Experian Retirement Savings Plan

Annual Report
And Financial Statements

For the Year Ended
31 March 2016

Plan Registration Number: 10234178

Contents

Trustee and Plan Advisers

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

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

Investment Platform
FIL Pensions Management Limited
25 Cannon Street
London EC4M 5TA

Investment Performance Measurement
Hymans Robertson LLP
One London Wall
London EC2Y 5EA

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

Auditors
PricewaterhouseCoopers LLP *(to 1 December 2015)*
101 Barbirolli Square
Lower Mosley Street
Manchester M2 3PW

Grant Thornton UK LLP *(from 21 January 2016)*
30 Finsbury Square
London EC2P 2YU

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

Administrator
Capita Employee Benefits
Hartshead House
2 Cutlers Gate
Sheffield S4 7TL

Banker
National Westminster Bank Plc
42 High Street
Sheffield S1 1QG

Annuity Adviser
(Appointed by the Trustee to advise members upon retirement)
Hargreaves Lansdown
1 College Square
Anchor Road
Bristol BS1 5HL

Legal Adviser
Linklaters LLP
One Silk Street
London EC2Y 8HQ

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 2016.

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the Finance Act 2004 and to the Trustee's knowledge there is no reason why such registration should be prejudiced or withdrawn.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 sole corporate trustee of the Experian Retirement Savings Plan.

The Directors of the Trustee, who have served during the year, are shown below:

Peter Blythe MA, FCMA, FCT *(Chairman from 1 April 2015)*
Former Director of Corporate Finance, Experian

Antony Barnes BSc, FCA, FCT *(from 15 July 2015)*
Director of Corporate Finance, Experian

David Bellamy, MEng, Member Nominated Director *(to 8 January 2016)*
Head of Development, Experian Data Quality

BESTrustees plc, represented by Peter Styles FPMI

Nick Birch BSc (Hons), MCIPD, Member Nominated Director
Reward Consultant, UK & Ireland and Global Decision Analytics, Experian

Max Firth *(to 19 August 2016)*
Managing Director, Business Information Services, Experian

Mark Langrish, Member Nominated Director
Head of Global Sourcing, Experian

Neil Musgrove BSc (Hons), ACA
Finance Director – Consumer Services, Experian

Trustee Report (continued)

Plan Management (continued)

Trustee of the Plan (continued)

Mandy Reid BA (Hons) *(to 31 December 2015)*
Global Head of Employee Engagement & Inclusion, Experian

Denise Sefton *(from 8 March 2016)*
HR Director, EMEA, Experian

Katharine Walden, BA (Hons) AKC, Member Nominated Director *(from 23 June 2016)*
HR Manager, Global DA, Experian

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.

Following a review by the Principal Employer in 2014 it was agreed to reappoint BESTrustees until July 2017.

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 at Trustee meetings wherever possible. 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. It was agreed at the summer 2014 meeting that the Trustee would consider two or three risks from the risk register at every meeting, in addition to the annual review.

Trustee Report (continued)

Plan Management (continued)

Plan Governance (continued)

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. Following publication of the DC Code of Practice by the Regulator, the Trustee has taken steps to meet these new governance standards. Further details are contained in the Governance Statement by the Chair of the Trustee on page 19.

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 meetings were well attended throughout the Plan year. However, one Trustee Director was absent from the summer meeting and one Trustee was absent from the Autumn meeting due to unavoidable work commitments.

Committees

The Investment Committee considers matters relating to investments: four meetings were held during the year (including one conference call).

The Benefits Committee considers individual cases and meetings are held as necessary.

The Communications Committee considers the style and content of member communications: one meeting was held 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

Trustee and Advisers

The Trustee of the Experian Retirement Savings Plan is shown on page 3 of this Report.

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.

Trustee Report (continued)

Plan Management (continued)

Changes to the Plan

Further to changes made to the investment lifestyle strategies as a result of the new flexibilities from April 2015 for members on retirement announced in the 2014 Budget and implemented as of April 2015, the Trustee has also agreed to offer limited Uncrystalised Funds Pension Lump Sums (UFPLS) through the Plan. This is currently being implemented.

As a result of the further reductions to the Annual Allowance (AA) and Lifetime Allowance (LTA) from April 2016, extensive communications were sent to members and workshops and an online modeller have been introduced to assist members in calculating their scope for tax efficient saving. The Trustee and Principal Employer have agreed to allow members to restrict their contributions to the plan as necessary.

Financial Development of the Plan

The financial statements for the year ended 31 March 2016 are set out on pages 30 to 41. The Plan's assets at 31 March 2016 stood at £212,506,891 (2015: £211,449,356), an increase of £1,057,535.

Trustee Report (continued)

Plan Management (continued)

Membership

The table below details the membership of the Plan as at 31 March 2016.

