:

Summary of Contributions

	Members £	Employers £
Required by the Schedule of Payments		
Normal contributions	30,020	23,722,807
Other contributions payable		
AVCs	198,713	-
Total	<u>228,733</u>	<u>23,722,807</u>
Total contributions payable to the Plan	<u>23,951,540</u>	

Trustee's Report (continued)

Investment Matters

Plan Investments

During the year Plan members were able to invest their retirement accounts in the following funds:

Either

(1) Any combination of the following 'own choice' funds:

Diversified Assets – Active Fund
 Global Equities – Passive Fund
 Global Equities – Active Fund
 Overseas Equities – Passive Fund
 UK Equities – Passive Fund
 UK Equities – Active Fund
 Index-Linked Gilts – Passive Fund
 Cash – Active Fund
 Shariah – Passive Fund
 Corporate Bonds – Passive Fund
 Pre-Retirement – Passive Fund

Or

(2) One of the following 'Lifestyle' strategies:

- Adventurous Lifestyle Option
- Lifestyle Option

Contributions for members who do not make any investment choice on joining the Plan are defaulted into the Lifestyle Option; details of this investment strategy can be found in the Plan's Investment Guide.

Funds are 'white labelled' and the underlying investment funds are currently as follows:

'White Label' Fund Description	Underlying Investment Fund
Diversified Assets – Active Fund	BlackRock Aquila Life Market Advantage Fund (ALMA) and Schroders Dynamic Multi-Asset Fund (DMAF)
Global Equities – Passive Fund	BlackRock (30:70) Global Equity Fund (Hedged)
Global Equities – Active Fund	MFS Global Equity Fund
Overseas Equities – Passive Fund	M&G International Equity Passive Fund
UK Equities – Passive Fund	M&G UK Equity Passive Fund
UK Equities – Active Fund	M&G Recovery Fund and Baillie Gifford UK Core Equity Fund
Index-Linked Gilts – Passive Fund	M&G Index-Linked Passive Fund
Cash – Active Fund	M&G Cash Fund
Shariah - Passive Fund	HSBC Amanah Fund
Corporate Bonds – Passive Fund	L&G Corporate Bond Over 15 years Index Fund
Pre-Retirement – Passive Fund	L&G Pre-Retirement Fund

Trustee's Report (continued)

Investment Matters (continued)

Custodial Arrangements

The investment managers have appointed BNY Mellon Asset Servicing BV (London Branch), State Street, JP Morgan and HSBC to act as custodians of the assets.

Investment Managers' Fees

Fees are not charged directly to the Plan; they are charged to the funds in which the Plan's assets are invested and are allowed for in the unit pricing valuation of the funds. This is in addition to the £24 per member charge noted on page 7.

At 31 March 2020, the Total Expense Ratios ("TER") ^[1] for each fund were as follows:

Fund	% of market value
Diversified Assets – Active Fund	0.336
Global Equities – Passive Fund	0.180
Global Equities – Active Fund	0.710
Overseas Equity – Passive Fund	0.320
UK Equities - Passive Fund	0.160
UK Equities - Active Fund	0.695
Index-Linked Gilts – Passive Fund	0.150
Cash - Active Fund	0.150
Shariah – Passive Fund	0.350
Corporate Bonds – Passive Fund	0.140
Pre-Retirement – Passive Fund	0.140

^[1] The TER includes the managers' investment management charges, custody, audit and accounting charges

Trustee's Report (continued)

Investment Matters (continued)

Lifestyle Strategies

The fees payable on the lifestyle strategies will depend on how far away a member is from the point of retirement. Below, we have outlined the investment fees (i.e. excluding the £24 per member annual charge) that members pay at various stages in the lifestyle strategies. The below charges are the Total Expense Ratios.

Years from retirement	Lifestyle Option	Adventurous Lifestyle Option
20	0.18%	0.70%
15	0.26%	0.70%
10	0.34%	0.70%
5	0.34%	0.34%

The investment of retirement savings, and hence charges, in the last five years before Target Retirement Age for both Lifestyle strategies will depend on how members plan to take their savings on retirement, with the options being the Cash Lifestyle, Drawdown Lifestyle and Annuity Lifestyle.

	Cash Lifestyle	Drawdown Lifestyle	Annuity Lifestyle
3 years from retirement	0.34%	0.32%	0.26%
At retirement	0.15%	0.24%	0.14%

The Plan receives a fee rebate calculated as 0.2% per annum of the unit holding in the M&G Recovery Fund (a constituent of the UK Equities – Active Fund) in excess of £20 million, paid quarterly. This rebate is distributed amongst members who invest in this fund.

A total of £438 was received in fee rebates for the year ending 31 March 2020 (2019: £460)

Performance Measurement

The Trustee has appointed Hymans Robertson LLP to monitor the Plan's investment performance.

