

# BOC Retirement Savings Plan



Summary Report and Accounts 2021



# Chair's welcome

## Hello and welcome to your 2021 Summary Report and Accounts for the BOC Retirement Savings Plan (the RS Plan).

In this edition, you'll find your annual update on the RS Plan's account and how its investment funds performed – see pages 3 to 7. In these figures, you'll see that the RS Plan's value rose in the Plan year and its returns on investments also increased.

We're sending you this Summary Report and Accounts because it provides a snapshot of the RS Plan's financial health as at 30 June 2021. By law, we have to let you know how the RS Plan performed every year.

In the Pensions news section (pages 8-9) we outline how we worked closely with our investment advisers and the BOC investment department to keep your pension safe during the COVID-19 pandemic. Remember, your pension is invested for the long term and it's likely that your investments will recover any possible loss in value and grow.

We've seen a marked rise in pension scams since the start of the pandemic. We don't want anyone else enjoying your retirement, so we've listed some of the main signs of a scam and the simple steps you can take to protect yourself on page 9.

### Andy Cheseldine

Capital Cranfield – Professional Trustee  
Chair of the RS Plan Trustee

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# The headlines

Here's a useful summary of the RS Plan's headline figures. You can find a breakdown of these financials on pages 4 and 5.

As at 30 June 2021:

The value of the  
RS Plan was

**£329.645 million**

This is an increase of £71.418 million on the previous year.

Income has risen to

**£45.488 million**

Expenditure has risen to

**£19.477 million**

The total return on  
investment over the year  
to 30 June 2021 was

**£45,407**

There were

**15,507 members**

The breakdown of the financials have been rounded and also include the figures from the AVC section.

# Membership

There are four membership groups in the RS and AVC sections of the RS Plan.

The four sections are the Automatic Enrolment (AE) section, the Member Choice (MC) section, the RS 3, 4, 5% section, and the Additional Voluntary Contributions (AVC) section.

The amount you pay in contributions varies depending on which section you belong to. Company contributions will differ depending on membership group too. There are also 'Life cover only' members who have opted out of the RS Plan but still get life assurance from the Company.

## RS section

### Active members

AE and MC sections	RS 3%	RS 4%	RS 5%
2021: 1,108	2021: 2,117	2021: 200	2021: 3,272
2020: 1,191	2020: 2,159	2020: 218	2020: 3,319

### Deferred members

2021: 7,296
2020: 6,436

### Life cover only members

2021: 699
2020: 466



## AVC section

### Active members

2021: 268
2020: 295

### Deferred members

2021: 547
2020: 576





# The financials

The Trustee publishes an Annual Report and Accounts every year. This shows how the RS Plan's finances have performed over the year.

There are two sections in the RS Plan: the RS section and the AVC section. The graphic below shows figures for each separately, as well as the combined figures as at 30 June 2021. For comparison, we've shown the figures as at 30 June 2020 in the final column.

	RS section 2020/2021 £'000	AVC section 2020/2021 £'000	Total 2020/2021 £'000	Total 2019/2020 £'000
Value of the RS Plan at beginning of year	230,960	27,267	258,227	226,182
<b>Income</b>	<b>+</b>	<b>+</b>	<b>+</b>	<b>+</b>
Contributions	39,066	3,519	42,585	45,806
Transfers in	802	-	802	157
Other income	2,101	-	2,101	1,937
<b>Return on investments</b>	<b>+</b>	<b>+</b>	<b>+</b>	<b>+</b>
Return on investments	41,968	3,439	45,407	(708)
<b>Expenditure</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Benefits payable	(6,275)	(4,696)	(10,971)	(8,752)
Payments to and on account of leavers	(5,181)	(649)	(5,830)	(3,106)
Administrative expenses	(863)	-	(863)	(1,173)
Other payments	(1,813)	-	(1,813)	(2,116)
Value of the RS Plan at end of year	300,765	28,880	329,645	258,227

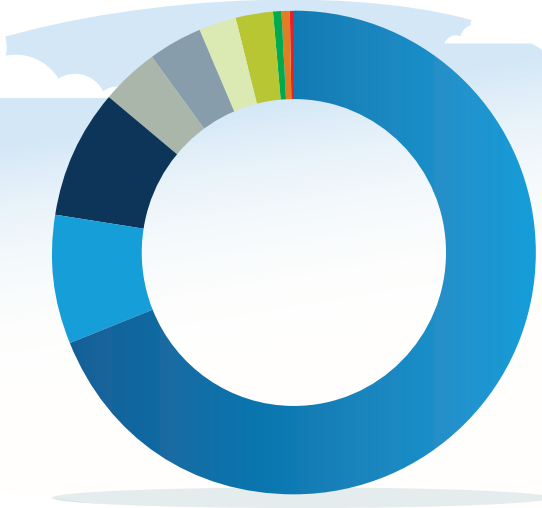
Note: Brackets represent outgoings



## Choosing your investment strategy

The RS Plan is a defined contribution (DC) pension scheme. This means that, when you decide to access your Account, its value will depend on how much you and the company have paid in, and how your investments have performed.