(i) Active Members

At 31 March 2015		**3,392**
Plus adjustment for late notification of new entrants		27
Less adjustment for late notification of leavers with deferred benefits		(40)
Less adjustment for late notification of refunded members		(11)
Less adjustment for late notification of members with options pending		(2)
Revised opening balance		**3,366**
Plus new entrants		784
Less:	Refunds	(197)
	Deferred pensioners	(359)
	Retirements	(4)
	Transfers out	(54)
	Members with options pending	(96)
	Death in service	(1)
Total Active Members at 31 March 2016		**3,439**

(ii) Deferred Pensioners

At 31 March 2015		**4,780**
Plus adjustment for late notification of leavers		40
Less late notification of transfer out		(1)
Revised opening balance		**4,819**
Add new deferred pensioners		359
Less:	Transfers out	(78)
	Retirements	(74)
	Full commutation	(35)
	Deaths in deferment	(5)
Total Deferred Pensioners at 31 March 2016		**4,986**

Members with between 3 months and 2 years service and who joined the Plan before 1 October 2015 have the option of taking a refund of contributions or transferring their accumulated benefits to another scheme. At the point they leave active service any such members are transferred to the membership category of "options pending" until such time as they make a choice. At the year end there were 99 (2015: 95) members included in this category. At the point of expressing a choice these members are recognised as an addition to actives in the table above and as a leaver through either refunds or transfers out as appropriate.

Trustee Report (continued)

Plan Management (continued)

Contributions

The Plan is funded by Employee and Employer contributions.

Employees can pay contributions of 2%, 3%, 4% or 5% of pensionable salary and receive Employer contributions of 4%, 7%, 8% or 10% of pensionable salary, respectively.

Employer contributions were 20% for Grades EB5 to EB1 members and 15% for Grade EB6 members to 31 March 2016. These employees pay a contribution of 5% (or less if restricted by the Annual Allowance).

From 1 April 2016 any new employees at Grades EB5 and EB6 will be entitled to a 10% contribution as per the standard contribution rate scale.

All contributions received from Employers and Employees 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.

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.

Trustee Report (continued)

Plan Management (continued)

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.

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.

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.

On 19 March 2014, the Chancellor of the Exchequer announced a series of radical reforms to the pension system, giving members of retirement savings plans more freedom over how they receive their benefits. The principal changes took effect from 1 April 2015 and the Trustee is in the process of implementing a limited Uncrystalised Funds Pension Lump Sum (UFPLS) option for members on retirement from the Plan.

Trustee Report (continued)

Plan Management (continued)

Summary of Contributions

	Members £	Employers £
Required by the Schedule of Payments		
Normal contributions	44,917	19,065,855
Other contributions payable		
AVCs	50,940	-
Total	**95,857**	**19,065,855**
Total (as per Fund Account)	**19,161,712**	

Trustee's Report (continued)

Investment Matters

Plan Investments

During the year 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 (formerly the Specialist 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 Shroders 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
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 HSBC Bank Plc, BNY Mellon Asset Servicing BV (London Branch), State Street and IFDS Group 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.

At 31 March 2016, the Total Expense Ratios ("TER") [1] for each fund were as follows:

Fund	% of market value
Diversified Assets – Active Fund	0.424
Global Equities – Passive Fund	0.204
Global Equities – Active Fund	0.750
Overseas Equity – Passive Fund	0.260
UK Equities - Passive Fund	0.160
UK Equities - Active Fund	0.810
Index-Linked Gilts – Passive Fund	0.160
Cash - Active Fund	0.160
Shariah – Passive Fund	0.360
Corporate Bonds – Passive Fund	0.150
Pre-Retirement – Passive Fund	0.150

[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 admin fees) that members pay at various stages in the lifestyle strategies.

Years from retirement	Lifestyle Option	Adventurous Lifestyle Option
5	0.42%	0.42%
10	0.42%	0.81%
15	0.31%	0.81%
20	0.20%	0.81%

	Cash Lifestyle	Drawdown Lifestyle	Annuity Lifestyle
3 years from retirement	0.42%	0.40%	0.31%
At retirement	0.16%	0.29%	0.15%

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

A total of £31,385 has been received in fee rebates for the year ending 31 March 2016.

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:

Fund	Performance to 31.03.16 (Annualised) % [1]		
Benchmark	**1 year**	**3 years**	**5 years**
Diversified Assets – Active Fund	**-2.8**	**1.8**	**n/a**
Consumer Prices Index (CPI) +3%	*3.6*	*3.1*	*n/a*
Global Equities – Passive Fund	**-3.9**	**7.0**	**n/a**
30% FTSE All Share Index (UK), 60% Developed Overseas Equities with currency hedging back to sterling and 10% Emerging Market Equities	*-3.7*	*7.1*	*n/a*
Global Equities – Active Fund	**1.0**	**9.1**	**n/a**
MSCI World Index	*-0.3*	*8.8*	*n/a*
Overseas Equities – Passive Fund	**-2.6**	**6.3**	**6.4**
Mix of FTSE and MSCI regional indices	*-2.6*	*6.3*	*6.4*
UK Equities – Passive Fund	**-3.8**	**3.8**	**5.7**
FTSE All Share Index	*-3.9*	*3.7*	*5.7*
UK Equities – Active Fund	**-10.7**	**-2.5**	**0.3**
FTSE All Share Index	*-3.9*	*3.7*	*5.7*
Index-Linked Gilts – Passive Fund	**1.8**	**5.5**	**9.7**
FTSE A Over 5 Years Index-Linked	*1.9*	*5.6*	*9.8*
Cash – Active Fund	**0.3**	**0.3**	**0.3**
7 Day London Interbank Deposit Rate (LIBID)	*0.4*	*0.4*	*0.4*
Shariah – Passive Fund[2]	**3.1**	**n/a**	**n/a**
Dow Jones Islamic Market Titans Index	3.2	*n/a*	n/a
Over 15Y Corporate Bonds – Passive Fund	**n/a**	**n/a**	**n/a**
L&G AAA-AA-A Over 15Y Index	*n/a*	n/a	n/a
Pre-Retirement – Passive Fund	**n/a**	**n/a**	**n/a**
Composite Bonds and Gilts	*n/a*	n/a	n/a

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

Trustee's Report (continued)

Investment Matters (continued)

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)	31/03/16 %	31/03/15 %
Diversified Assets – Active Fund	**24.5**	9.1
Global Equities – Passive Fund	**50.6**	60.5
Global Equities – Active Fund	**2.2**	1.8
Overseas Equities – Passive Fund	**2.3**	2.3
UK Equities – Passive Fund	**1.8**	1.8
UK Equities – Active Fund	**14.3**	16.2
Index-Linked Gilts – Passive Fund	**2.0**	7.2
Shariah Equities – Passive Fund	**0.0**	0.0
Corporate Bonds	**0.4**	0.0
Pre-retirement – Passive Funds	**0.1**	0.0
Cash – Active Fund	**1.8**	1.1
Total	**100.0**	100.00

Investment reports for the actively managed funds

Investment Policy and Performance for UK Equities – Active Fund

Asset breakdown

The following table provides a breakdown of the UK Equities - Active Fund assets, in which 14.3% of the Plan's assets were invested at the end of the year.

Asset Distribution *(By sector)*	31/03/16 %	31/03/15 %
Industrials	**23.0**	22.9
Financials	**20.3**	19.9
Consumer Services	**16.0**	14.8
Healthcare	**13.8**	14.5
Oil & Gas	**12.7**	10.9
Basic Materials	**6.6**	5.9
Technology	**3.3**	4.0
Consumer Goods	**2.4**	3.3
Utilities	**1.2**	2.4
Telecommunications	**0.8**	1.4
Cash and near cash	**-0.1**	-
Total	**100.0**	100.0

Trustee's Report (continued)

Investment Matters (continued)

UK Equities – Active Fund (continued)

Asset breakdown (continued)

This table highlights the largest holdings within the Fund

Top 10 holdings	% of Fund
BP	6.8
HSBC	5.5
Lloyds Banking Group	4.1
Prudential	3.5
Aviva	3.4
Regus	3.2
GW Pharmaceuticals	3.0
CRH	2.8
GlaxoSmithKline	2.7
Carnival	2.7

Investment Policy

The UK Equities – Active 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 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 Fund is actively managed against its benchmark, the FTSE All-Share Index.

The Fund fell by 10.7% over the 12 months under review, behind the benchmark which fell 3.9%. UK equities struggled over the year. Falling oil prices helped to keep headline inflation low, both in the UK and elsewhere. As the year progressed, there were signs that any disinflationary pressures were easing, but monetary policy remained very accommodative. The Bank of England has made little effort to counter market conviction that UK interest rates will not be rising in 2016.

The overwhelming drivers of the poor relative returns have been heightened investor risk aversion, which is a hostile environment for a contrarian recovery fund, and commodity exposure (in particular off-benchmark single commodity, single country holdings have hit relative returns hard). More broadly, M&G's ability to select industry survivors has been undermined by cheap finance (a direct result of central bank policy) which has prolonged industry overcapacity; in cases where cyclical companies have succeeded in turning their businesses around, the Fund has typically reaped lower rewards in terms of consequent stock re-ratings.

Trustee's Report (continued)

Investment Matters (continued)

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 outperformed the Index by 1.3% for the 12 months ending 31 March 2016, delivering a return of 1.0%.

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.

The Fund manager continued to favour a number of consumer staples companies, which benefitted the fund over the year, amidst a favourable period for 'safer' stocks. The portfolio's overweight position in medical equipment company Stryker also benefitted the Fund's relative performance over the year, with the company outperforming the wider market on the back of solid earnings growth.

An underweight position in the Technology sector hurt relative performance, as did certain stock selection in the sector. Not owning shares in either Microsoft or Alphabet (formerly Google) detracted from relative performance, with both companies exhibiting strong earnings growth over the year.