Trustee's Report (continued)

Investment Matters (continued)

Performance

Investment returns (net of fees) as at the year-end for these funds are shown in the table below, together with the performance of the benchmark against which each fund is monitored:

Fund/Benchmark	Performance to 31.03.20 (Annualised) % ^[1]		
	1 year	3 years	5 years
Diversified Assets – Active Fund	-7.0	-0.6	0.5
<i>Consumer Prices Index (CPI) +3%</i>	4.7	5.0	4.8
Global Equities – Passive Fund	-11.9	-0.5	2.5
<i>30% FTSE All Share Index (UK), 60% Developed Overseas Equities with currency hedging back to sterling, and 10% Emerging Market Equities</i>	-12.8	-0.4	2.8
Global Equities – Active Fund	-5.8	2.2	6.8
<i>MSCI World Index</i>	-5.8	2.2	7.0
Overseas Equities – Passive Fund	-8.2	-0.2	5.0
<i>Mix of FTSE and MSCI regional indices</i>	-8.0	0.8	5.7
UK Equities – Passive Fund	-20.1	-5.1	-0.1
<i>FTSE All Share Index</i>	-18.5	-4.2	0.6
UK Equities – Active Fund	-28.6	-9.0	-3.7
<i>FTSE All Share Index</i>	-18.5	-4.2	0.6
Index-Linked Gilts – Passive Fund	5.2	4.2	6.3
<i>FTSE A Over 5 Years Index-Linked</i>	2.4	2.9	6.3
Cash – Active Fund	0.6	0.4	0.3
<i>7 Day London Interbank Deposit Rate (LIBID)</i>	0.6	0.4	0.4
Shariah – Passive Fund	8.1	8.8	11.2
<i>Dow Jones Islamic Market Titans Index</i>	6.5	9.0	11.6
Corporate Bonds – Passive Fund	2.8	3.5	n/a
<i>L&G AAA-AA-A Over 15Y Index</i>	4.7	3.7	n/a
Pre-Retirement – Passive Fund	5.6	3.9	n/a
<i>Composite Bonds and Gilts</i>	5.9	3.9	n/a

^[1] n/a means that the funds were not available at the start of the period.

Although the objective of the passive funds is to deliver the same performance as their benchmarks, some funds have achieved higher or lower returns than their benchmark. This is primarily due to three reasons:

1. Fees have been deducted from the fund returns. Whilst there are no charges associated with the benchmarks. This has the impact of reducing fund returns relative to the benchmarks.

Trustee's Report (continued)

Investment Matters (continued)

Performance (continued)

2. Fund returns include the impact of fund dealing costs. This could increase or decrease fund returns relative to the benchmark and will be dependent on the level of dealing costs being applied by the manager on the first and last days of each measurement period. The impact of this typically reduces over the longer time periods.

3. Some fund returns are measured over a slightly different time period than the benchmarks. This is because some managers use the previous day's fund value whilst the benchmarks use the first and last days of the measurement period. This could increase or decrease fund returns relative to the benchmarks and the impact of this typically reduces over the longer time periods.

Fund Distribution

The following table provides a breakdown of the Plan's investment assets at the beginning and end of the year.

Plan Breakdown (By Fund)	31/03/20	31/03/19
	%	%
Diversified Assets – Active Fund	29.2	25.7
Global Equities – Passive Fund	48.6	50.4
Global Equities – Active Fund	3.4	3.0
Overseas Equities – Passive Fund	2.3	2.3
UK Equities – Passive Fund	1.4	1.6
UK Equities – Active Fund	9.8	12.6
Index-Linked Gilts – Passive Fund	1.8	1.5
Shariah – Passive Fund	0.2	0.1
Corporate Bonds – Passive Fund	0.6	0.6
Pre-retirement – Passive Funds	0.2	0.2
Cash – Active Fund	2.5	2.0
Total	100.0	100.0

Investment reports for the actively managed funds

Investment Policy and Performance for UK Equities – Active Fund

At the Plan year-end, 9.8% of the Plan's assets were invested in the UK Equities – Active Fund. The UK Equities – Active Fund is a 50:50 blend of the M&G UK Recovery Fund and the Baillie Gifford UK Core Equity Fund.

Trustee's Report (continued)

Investment Matters (continued)

Investment Policy and Performance for UK Equities – Active Fund (continued)

Investment Policy

The UK Equities – Active Fund invests in shares of UK companies on an active basis, i.e. the underlying fund managers have discretion to construct portfolios whose composition differs from the benchmark to seek an outperformance of the benchmark. In August 2016, the Trustee decided to add the Baillie Gifford UK Core Equity Fund into the ERSP Active UK Equities Fund alongside the M&G UK Recovery Fund to provide more balance.

The M&G UK Recovery Fund seeks to invest in companies which are out of favour, in difficulty or whose prospects are not fully recognised by the market and where management is working to turn the business around. The M&G UK Recovery Fund invests primarily in the shares of UK listed companies but can also invest a limited amount in the shares of overseas companies and UK government bonds.

The M&G UK Recovery Fund underperformed its benchmark by 18.4% over the year.

The Baillie Gifford UK Core Equity Fund is a relatively concentrated portfolio with a growth style and an overweight position to mid-cap stocks. The portfolio is more defensively positioned than the M&G UK Recovery Fund. Over the 3 years to 31 March 2020 the Baillie Gifford UK Core Equity has outperformed the FTSE All-Share benchmark by 1.3% per annum.