The chart below shows the value of each investment fund in size order:





The investment funds and performance for the AVC section are not listed here. You can find these in the full Report and Accounts at [bocpensions.co.uk](http://bocpensions.co.uk)

Fund name	Value £'000
BOC Growth Fund	205,347
BOC Diversified Growth Fund	25,668
BOC Pre-Retirement Fund	25,387
BOC Equity Fund	11,403
BlackRock Aquila World (Ex UK) Equity Index	10,993
BlackRock Cash Fund	7,459
BlackRock Aquila Life UK Equity Index	6,951
BlackRock Aquila Over 5 Years Index-linked Gilt	2,128
BlackRock Aquila Over 15 Years Gilt Fund	1,282
BOC Corporate Bond Fund	444

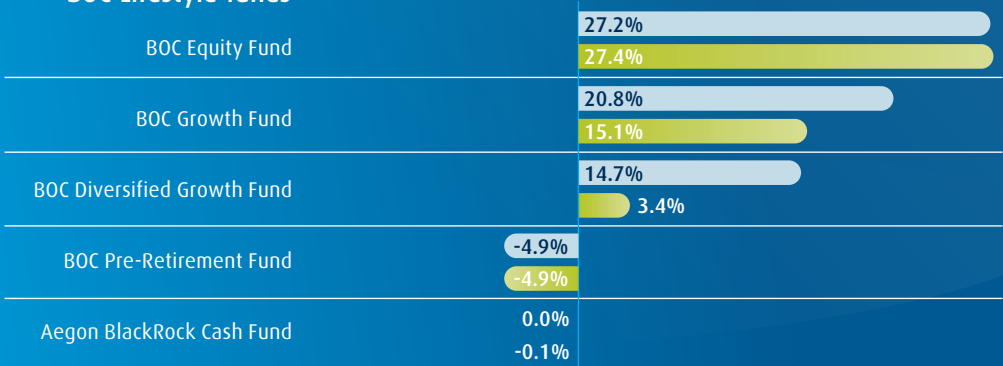
# Investment performance

To see how well the various investment funds are performing, the actual investment results are compared against a benchmark.

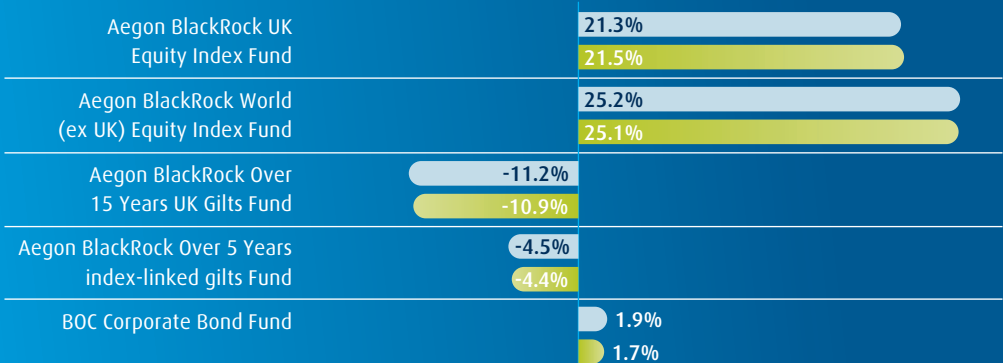
The graphic below shows how well each of the funds have performed over the year to 30 June 2021.

 Actual  
 Benchmark

## BOC Lifestyle funds



## BOC FreeChoice funds





## Pensions news

### State Pension triple lock suspended

The Government has confirmed a one-year suspension of the triple-lock formula for applying the annual increase to the State Pension.

Under the triple lock, the State Pension increases by the rate of inflation, the increase in earnings, or by 2.5%, whichever is the greater.

At the start of the pandemic, the economy shrank and wages declined sharply. As the economy recovers and wages start to return to their pre-pandemic levels, the Government argues that this bounceback represents a correction rather than a true increase in wages.

If the wages element of the triple lock were applied this year, it would force an increase of around 8% to the State Pension.

When announcing the suspension, Work and Pensions secretary Thérèse Coffey said that it would instead allow for the State Pension to increase by 2.5% in line with inflation. This was adjusted to 3.1% in January 2022. Ms Coffey confirmed that the suspension would be lifted next year.



### Your State Pension forecast

The full new State Pension is currently £179.60 a week. But do you know how much you can expect to receive when you reach your State Pension age?

There are several ways you can find out how much State Pension you could be entitled to once you retire.

1. You can run a forecasting query at [gov.uk/check-state-pension](https://www.gov.uk/check-state-pension)

You'll need to verify your identity via the Government Gateway or GOV.UK Verify using a valid UK passport, driving licence or ID card (if you're an EU national).