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 -2.8% to 31 March 2016, underperforming its benchmark by 6.2%.

The BlackRock ALMA Fund fell slightly over the year, but was able to stave off the larger falls witnessed in equity markets. The biggest detractor from performance was the Fund's 'economic factor' driven by falls in developed equity markets. The best performing factor for the Fund was the 'inflation factor', demonstrating BlackRock's ability to predict movements in nominal and inflation linked bonds.

The Schroders DMAF has performed poorly since the Plan included the Fund within the ERSP Diversified Assets Fund. The Fund has higher exposure to equities than the BlackRock ALMA Fund and this has detracted from performance, following the difficult period for equity markets. In particular, Japanese and Europe (ex UK) equities detracted from performance.

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 0.3% over the 12 months under review, marginally lagging its benchmark which returned 0.4%. Over the period, the Bank of England kept the UK Base Rate at the historically low level of 0.5% as part of the measures used to stimulate economic growth.

Trustee's Report (continued)

Investment Matters (continued)

Investment Policy and Performance for Cash – Active Fund (continued)

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

In 2015, the Trustee updated the Statement of Investment Principles ("SIP") to reflect changes made to the Plan's lifestyle options. The changes were made to reflect the increased pensions flexibility that came into effect in April 2015.

Investment Risk Disclosures

Investment risks are disclosed in note 13 on pages 37 to 39.

Trustee's Report (continued)

Annual Governance Statement by the Chair of the Trustee

Introduction

New governance rules apply to defined contribution retirement savings arrangements like the Experian Retirement Savings Plan (the "Plan") from 6 April 2015.

As the Chair of the Trustee board I have to provide you with an annual statement which explains what steps have been taken by the Trustee board, with help from our professional advisers, to meet the new governance standards. The law sets out what information has to be included in this statement and this is covered in sections 1 to 4 below.

1 Default investment arrangement

The Trustee has set up a default investment arrangement which is provided for members who join the Plan and do not choose an investment option for their contributions. Members can also actively choose to invest in the default investment arrangement. This year a 78% of members had their contributions invested in the default investment arrangement.

Setting an appropriate investment strategy

The Trustee is responsible for investment governance. This includes setting and monitoring the investment strategy for the Plan's default arrangement.

We have chosen the Lifestyle Option as the Plan's default arrangement. Details of the investment strategy and investment objectives of the Lifestyle Option are recorded in a document called the Statement of Investment Principles. This document is included as an appendix to this Annual Report and Financial Statements.

In summary, the principal objectives of the Lifestyle Option are:

- For members over 20 years from retirement, to invest in funds which are expected over the long-term to deliver strong returns relative to inflation.
- Between 20 years and 10 years from retirement, to move gradually into funds that will provide growth, although potentially at a lower rate, but with a lower degree of volatility.
- No further changes are made between 10 and 5 years from retirement.
- During the last 5 years before retirement, to invest increasingly in funds which match members' expected retirement plans. Further details are provided below.

Annual Governance Statement by the Chair of the Trustee (continued)

Reviewing the default investment arrangement

The Trustee is expected to:

- review the investment strategy and objectives of the default investment arrangement at regular intervals, and at least once every 3 years; and
- take into account the needs of the Plan membership when designing the default arrangement.

The default strategy and range of self-select funds were last reviewed in 2015 and the next review is expected to be in 2018. However, in the meantime, the Trustee will monitor what members do at the point of retirement to ensure that the current default strategy remains appropriate.

The Plan's Investment Committee reviews the investment objectives and the performance of the default arrangement on a regular basis and at least once a year, with advice from Hymans Robertson, the Plan's investment advisers.

The default investment arrangement was last reviewed in the light of the new retirement benefit flexibilities for members announced in the 2014 Budget and a revised investment strategy was introduced from July 2015. In carrying out the review the Trustee considered a number of factors including: the projected size of members' retirement savings at retirement and the impact of the new benefit flexibilities, total contribution levels (employee and employer), the level of replacement income that members are likely to require in retirement, likely investment returns (after the deduction of fees) and appropriate asset classes.

Based on this review and taking into account market data provided by Hymans Robertson, the Trustee believed that members with small retirement savings (defined as those with projected savings of less than £30,000 at retirement) were more likely to take their retirement savings as a cash lump sum, whilst those members who are projected to have larger retirement savings were more likely to take their retirement savings through an income drawdown plan. Taking this into account, the investment strategy for the default arrangement over the final five years before retirement was changed so that it now targets cash where members' projected savings are expected to be under £30,000, and drawdown if greater.

The Trustee is monitoring the use of the default investment arrangement, the choices made by members when benefits come into payment, and whether the £30,000 retirement savings threshold used for defaulting members remains appropriate. This will help to inform us about changes which are appropriate in future.