Investment Policy and Performance for Global Equities – Active Fund

The Global Equities – Active Fund invests in global listed company shares. The Fund aims to outperform the MSCI World Index over the long-term. The Fund returned -5.8% over the 12 months ending 31 March 2020, in line with the Index.

The Fund's strategy is focused on high-quality companies with sustainable above-average growth and returns, whose prospects are not reflected in their valuation.

Investment Policy and Performance for Diversified Assets – Active Fund

The Diversified Assets – Active Fund invests in a broad range of asset classes including company shares, bonds and property. The Fund is a blend of two underlying funds, comprising the BlackRock Aquila Life Market Advantage (ALMA) Fund (50%) and the Schroders Dynamic Multi-Asset (DMAF) Fund (50%). The Fund has a target of outperforming CPI by 3%. The Fund returned -7.0% over the year to 31 March 2020, underperforming its benchmark by 11.7%.

Trustee's Report (continued)

Investment Matters (continued)

Investment Policy and Performance for Diversified Assets – Active Fund (continued)

The BlackRock ALMA Fund returned -7.1% (gross of fees) over the year, underperforming its benchmark by 11.4%. Over the 5 years to 31 March 2020, the fund has underperformed benchmark.

The Schroders DMAF returned -6.3% (gross of fees) over the year, underperforming its benchmark by 12%.

Investment Policy and Performance for Cash – Active Fund

The Cash – Active Fund aims to provide a return consistent with investing in unsecured interest-bearing deposits and/or reverse repurchase agreements, as well as short-term UK Government bonds. The Fund is actively managed with the aim of beating its benchmark of the London Interbank 7 Day Deposit Rate, over rolling three year periods.

The Fund recorded a return of 0.6% over the 12 months under review, broadly in line with its benchmark return.

The Fund continued to be actively managed with a focus on capital preservation and liquidity. The Fund was primarily invested in reverse repurchase agreements ('reverse repos') which provide collateral, usually short-term gilts, against cash deposits made by the Fund. All reverse repos were transacted with banks from M&G's counterparty credit risk panel and had a maturity of no more than one month.

Investment Policy and Performance for all other funds

The remainder of the Plan's investment options are passively managed and performance is benchmarked against the relevant indices.

Investment Principles

The Plan's Statement of Investment Principles ("SIP") was reviewed and updated during the year in light of the changes agreed and as per the new regulations brought in surrounding requirements on Environmental, Social and Governance issues.

Compliance Matters

Data Protection Statement

The operation of the Experian Retirement Savings Plan relies on the collection, storage and use of certain information about members of the Plan (e.g. name, address, telephone number, salary, employment details, bank details, etc). The processing of this information is subject to the data protection regime established by the applicable data protection legislation. This statement sets out the data processing practices carried out by Experian Retirement Savings Trustees Limited in the administration of the Plan.

The Trustee processes members' information solely for the purposes of calculating and providing members' benefits and for the efficient administration of the Plan. The Trustee may have information about members that has been provided by third parties. For example, if a member under age 55 has applied for an ill-health pension, with the member's consent we will collect medical information from a doctor.

The Trustee will only disclose this information to the following:

- companies in the Experian Group
- a successor to Experian Retirement Savings Trustees Limited
- the Plan's Consultants, Lawyer, Auditors and other professional advisers
- insurance companies and other third-parties engaged by the Trustee to process information for the administration of the Plan, or that may need the information for the efficient operation of the Plan.

Capita, the Plan Administrator, follows the same policies with regard to the collection, storage and processing of data.

The General Data Protection Regulation (GDPR) came into effect on 25 May 2018. The Trustees took the following steps to comply with GDPR;

- All members were issued with a Privacy Notice setting out certain information, including what is held and why, provisions relating to the disclosure, transfer, security and retention of data as well as members' rights. The Privacy Notice is available on request.
- Contracts with Third-Parties were updated to ensure that they complied with GDPR regulations.
- The Trustees, as Data Controllers, established a detailed 'Data Protection Policy' to demonstrate that they complied with the new requirements.
- The previous Non-Disclosure Agreements were updated and signed by the Trustees.

Pensions Tracing Service

The Plan is registered with the Pensions Tracing Service (formerly the Pension Schemes Registry). The register of pension schemes is maintained to assist members in tracing their benefits if they lose touch with their ex-employers or schemes. Tracing forms may be obtained from The Pensions Tracing Service, www.gov.uk/find-lost-pension.