2. You can call the Future Pension Centre helpline on 0800 731 0175.
3. You can apply for a forecast by post.

Simply go to [gov.uk/government/publications/application-for-a-state-pension-statement](https://www.gov.uk/government/publications/application-for-a-state-pension-statement) and download form BR19. You'll need your National Insurance number to verify your identity for this. Once you've printed off and completed your form, post it to:

Newcastle Pension Centre, Futures Group  
The Pension Service 9  
Mail Handling Site A  
Wolverhampton WV98 1LU



## Added protection for transfers

From 30 November 2021 new transfer regulations add another layer of protection to safeguard your retirement savings.

Trustees and pension managers now have additional powers to halt or pause a transfer if they believe members could be moving their pension into an arrangement that bears the hallmarks of a scam.

If you'd like to transfer your pension into another UK-based occupational or private pension, your transfer into the receiving scheme is likely to proceed without delay. If the receiving scheme doesn't fit this description, the new legislation introduces a series of flags:

If a 'red flag' is raised (i.e. if you were contacted via social media or text, if you're being offered a "free review" of your pension, if you're feeling pressured in taking action, etc.), trustees and pensions managers will now be able to **halt your transfer**.

If an 'amber flag' is raised (e.g. if the receiving scheme makes use of high-risk investments, etc.), trustees and pensions managers can now pause your transfer until you can prove that you've taken official scams advice through **moneyhelper.org**. They may also ask you provide evidence of an employment or residential link to the receiving scheme.

Whatever the value of the pension you're thinking of transferring, you should always take regulated financial advice (it's a legal requirement if the value of your savings or benefits is more than £30,000) to see if transferring is right for you. You can find an adviser near you at **unbiased.co.uk**

## Keeping safe from scammers

Even though the Government has introduced legislation to help protect your pension from scammers (see article above), you must still be vigilant.

Scammers are criminals who use sophisticated texts or cloned websites to try and convince people to hand over identifying personal information. They're so convincing, in fact, that £1.8 million was lost to pension fraud in the first three months of 2021 alone.

So, if someone contacts you out of the blue on social media, by text or email asking to talk to you about your pension or offering you a 'free pension review', don't engage with them. If they contact you unexpectedly by phone, it's definitely a scam – cold-calling about pensions has been illegal since 2019.

Find out how you can stay ScamSmart and keep your pension safe – including how to report a suspected scam – on the Financial Conduct Authority's website. Go to **fca.org.uk/scamsmart**



### Financial fraud

You can also find helpful advice about how to protect yourself from other types of financial fraud on the Nation Fraud & Cyber Crime Reporting Centre website, including how to report fraudulent activity to the Police. Go to **actionfraud.police.uk**





## Who looked after the RS Plan as at 30 June 2021?

There are seven Directors on the RS Plan Trustee Board. Four have been appointed by the Company and three have been nominated and elected by the members of the RS Plan – you.

### Company-Appointed Directors

#### Capital Cranfield

Professional Trustee,  
represented by Andy Cheseldine

#### Martin Gleeson

Gases, Guildford

#### Jon Davies

Gist, Chineham

#### Lionel Thripland

Gist, Hemel Hempstead

### Member-Nominated Directors

#### Mark Poole

#### Jeff McMahon

#### Dan Waldron

### Advisers and administrators

We also use several advisers and administrators to help us run the RS Plan:

#### Actuarial Adviser

Hymans Robertson LLP

#### Administrator

BOC Pension Services

#### Annuity Purchase Adviser

Origen Financial Services Ltd

#### Auditor

Ernst & Young LLP

#### Bankers

HSBC Bank plc

#### Group Life Assurance

Legal & General  
Assurance Society

#### Investment Adviser

Mercer Ltd

#### Investment Managers

Aegon, Aviva Life Services  
UK Ltd, The Prudential  
Assurance Company Limited

#### Investment Services

BOC Pensions Investment  
Department

#### Legal Adviser

Mayer Brown  
International LLP

#### Medical Adviser

Medigold Health

# Contact us

The best source of information about the RS Plan is the website, which you can visit at [bocpensions.co.uk](http://bocpensions.co.uk)

If you've tried the website and haven't found the answer to your query, you can contact us using the details below. Please be aware that, due to an increase in the volume of inquiries, it may take us slightly longer than usual to get back to you.

## BOC Pension Services

Forge, 43 Church Street West, Woking, Surrey, GU21 6HT  
[pensions.uk@boc.com](mailto:pensions.uk@boc.com)



[www.bocpensions.co.uk](http://www.bocpensions.co.uk)

### Legal note

Please note that this newsletter is intended to summarise the events of the past RS Plan year and nothing in it grants any legal right to benefits. Your entitlement to benefits is defined in the Trust Deed and Rules (as amended from time to time) at the date you leave service. You can download a copy of the current Trust Deed and Rules from the website at [bocpensions.co.uk](http://bocpensions.co.uk) or request one from BOC Pension Services. If you are a deferred member, you should ask for a copy of the edition that applied when you left service. Nothing in this newsletter constitutes financial advice. It is your responsibility to obtain financial advice if you decide that you need it. To find details of financial advisers in your area visit [unbiased.co.uk](http://unbiased.co.uk)