2 Charges and transaction costs paid by members

We are required to explain the transaction costs (i.e. the costs of buying and selling investments in the Plan) and charges which are paid by members. Members pay investment charges which depend on their investment choices and are a percentage of the size of their retirement account, as well as a fixed contribution of £24 p.a. towards administration and standard communications (which on average equates to a charge of approximately 0.26% of a member's fund account). The balance of the Plan's running costs are met by the employer.

Annual Governance Statement by the Chair of the Trustee (continued)

The level of charges in the Lifestyle Option, the Plan's default investment arrangement, depends on the mix of funds which applies at each member's stage in the Lifestyle cycle. During the last year they were:

Fund	Total Expense Ratio %	Administration charge %	Total member charge %
Range of charges for the old default Lifestyle Option (applicable pre July 2015)	0.16 to 0.34	0.26	0.42 to 0.60
Range of charges for the current default Lifestyle Option (applicable post July 2015)	0.16 to 0.40	0.26	0.42 to 0.66

In all cases the charges applicable to the Lifestyle Option (including all member borne charges) are well within the charge cap introduced by the Pensions Act 2014, currently set at 0.75% p.a.

When making the decision to change the default arrangement, the Trustee took advice on how to minimise the costs to members.

The charges applicable to the funds offered under the Plan which are not part of the default arrangement during the Plan year were:

Fund	Total Expense Ratio %	Additional charge %	Total member charge %
Global Equities - Active Fund	0.75	0.26	1.01
UK Equities - Active Fund	0.81	0.26	1.07
Global Equities - Passive Fund	0.20	0.26	0.46
UK Equities - Passive fund	0.16	0.26	0.42
Overseas Equities - Passive Fund	0.26	0.26	0.52
Shariah - Passive Fund	0.36	0.26	0.62
Diversified Assets - Active Fund *	0.40 (approx)	0.26	0.66
Corporate Bonds - Passive Fund	0.15	0.26	0.41
Pre-Retirement - Passive Fund	0.15	0.26	0.41
Index-Linked Gilts - Passive Fund	0.16	0.26	0.42
Cash - Active Fund	0.16	0.26	0.42

*For blended funds the Total Expense Ratio is the average of the underlying funds

Where information about the member costs and charges is not available I have to make this clear to you, together with an explanation of what steps the Trustee is taking to obtain the missing information. I must therefore report that it has not yet been possible to obtain the necessary information about investment transaction costs (i.e. costs which arise when investments are bought and sold) in relation to the funds offered under the Plan. We are advised that this is a problem which applies to many such arrangements and that further regulatory guidance is to be provided. During the next 12 months the Trustee will continue to work with Fidelity, the provider of the Plan's investment platform, to obtain this information.

Annual Governance Statement by the Chair of the Trustee (continued)

Value for members

When assessing the charges and transaction costs which are payable by members, the Trustee is required to consider the extent to which the investment options and the benefits offered by the Plan represent good value for members, when this is compared to other options available in the market.

There is currently no legal definition of "good value" and so the process of determining good value for members is a subjective one. We have however received advice from our advisers on what is considered appropriate, based on their interpretation of regulatory guidance.

As a starting point, we have compared the level of charges in each fund with the levels of return they have delivered to members. We have also considered how the charges and, to the extent they are available, transaction costs borne by members compare against the services and benefits provided by the Plan.

The benefits of membership include (amongst other things): the design of the default investment arrangement and how this reflects the interests of members; the range of investment options and strategies; the efficiency of administration processes and the extent to which Capita Employee Benefits, as administrator, met or exceeded its service level standards for the Plan year; the quality of communications delivered to members; and the quality of support services and Plan governance.

We have also assessed members' investment returns and overall fund performance to ensure that the costs borne by the members are reasonable for each fund we offer under the Plan, taking into account the nature of the funds and such information about market practice as is available.

Based on our assessment, we concluded that the Plan represents good value for members.

3 Core financial transactions

The Trustee is required to report to you about the processes and controls in place in relation to the "core financial transactions". These include the following:

- investing contributions paid into the Plan;
- transferring assets related to members into or out of the Plan;
- switching assets between different investments within the Plan; and
- making payments from the Plan to or on behalf of members.

The Trustee must ensure that these are processed promptly and accurately by the Plan administrator, Capita Employee Benefits, in line with the service standards agreed by the Trustee.

Annual Governance Statement by the Chair of the Trustee (continued)

The Plan administrator provides regular reports to the Trustee board which allow us to assess how quickly and effectively the core Plan financial transactions are completed. Any mistakes or delays are investigated thoroughly and action is taken to put things right as quickly as possible.

I am pleased to report that in the last Plan year there have been no material administration service issues which need to be reported here. We believe that the processes and controls in place with the administrator are robust and will ensure that the financial transactions which are important to members are dealt with properly.

4 Trustee knowledge and understanding

The law requires the Trustee board to possess or have access to, sufficient knowledge and understanding to run the Plan effectively. We take our training and development responsibilities seriously and keep a record of the training completed by each member of the Trustee Board. This training record is reviewed annually to identify any gaps in the knowledge and understanding across the Board as a whole and allows us to work with our professional advisers to arrange any additional training that might be required.