Compliance Matters (continued)

The Pensions Advisory Service (TPAS)

The Money and Pensions Service is a new service which has been introduced in 2020 combining pension guidance, money guidance and debt advice. These services are currently provided by three separate government entities; The Pensions Advisory Service (TPAS), Pension Wise and the Money Advice Service. Members who have general requests for information or guidance concerning their pension arrangements may contact:

Money and Pensions Service
Holborn Centre
120 Holborn
London
EC1N 2TD

Telephone: 0115 965 9570

Email: contact@singlefinancialguidancebody.org.uk

Website: www.singlefinancialguidancebody.org.uk

The Pensions Advisory Service
11 Belgrave Road
London
SW1V 1RB

Telephone: 0800 011 3797

Website: www.pensionsadvisoryservice.org.uk

Pension Wise
PO Box 10404
Ashby de la Zouch
Leicestershire
LE65 9EH

Email: contact@pensionwise.gov.uk

Website: www.pensionwise.gov.uk

Pensions Ombudsman

The Plan falls within the jurisdiction of the Pensions Ombudsman to whom complaints and disputes may be referred, after completion of the Plan's formal Internal Dispute Resolution Procedure and usually after first seeking the help of TPAS. The Ombudsman's address is 1st Floor, 10 South Colonnade, Canary Wharf, London, E14 4PU / www.pensions-ombudsman.org.uk.

Internal Dispute Resolution Procedure

The Trustee has an Internal Dispute Resolution Procedure which is available to all Plan members on request.

Statement of Trustee's Responsibilities

The financial statements, which are prepared in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), are the responsibility of the Trustee. Pension scheme regulations require, and the Trustee is responsible for ensuring, that those financial statements:

- show a true and fair view of the financial transactions of the Plan during the Plan year and of the amount and disposition at the end of the Plan year of its assets and liabilities, other than liabilities to pay pensions and benefits after the end of the Plan year, and
- contain the information specified in Regulations 3 and 3A of the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, including making a statement whether the financial statements have been prepared in accordance with the relevant financial reporting framework applicable to occupational pension schemes.

In discharging the above responsibilities, the Trustee is responsible for selecting suitable accounting policies, to be applied consistently, making any estimates and judgments on a prudent and reasonable basis, and for the preparation of the financial statements on a going concern basis unless it is inappropriate to presume that the Plan will not be wound up.

The Trustee is also responsible for making available certain other information about the Plan in the form of an annual report.

The Trustee also has a general responsibility for ensuring that adequate accounting records are kept and for taking such steps as are reasonably open to them to safeguard the assets of the Plan and to prevent and detect fraud and other irregularities, including the maintenance of an appropriate system of internal control.

The Trustee is responsible under pensions legislation for securing that a payment schedule is prepared, maintained and from time to time revised showing the rates of contributions payable towards the Plan by or on behalf of the employer and the active members of the Plan and the dates on or before which such contributions are to be paid. The Trustee is also responsible for keeping records in respect of contributions received in respect of any active member of the Plan and for adopting risk-based processes to monitor whether contributions are made to the Plan by the employer in accordance with the payment schedule. Where breaches of the schedule occur, the trustee is required by the Pensions Acts 1995 and 2004 to consider making reports to The Pensions Regulator and the members. The Trustee is responsible for the maintenance and integrity of the financial information of the Plan included on the Plan's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements may differ from legislation in other jurisdictions.

Contact for Further Information

Any enquiries or complaints about the Plan, including requests from individuals for information about their benefits or Plan documentation, should be sent to:

Capita Employee Solutions
2 Cutlers Gate
Sheffield
S4 7TL

ExperianPensions@capita.co.uk

Tel No. 0114 229 8273

Signed on behalf of the Trustee of the Plan by:

Peter Blythe
Trustee Director

Date: 30 September 2020

Antony Barnes
Trustee Director

Date: 30 September 2020

Independent Auditor's Report to the Trustee of the Experian Retirement Savings Plan

Opinion

We have audited the financial statements of the Experian Retirement Savings Plan (the 'Plan') for the year ended 31 March 2020, which comprise the fund account, the statement of net assets available for benefits and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- show a true and fair view of the financial transactions of the Plan during the year ended 31 March 2020, and of the amount and disposition at that date of its assets and liabilities, other than liabilities to pay pensions and benefits after the end of the year;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- contain the information specified in Regulations 3 and 3A of the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, made under the Pensions Act 1995.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the 'Auditor's responsibilities for the audit of the financial statements' section of our report. We are independent of the scheme in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

The impact of macro-economic uncertainties on our audit

Our audit of the financial statements requires us to obtain an understanding of all relevant uncertainties, including those arising as a consequence of the effects of macro-economic uncertainties such as Covid-19 and Brexit. All audits assess and challenge the reasonableness of estimates made by the trustee and the related disclosures and the appropriateness of the going concern basis of preparation of the financial statements. All of these depend on assessments of the future economic environment and the Plan's future prospects and performance.

Covid-19 and Brexit are amongst the most significant economic events currently faced by the UK, and at the date of this report their effects are subject to unprecedented levels of uncertainty, with the full range of possible outcomes and their impacts unknown. We applied a standardised firm-wide approach in response to these uncertainties when assessing the Plan's future prospects and performance. However, no audit should be expected to predict the unknowable factors or all possible future implications for a Plan associated with these particular events.

Independent Auditor's Report to the Trustee of the Experian Retirement Savings Plan (continued)

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustee's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustee has not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Plan's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

In our evaluation of the trustee's conclusions, we considered the risks associated with the Plan, including effects arising from macro-economic uncertainties such as Covid-19 and Brexit, and analysed how those risks might affect the Plan's financial resources or ability to continue operations over the period of at least twelve months from the date when the financial statements are authorised for issue. In accordance with the above, we have nothing to report in these respects.

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the absence of reference to a material uncertainty in this auditor's report is not a guarantee that the Plan will continue in operation.

Other information

The Trustee is responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Independent Auditor's Report to the Trustee of the Experian Retirement Savings Plan (continued)

Responsibilities of the Trustee for the financial statements

As explained more fully in the Trustee's responsibilities statement set out on page 19, the Trustee is responsible for the preparation of financial statements which show a true and fair view, and for such internal control as the Trustee determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustee is responsible for assessing the Plan's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustee either intends to wind up the Plan, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the Trustee, as a body, in accordance with the Pensions Act 1995 and Regulations made thereunder. Our audit work has been undertaken so that we might state to the Trustee those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Trustee as a body, for our audit work, for this report, or for the opinions we have formed.

Grant Thornton UK LLP

Statutory Auditor

Chartered Accountants

London

Date: 30 September 2020

Independent Auditor's Statement about Contributions to the Trustee of the Experian Retirement Savings Plan

We have examined the Summary of Contributions to the Experian Retirement Savings Plan (the 'Plan') in respect of the Plan year ended 31 March 2020 which is set out in the Trustee report on page 9.

In our opinion, contributions for the Plan year ended 31 March 2020 as reported in the Summary of Contributions and payable under the Schedules of Payments have in all material respects been paid at least in accordance with the Schedules of Payments dated 23 June 2016 and 20 August 2019.

Scope of work on the Statement about Contributions

Our examination involves obtaining evidence sufficient to give reasonable assurance that contributions reported in the Summary of Contributions have in all material respects been paid at least in accordance with the Schedules of Payments. This includes an examination, on a test basis, of evidence relevant to the amounts of contributions payable to the plan and the timing of those payments under the Schedules of Payments.

Respective responsibilities of the Trustee and the auditor

As explained more fully in the Statement of Trustee's Responsibilities set out on page 19, the Trustee is responsible for preparing, and from time to time reviewing and if necessary revising, a Schedule of Payments and for monitoring whether contributions are made to the Plan by the Company in accordance with the Schedule of Payments.

It is our responsibility to provide a statement about contributions paid under the Schedule of Payments and to report our opinion to you.

Use of our statement

This statement is made solely to the Trustee, as a body, in accordance with the Pensions Act 1995 and Regulations made thereunder. Our work has been undertaken so that we might state to the Trustee those matters we are required to state to them in an auditor's statement about contributions and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the trustees as a body, for our work, for this statement, or for the opinions we have formed.

Grant Thornton UK LLP

Statutory Auditor

Chartered Accountants

London

Date: 30 September 2020

Fund Account

For the year ended 31 March 2020

		2020 £	2019 £
Contributions and benefits			
Employer contributions		23,722,807	20,429,788
Employee contributions		228,733	131,138
Total contributions	4	23,951,540	20,560,926
Transfers in	5	1,484,187	1,068,045
Other income	6	697,221	151,164
		26,132,948	21,780,135
Benefits paid or payable	7	(3,577,038)	(2,589,753)
Payments to and on account of leavers	8	(8,908,202)	(8,000,377)
Administration expenses	9	179,229	30,213
Other payments	10	(355,643)	(346,878)
		(12,661,654)	(10,906,795)
Net additions from dealings with members		13,471,294	10,873,340
Returns on investments			
Change in market value of investments	11	(38,292,901)	12,203,875
Net returns on investments		(38,292,901)	12,203,875
Net (decrease)/increase in the fund during the year		(24,821,607)	23,077,215
Net assets of the Plan at start of year		312,795,417	289,718,202
Net assets of the Plan at end of year		287,973,810	312,795,417

The accompanying notes on pages 27 to 36 are an integral part of these financial statements.

Statement of Net Assets available for Benefits

As at 31 March 2020

	Note	2020 £	2019 £
Pooled investment vehicles	11	285,965,416	310,862,265
Current assets	16	2,319,827	2,378,216
Current liabilities	17	(311,433)	(445,064)
		<hr/> 287,973,810 <hr/>	<hr/> 312,795,417 <hr/>

The financial statements summarise the transactions of the Plan and deal with the net assets at the disposal of the Trustee. They do not take account of obligations to pay pensions and benefits which fall due after the end of the Plan year.

The accompanying notes on pages 27 to 36 are an integral part of these financial statements.

The Financial Statements were approved on behalf of the Trustee and signed on its behalf on 30 September 2020.

Peter Blythe

Antony Barnes

Notes to the Financial Statements

1. Basis of preparation

The financial statements have been prepared in accordance with the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, Financial Reporting Standard 102 – The Financial Reporting Standard applicable in the UK and Republic of Ireland, issued by the Financial Reporting Council (FRC) and with guidance set out in the Statement of Recommended Practice.

The financial statements are prepared in accordance with the amendments to FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland Triennial Review 2017 incremental Improvements and Clarification issued December 2017, and the SORP (revised 2018).

This is the first set of financial statements in which the Plan Trustee has adopted the amendments to FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland Triennial Review 2017 incremental Improvements and Clarification issued December 2017, and the SORP (revised 2018).