All Trustees are required to have completed the Trustee Toolkit made available by the Pensions Regulator. Newly appointed Trustee Directors are expected to complete the Trustee Toolkit and undergo formal induction training within six months of joining the Trustee Board.

As a result of the training activities which have been completed, whether individually or collectively as a Board, and taking into account the professional advice available to all Trustee Directors, I believe that the combined knowledge and understanding of the Board, together with the input of the Experian pensions team and our professional advisors, enables us to exercise properly our functions as the Trustee of the Plan.

PJ Blythe, Chairman, Experian Retirement Savings Trustees Limited

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 Data Protection Act 1998. 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.

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 Advisory Service , www.gov.uk/find-lost-pension.

The Pensions Advisory Service (TPAS)

TPAS gives help and advice at any time to members of the public on all matters concerning pension schemes (other than the State scheme) including personal pensions. The service is available to anyone who thinks they have pension rights, including Plan members, past Plan members and dependants. TPAS has local voluntary advisers and may be contacted directly or through any Citizens Advice Bureau. TPAS's address is 11 Belgrave Road, London, SW1V 1RB, www.pensionadvisoryservice.org.uk .

Compliance Matters (continued)

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 also 11 Belgrave Road, London, SW1V 1RB / www.pensions-ombudsman.org.uk .

Internal Dispute Resolution Procedure

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

Change of Auditor

During the year the Plan changed auditors from PricewaterhouseCoopers LLP to Grant Thornton UK LLP as detailed on page 2.

During the change in auditor, no matters for reporting or reasons for concern, professional or otherwise, were known by the previous auditor.

Trustee's Report (continued)

Statement of Trustee's Responsibilities

The financial statements, which are prepared in accordance with UK Generally Accepted Accounting Practice, are the responsibility of the Trustee. Pension scheme regulations require the Trustee to make available to Plan members, beneficiaries and certain other parties, audited accounts for each Plan year which:

- 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 the Schedule to the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, including a statement as to whether the financial statements have been prepared in accordance with the Statement of Recommended Practice 'Financial Reports of Pension Schemes'.

The Trustee has supervised the preparation of the financial statements and has agreed suitable accounting policies, to be applied consistently, making any estimates and judgements on a prudent and reasonable basis.

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

The Trustee is responsible under pensions legislation for ensuring that there is prepared, maintained and from time to time revised a Schedule of Payments showing the rates of contributions payable to 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 monitoring whether contributions are made to the Plan by the Employer in accordance with the Schedule of Payments. 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 to members.

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 it 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 also responsible for the maintenance and integrity of the Plan's website. Legislation in the United Kingdom governing the preparation or dissemination of financial statements may differ from legislation in other jurisdictions.

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

Trustee's Report (continued)

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 Benefits Limited
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:

.... **Date:** 6/10/16

Trustee Director

.... **Date:** 6 October 2016

Trustee Director

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEE

We have audited the financial statements of the Experian Retirement Savings Plan for the year ended 31 March 2016 which comprise the Fund Account, the Statement of Net Assets available for benefits and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 'The Financial Reporting Standard applicable in the UK and republic of Ireland'.

This report is made solely to the Plan's 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 Plan's 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 Plan and the Plan's Trustee as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustee and auditor

The Plan's Trustee is responsible for the preparation of financial statements which show a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

The definition of the scope of an audit of financial statements is provided on the Financial Reporting Council's website at www.frc.org.uk/auditscopeprivate.

Opinion

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 2016, 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 Plan year;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- contain the information specified in Regulation 3 and 3a of, and the Schedule to, the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996 made under the Pensions Act 1995.

Grant Thornton UK LLP

Grant Thornton UK LLP
Statutory Auditor
Chartered Accountants
London

Date: 6th October 2016

INDEPENDENT AUDITORS' 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 in respect of the Plan year ended 31 March 2016 which is set out on page 10.

This statement is made solely to the Trustee, as a body, in accordance with Pensions Act 1995 and Regulations made thereunder. Our work has been undertaken so that we might state to the Plan's 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 Plan and the Plan's Trustee as a body, for our work, for this statement, or for the opinions we have formed.

Respective responsibilities of trustee and the auditor

As explained more fully in the Statement of Trustee's Responsibilities on page 26, the Plan's Trustee is responsible for ensuring that there is prepared, maintained and from time to time revised a Schedule of Payments showing the rates and due dates of certain contributions payable towards the Plan by or on behalf of the Employer and the active members of the Plan. The Trustee is also responsible for keeping records in respect of contributions received in respect of the active members of the Plan and for monitoring whether contributions are made to the Plan by the Employer 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.

Scope of work on 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 Schedule of Payments. This includes 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 Schedule of Payments.