The Trustee can confirm that adopting the new SORP had no material impact on the financial statements of the Plan.

2. Identification of the financial statements

The Plan is established as a trust under English Law. The registered address of the Scheme is Experian Finance plc, 6th Floor, Cardinal Place, 80 Victoria Street, London, SW1E 5JL.

3. Accounting policies

The principal accounting policies of the Plan are as follows:

Investments are stated at market value

The changes in investment market values are accounted for in the year in which they arise and include profits and losses on investments sold as well as unrealised gains and losses in the value of investments held at the year end.

Investments are included at fair value as described below:

Unitised pooled investment vehicles have been valued at the latest available bid price or single price provided by the pooled investment manager. Shares in other pooled arrangements have been valued at the latest available net asset value (NAV), determined in accordance with fair value principles, provided by the pooled investment manager.

Assets are valued at bid price where there is a bid/offer spread or at the single price as advised by the investment manager.

Contributions and benefits

Member, Employer normal and AVC contributions are accounted for in the same period as the salary they are deducted from or on which they are based and are accounted for on an accruals basis, except for the first contribution due where the employee has been auto-enrolled by the Employer in which case it is accounted for when received by the Plan or the expiry of the opt out period if earlier.

Notes to the Financial Statements (continued)

3. Accounting Policies (continued)

Benefits are accounted for at the later of retirement date and the date the option is expressed. Benefits and any associated taxation due to lifetime or annual allowances where the member has elected for the Plan to settle the liability on their behalf, are accounted for in the period in which the member notifies the Trustee of his/her decision on the type or amount of benefit to be taken, or if there is no member choice, on the date of retiring or leaving.

Transfer values

Transfer Values have been included in the Financial Statements when the trustees of the receiving scheme accept the fund of the transferring members. They do not take account of members who have notified the Plan of their intention to effect a transfer.

Annuities

Members' retirement annuities are purchased from insurance companies where members elect to use some or all of their funds to do so. The cost of the annuity is accounted for in the Fund Account for the period in which the Plan's liability is discharged. Such policies are not included in the Statement of net assets available for benefits as these are in the name of the member and so the liabilities are fully discharged.

Investment income

Interest on bank deposits is accounted for as it accrues.

Investment income arising from the underlying investments of pooled investment vehicles is reinvested within the pooled investment vehicles and reflected in the unit price. It is reported within the change in market value.

Other income and expenses

Administration Expenses take into account that due to the nature of the Plan, when the General Reserve is not sufficient to cover all fees and expenses incurred, the Principal Employer covers the shortfall.

Presentation currency

The Plans functional and presentation currency is pounds sterling.

4. Contributions

	2020	2019
	£	£
Employer contributions		
Normal	23,722,807	20,429,788
Employee contributions		
Normal	30,020	29,778
Additional voluntary contributions	198,713	101,360
	228,733	131,138
	23,951,540	20,560,926

Within Employer normal contributions £7,112,601 (2019: £7,515,192) related to SMART contributions.

Notes to the Financial Statements (continued)

5. Transfers in

	2020	2019
	£	£
Individual transfers in from other schemes	1,484,187	1,068,045

6. Other income

	2020	2019
	£	£
Bank interest	1,920	651
Death in service insurance receipts	685,936	147,951
Compensation	9,365	2,562
	697,221	151,164

7. Benefits paid or payable

	2020	2019
	£	£
Commutations and lump sum retirement benefits	2,095,779	1,807,707
Purchase of annuities	468,322	380,520
Lump sum death benefits	902,949	345,184
Annual Allowance tax charges paid on behalf of members	109,988	56,342
	3,577,038	2,589,753

8. Payments to and on account of leavers

	2020	2019
	£	£
Refunds to members leaving service	8,993	28,700
Individual transfers to other schemes	8,716,691	7,943,145
Pension sharing on divorce	182,518	28,532
	8,908,202	8,000,377

Notes to the Financial Statements (continued)

9. Administration expenses

	2020 £	2019 £
Administration and processing	448,781	421,733
Consultancy fees	97,296	93,188
Audit fees	12,850	12,100
Legal & other professional fees	69,718	52,942
Registration levy	13,895	13,366
Trustee fees	44,307	43,623
Expenses met by Employer*	(866,076)	(667,165)
	(179,229)	(30,213)

*An element of expenses met by the Employer includes premiums on life assurance.

In 2020 and 2019 the General Reserve was not sufficient to cover all the expenses incurred, and the Principal Employer covered the shortfall.

10. Other payments

	2020 £	2019 £
Premiums for term assurance	355,643	346,878

11. Reconciliation of investments held at the beginning and end of the year

The investments comprise defined contribution assets which are allocated to provide benefits to the individuals on whose behalf the contributions were paid. Those assets identified as designated to members in the net assets statement accordingly do not form a common pool of assets available for members generally. Members receive an annual statement confirming the contributions paid on their behalf and the value of their defined contribution rights.