Statement about contributions payable under the Schedule of Payments

In our opinion, contributions for the Plan year ended 31 March 2016 as reported in the Summary of Contributions and payable under the Schedule of Payments have, in all material respects, been paid at least in accordance with the Schedule of Payments dated 1 April 2013.

Grant Thornton UK LLP

Grant Thornton UK LLP
Statutory Auditor
Chartered Accountants
London

Date: 6th October 2016

Fund Account

For the year ended 31 March 2016

	Note	2016 £	2015 £
Contributions and benefits			
Employer contributions		**19,065,855**	17,660,349
Employee contributions		**95,857**	95,638
Total contributions	3	**19,161,712**	17,755,987
Transfers in	4	**462,063**	799,760
Other income	5	**82,515**	63,948
		19,706,290	18,619,695
Benefits paid or payable	6	**(2,151,945)**	(873,008)
Payments to and on account of leavers	7	**(4,234,744)**	(3,509,041)
Administration expenses	8	**(298,511)**	(697,918)
Other payments	9	**(300,108)**	(236,305)
		(6,985,308)	(5,316,272)
Net additions from dealings with members		**12,720,982**	13,303,423
Returns on investments			
Investment fee rebates		**31,385**	134,233
Change in market value of investments	10	**(11,694,832)**	6,804,105
Net returns on investments		**(11,663,447)**	6,938,338
Net increase in the fund during the year		**1,057,535**	20,241,761
Net assets of the Plan at start of year		**211,449,356**	191,207,595
Net assets of the Plan at end of year		**212,506,891**	211,449,356

The accompanying notes on pages 32 to 41 are an integral part of these financial statements.

Statement of Net Assets available for Benefits
As at 31 March 2016

	Note	2016 £	2015 £
Pooled investment vehicles	10	**210,795,109**	209,863,739
Current assets	14	**1,866,211**	1,772,600
Current liabilities	15	**(154,429)**	(186,983)
		212,506,891	211,449,356

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 32 to 41 form an integral part of these financial statements.

The Financial Statements were approved on behalf of the Trustee and signed on its behalf on 2016.

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 and with guidance set out in the Statement of Recommended Practice (Revised November 2014). This is the first year FRS 102 and the Revised SORP have applied to the Plan's financial statements.

In March 2016, amendments were made to FRS 102 revising the disclosure requirements for financial institutions and retirement benefits plans with respect to the fair value hierarchy disclosure. Schemes shall apply these amendments for accounting periods commencing on or after 1 January 2017, however early adoption is permitted. The Trustee has chosen to early adopt the amendments.

The SORP will require amendment in due course, but amendments will not be necessary before any changes to FRS 102 can take effect. This is because a change in accounting standards after SORP has been issued means that any inconsistent provisions of a SORP cease to have effect.

2. 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.

Benefits are accounted for at the later of retirement date and the date the option is expressed.

Notes to the Financial Statements (continued)

2. Accounting Policies (continued)

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, premiums on term insurance policies and investment rebates are accounted for on an accruals basis.

Administration Expenses take into account that due to the nature of the Plan, on occasions the General Reserve is not sufficient to cover all fees and expenses incurred, at these times the Principal Employer covers the shorfall.

3. Contributions

	2016 £	2015 £
Employer contributions		
Normal	**19,065,855**	17,660,349
Employee contributions		
Normal	**44,917**	45,009
Additional voluntary contributions	**50,940**	50,629
	95,857	95,638
	19,161,712	17,755,987

Within Employer normal contributions £6,438,844 (2015: £5,859,273) related to SMART contributions.

4. Transfers in

	2016 £	2015 £
Individual transfers in from other schemes	**462,063**	799,760

Notes to the Financial Statements (continued)

5. Other income

	2016 £	2015 £
Bank interest	1,855	2,535
Death in service insurance receipts	80,660	61,413
	82,515	63,948

6. Benefits paid or payable

	2016 £	2015 £
Commutations and lump sum retirement benefits	1,199,347	404,981
Purchase of annuities	588,943	256,819
Lump sum death benefits	363,655	211,208
	2,151,945	873,008

7. Payments to and on account of leavers

	2016 £	2015 £
Refunds to members leaving service	208,116	197,092
Individual transfers to other schemes	3,978,736	3,311,949
Pension sharing on divorce	47,892	-
	4,234,744	3,509,041

8. Administration expenses

	2016 £	2015 £
Administration and processing	20,319	378,300
Consultancy fees	176,562	182,754
Audit fees	4,700	10,100
Legal & other professional fees	46,770	71,100
Registration levy	10,008	8,429
Trustee fees	40,132	47,235
Bank charges	20	-
	298,511	697,918

Administration and processing expenses have decreased in 2016 due to the General Reserve not being sufficient enough to cover these expenses incurred, as such the Principal Employer has covered the shortfall making a contribution to the value of £ 456,612 (2015: Nil).