	Value at 1 April 2019 £	Purchases at cost £	Sales proceeds £	Change in market value £	Value at 31 March 2020 £
Pooled investment vehicles	310,862,265	46,757,309	(33,361,257)	(38,292,901)	285,965,416

Included in the above investments are invested additional voluntary contributions of £11,731,352 (2019: £11,939,224).

There are no non-designated investment balances as at 31 March 2020 (2019: £Nil).

Notes to the Financial Statements (continued)

11. Reconciliation of investments held at the beginning and end of the year (continued)

The following investments exceeded 5% of the net assets of the Plan:

	2020		2019	
	£	%	£	%
Pooled Funds				
Global Equities – Passive Fund	138,857,019	48.2	156,741,715	50.1
Diversified Assets – Active Fund	83,596,387	29.0	79,819,935	25.5
UK Equities – Active Fund	27,804,393	9.6	39,110,578	12.5

12. Transaction costs

Transaction costs are included in the cost of the purchase and sale proceeds. Transaction costs include costs charged directly to the Plan such as fees, commissions, stamp duty and other fees. Indirect costs are incurred through the bid-offer spread on investments within pooled investment vehicles. The amount of indirect costs is not provided to the Plan separately. There are no direct transaction costs incurred by the Plan.

13. Pooled investment vehicles

The Plan's investments in pooled investment vehicles at the year end comprised:

	2020	2019
	£	£
Diversified Growth	83,596,388	79,819,935
Equities	187,069,252	217,369,556
Bonds	7,565,718	7,375,185
Cash	7,218,616	6,054,126
Shariah	515,442	243,463
	285,965,416	310,862,265

The Plan's pooled investments are held in the name of the Plan. Income generated by these units is not distributed but retained within the pooled investments and reflected in the market value of the units.

The companies managing the pooled investment vehicles are all registered in the United Kingdom.

Notes to the Financial Statements (continued)

14. Fair value determination

The fair value of financial instruments has been estimated using the following fair value hierarchy:

Level 1	The unadjusted quoted price in an active market for identical assets or liabilities that the entity can access at the measurement date.
Level 2	Inputs other than quoted prices included within Level 1 that are observable (i.e. developed using market data) for the asset or liability, either directly or indirectly.
Level 3	Inputs are unobservable (i.e. for which market data is unavailable) for the asset or liability.

The Plan's investment assets and liabilities have been fair valued using the above hierarchy levels as follows:

As at 31 March 2020	Level 1	Level 2	Level 3	Total
	£	£	£	£
Pooled investment vehicles	-	285,965,416	-	285,965,416
As at 31 March 2019				
Pooled investment vehicles	-	310,862,265	-	310,862,265

15. Investment risk disclosures

FRS 102 requires certain disclosures in relation to investment risks arising from financial instruments. Retirement benefit plans need to disclose information that enables users of its financial statements to evaluate the nature and extent of the market risk and credit risk arising from the investments at the end of the reporting period.

It defines market risk as:

“the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: interest rate risk, currency risk, and other price risk.”

Interest rate risk – the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates.

Currency risk – the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates.

Other price risk – the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk), whether those changes are caused by factors specific to the financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market.

Notes to the Financial Statements (continued)

15. Investment risk disclosures (continued)

It defines credit risk as:

“the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation.”

The Trustee determines its investment strategy after taking advice from its investment consultant. The Plan has exposure to these risks because of the investments it makes in the investment strategy set out below. The Trustee manages investment risks, including credit risk and market risk, within agreed risk limits which are set taking into account the Plan’s strategic investment objectives. These investment objectives and risk limits are implemented through the investment management agreements in place with the Plan’s investment managers and monitored by the Trustee by regular reviews of the investment portfolio.

Further information on the Trustee’s approach to risk management, credit and market risk is set out below.

Investment strategy

The Trustee’s objective is to make available to members of the Plan an appropriate range of investment options designed to generate capital growth or income protection, which together with new contributions from members and their employer, will provide a retirement amount with which the member can purchase a pension annuity (or other type of retirement product), enter a drawdown strategy or take a cash lump sum. The Statement of Investment Principles outlines the investment objectives and strategy for the Plan’s funds.

The investment funds offered to members are white label funds provided by Fidelity as follows:

- Diversified Assets – Active Fund
- Global Equities – Passive Fund
- Global Equities – Active Fund
- Overseas Equities – Passive Fund
- UK Equities – Passive Fund
- UK Equities – Active Fund
- Index-Linked Gilts – Passive Fund
- Cash – Active Fund
- Shariah – Passive Fund
- Corporate Bonds – Passive Fund
- Pre-Retirement – Passive Fund

The Trustee accesses the investment funds through an ‘investment only’ platform with FIL Life Insurance Limited. The day-to-day management of the underlying investments of the funds is the responsibility of the underlying investment managers selected by the Plan, including the direct management of credit and market risks.

The Trustee monitors the underlying risks by quarterly investment reviews with the Plan’s investment consultant.

Notes to the Financial Statements (continued)

15. Investment risk disclosures (continued)

Investment strategy (continued)

Credit risk

FIL Life Insurance Limited and the underlying investment managers are regulated by the Financial Conduct Authority and maintain separate funds for their policy holders. The Trustee reviews the creditworthiness of FIL Life Insurance Limited and the underlying investments from time to time. The Plan is subject to indirect credit and market risk arising from the underlying investments held in the 'white label' funds. Member level risk exposures will be dependent on the funds invested in by members. The Trustee manages indirect credit risk by selecting funds that construct diverse portfolios of investments across various markets and with various investment managers.