Notes to the Financial Statements (continued)

9. Other payments

	2016	2015
	£	£
Premiums for term assurance	300,108	236,305

10. 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 2015	Purchases at cost	Sales proceeds	Change in market value	Value at 31 March 2016
	£	£	£	£	£
Pooled investment vehicles	209,863,739	**61,665,919**	**(49,039,717)**	**(11,694,832)**	**210,795,109**

Included in the above investments are invested additional voluntary contributions of £7,425,667 (2015: £7,228,570).

Included within the investments balances as at 31 March 2016 are non-designated investments amounting to £Nil (2015: £NIL).

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

	2016		2015	
	£	%	£	%
Pooled funds				
Global Equities – Passive Fund	**106,619,489**	**50.2**	127,020,004	60.1
Diversified Assets – Active Fund	**51,672,129**	**24.3**	19,156,335	9.1
UK Equities – Active Fund	**30,079,810**	**14.2**	34,052,062	16.1
Index Linked – Passive Fund	-	-	15,111,051	7.1

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 investments vehicles. The amount of indirect costs is not provided to the Plan separately.

Notes to the Financial Statements (continued)

11. Pooled investment vehicles

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

	2016 £	2015 £
Diversified Growth	51,672,129	19,156,335
Equities	150,023,119	173,348,379
Bonds	5,299,829	15,111,052
Cash	3,761,427	2,220,380
Other	38,605	27,593
	210,795,109	209,863,739

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.

12. 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 categories as follows:

As at 31 March 2016	**Level 1** **£**	**Level 2** **£**	**Level 3** **£**	**Total** **£**
Pooled investment vehicles	-	210,795,109	-	210,795,109
	-	**210,795,109**	**-**	**210,795,109**
As at 31 March 2015				
Pooled investment vehicles	-	209,863,739	-	209,863,739
	-	**209,863,739**	**-**	**209,863,739**

Notes to the Financial Statements (continued)

13. 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

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.

Notes to the Financial Statements (continued)

13. Investment risk disclosures (continued)

Investment strategy (continued)

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

a. ERSP Active Diversified Assets

b. ERSP Passive Global Equities

c. ERSP Active Global Equities

d. ERSP Passive Overseas Equities

e. ERSP Passive UK Equities

f. ERSP Active UK Equities

g. ERSP Passive Index-Linked Gilts

h. ERSP Cash

i. ERSP Shariah Passive Equity

j. ERSP Passive Long-dated Corporate Bonds

k. ERSP Passive Pre-Retirement

The Trustee accesses the investment funds through an investment only platform with Fidelity Investment Management 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.

Credit risk

Fidelity Investment Management Limited and the underlying investment managers are regulated by the Financial Conduct Authority and maintain separate funds for its policy holders. The Trustee reviews the creditworthiness of Fidelity Investment Management 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.

Notes to the Financial Statements (continued)

13. Investment risk disclosures (continued)

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 2016 (£)	Credit risk	Interest rate risk	Currency risk	Other risk
Pooled Investment Vehicle (PIV) Equities	150,023,118	No	No	Yes	Yes
PIV Diversified Growth	51,672,129	Yes	Yes	Yes	Yes
PIV Bonds[1]	9,099,862	Yes	Yes	Yes	No
Total	**210,795,109**	-	-	-	-

1. Included exposure to the M&G Cash Fund.

Notes to the Financial Statements (continued)

14. Current assets

	2016 £	2015 £
Designated to members		
Cash at bank	1,749,709	1,553,181
Cash in transit	78,216	12,236
Death in service insurance receivable	-	61,413
	1,827,925	1,626,830

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 2016 contributions which were invested on 4 April 2016.

	2016 £	2015 £
Not designated to members		
Cash at bank	38,286	137,414
Investment fee rebate due	-	8,356
	38,286	145,770
	1,866,211	1,772,600

The assets not designated to members have reduced during the year to 31 March 2016 as the Plan has utilised these funds to meet Plan expenses.

15. Current liabilities

	2016 £	2015 £
Designated to members		
Unpaid benefits	54,204	99,094
Not designated to members		
Accrued expenses	98,565	85,396
Other creditors	1,660	2,493
	100,225	87,889
	154,429	186,983

Notes to the Financial Statements (continued)

16. 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. The amount due to the Principal Employer at the year end was £98,565 (2015: £85,396). During the year the Plan administration and investment management expenses of £598,619 (2015: £697,918) were paid by the Plan to the Principal Employer. It should also be noted that administration and investment management expenses have decreased in 2016 due to the General Reserve not being sufficient to cover these expenses, as a result of which the Principal Employer covered the shortfall making a contribution to the value of £ 456,612 (2015: Nil).

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

There were amounts payable to the Employer of £122,965 (2015: £121,839) in respect of secretarial and staff services provided to the Plan during the year to 31 March 2016.

Trustee fees paid during the year are disclosed under note 8; Administrative Expenses.

17. First time adoption of FRS102

The policies applied under the entity's previous accounting framework are not materially different to FRS102 and have not impacted on the Fund Account or Net Assets.