Indirect credit risk arising from pooled investment vehicles is mitigated by the underlying assets of the pooled arrangements being ring-fenced from the pooled manager, the regulatory environments in which the pooled managers operate, and diversification of investments amongst a number of pooled arrangements. The Trustee carries out due diligence checks on the appointment of new managers and on an ongoing basis monitors any changes to the operating environment of the pooled manager.

Market risk

The Plan is subject to indirect foreign exchange, interest rate and other price risk arising from the underlying financial instruments held in the funds managed by the Plan's investment managers.

The Plan is subject to interest rate risk via the Plan's holdings in bond, gilt and diversified growth funds. If interest rates fall, the value of these investments will rise but if interest rates rise, these assets will fall in value. This is used primarily to protect members wishing to purchase an annuity from fluctuations in annuity prices as they approach retirement.

Other price risks arise principally from the Plan's equity and diversified growth funds. Some of the Plan's managers use derivatives as a way of obtaining efficient exposure to investment markets. The Trustee manages other price risk by selecting funds that construct diverse portfolios of investments across various markets and with various investment managers.

The Plan is subject to currency risk from a proportion of its investments in overseas equities, diversified funds and other financial instruments.

The following table illustrates the extent to which the Plan's investments are subject to the above risks:

DC Investment assets	Market Value as at 31 Mar 2020 (£)	Credit risk	Interest rate risk	Currency risk	Other risk
Pooled Investment Vehicle (PIV) Equities	187,584,694	No	No	Yes	Yes
PIV Diversified Growth	83,596,388	Yes	Yes	Yes	Yes
PIV Bonds ¹	14,784,334	Yes	Yes	No	No
Total	285,965,416				

¹Includes exposure to the M&G Cash Fund.

Notes to the Financial Statements (continued)

16. Current assets

	2020 £	2019 £
Designated to members		
Cash at bank	2,292,509	2,094,125
Cash in transit	2,365	150,051
Death in service insurance receivable	-	113,051
	<u>2,294,874</u>	<u>2,357,227</u>
	2020 £	2019 £
Not designated to members		
Cash at bank	24,953	20,989
Total current assets	<u>2,319,827</u>	<u>2,378,216</u>

Cash in transit is funds disinvested by the investment manager that have not been received in the Trustee bank account until after the year end.

Cash at bank includes March 2020 contributions which were invested on 2 April 2020.

The assets not designated to members continue to be utilised to meet Plan expenses.

17. Current liabilities

	2020 £	2019 £
Designated to members		
Unpaid benefits	185,832	332,216
Not designated to members		
Accrued expenses	62,370	93,989
Other creditors	63,231	18,859
	<u>125,601</u>	<u>112,848</u>
Total current liabilities	<u>311,433</u>	<u>445,064</u>

The accrued expenses are amounts due to the employer as explained further in note 18.

Notes to the Financial Statements (continued)

18. Related party transactions

Related parties include the Principal Employer and its related companies and the Trustee of the Plan.

Certain Plan administration and investment management expenses are paid by the Principal Employer during the year and recharged to the Plan. The amount due to the Principal Employer at the year end was £62,370 (2019: £93,989). During the year Plan administration and investment management expenses of £193,000 (2019: £265,000) were paid by the Plan to the Principal Employer. It should also be noted that in the Plan year ending 31 March 2020 the General Reserve was not sufficient to cover all these expenses and, the Principal Employer covered the shortfall, to the value of £866,076 (2019: £667,165).

Five Trustee Directors were active members of the Plan during the year.

There were amounts payable to the Employer of £168,029 (2019: £160,223) in respect of secretarial and staff services provided to the Plan during the year to 31 March 2020.

Trustee fees paid during the year are disclosed under note 9; Administrative Expenses.

19. Subsequent Events

Subsequent events were evaluated through 2020, to the date that the Plan financial statements were signed by the Trustee.

From 1 April 2020 to mid 2020, global financial markets have experienced and may continue to experience significant volatility resulting from the spread of a novel coronavirus known as COVID-19. The outbreak of COVID-19 has resulted in travel and border restrictions, quarantines, supply chain disruptions, lower consumer demand, and general market uncertainty. The effects of COVID-19 have and may continue to adversely affect the global economy, the economies of certain nations, and individual issuers, all of which may negatively impact the Plan investment return and the fair value of the Scheme investments.

As at 30 June 2020 the fair value of the investments provided by the Plan investment managers was not materially impacted compared to the audited year end value. In accordance with the requirements of FRS 102 and the Pensions SORP the fair valuations at the date of the statement of net assets reflect the economic conditions in existence at that date.

The Trustee has evaluated all subsequent events or transactions for potential recognition or disclosure through to mid 2020, as such these financial statements were signed and has determined that there were no additional subsequent events requiring adjustment to or disclosure in the Plan financial statements.