THUS Group plc Pension Scheme

Booklet for final salary scheme members who are not Protected Persons under the Electricity Act 1989

May 2007

Contents

Introduction

This booklet is about the section of the THUS Group plc Pension Scheme for members who are not Protected Persons under the Electricity Act 1989 (known in this booklet as “the **Scheme”**).

The **Scheme** is designed to provide you and your family with valuable benefits while you are working and in retirement. The **Scheme** is an important part of your employment package with THUS, representing a significant part of the investment the **Company** makes in benefits for its employees.

You and the Company contribute to the **Scheme**, which is set up as a trust, separate from the **Company**'s assets. The trust is managed by trustees with assistance from professional advisers. It is the duty of the trustees to make sure that the **Scheme** operates in the best interest of its members and their dependants.

This booklet describes the important benefits that the **Scheme** provides. The **Scheme** is actually governed by a Trust Deed and Rules that will always override this booklet in the event of any discrepancies.

Please take this opportunity to read and understand the benefits on offer from the **Scheme**. If you have any questions please do not hesitate to contact the Scheme Administrator, Aon Limited, on 0141 222 7163 or 7026.

Defined Terms

Some of the terms used in this booklet have special meanings. These terms are defined below and appear in **bold** throughout this booklet.

Company is THUS plc

Final pensionable salary is your highest **pensionable salary** averaged over any 12-month period in the last five years of membership, or the highest three-year average in the last 10 years if higher.

Normal retirement age is 65.

Pensionable salary is your basic salary or wages.   You will be informed if any other payments you receive are pensionable.

Pensionable service is your number of years and complete months of continuous membership when you retire or leave the **Scheme**. This can include additional periods of service granted for example following the payment of a transfer value to the Scheme or which your employer and the Trustees may agree to treat as pensionable under the Scheme.

Scheme Administrator is Aon Limited, 131 St Vincent Street, Glasgow G2 5JF, telephone 0141 222 7163 or 7026.

Scheme Summary

Membership of the Scheme (see page 4)

- You can join the Scheme if you were a member of one of the Scottish Power Group final salary schemes
- As a Scheme member, you pay contributions of 5% of your **pensionable salary**, deducted before tax
- The **Company** pays the remainder of the cost of providing your Scheme benefits
- You can also choose to make Additional Voluntary Contributions to increase your benefits

Retirement benefits (see page 6)

- A pension based on your final pensionable salary and pensionable service
- An option to exchange part of your pension for a cash sum
- Early retirement options
- A pension if you have to retire early through ill health
- Spouse's/children's benefits if you die

Scheme benefits while you are working (see page 10)

- A lump sum and spouse's/children's pensions if you die

If you leave the Scheme (see page 11)

- Depending upon your **pensionable service**, you have a choice of what to do with your Scheme benefits

State Benefits (see page 13)

- Scheme benefits are paid in addition to the Basic State Pension (BSP)
- The Scheme is contracted-out of the State Second Pension (S2P), previously known as the State Earnings Related Pension Scheme (SERPS).

How the Scheme Works/Further Help and Information (see pages 14 and 16)

- All Scheme contributions are paid into a Trust Fund, held separate from the Company's assets
- Trustees look after the Scheme, acting in accordance with the Trust Deed and Rules

Membership of the Scheme

Voluntary Membership

Membership of the **Scheme** is voluntary, and is only available to people who were members of the Scottish Power Group final salary schemes: the ScottishPower Pension Scheme, the ScottishPower Group Final Salary LifePlan, the Manweb Group of the Electricity Supply Pension Scheme, the Southern Water Pension Scheme or the United Utilities Group of the Electricity Supply Pension Scheme.

If you met the eligibility criteria when the **Scheme** was first established (1 August 2002), you were given the option to join the **Scheme** from that date. You have the ability to opt out of the **Scheme** if you wish: see page 12.

Contributions

Your contributions towards your **Scheme** benefits will be 5% of your **pensionable salary** or other such amount as the Company decides. The actual cost to you is less than 5% because your contributions are deducted through the payroll before you pay tax. This means that, if you pay tax at the current basic rate of 22%, each £1 you contribute only costs you 78p. So, if you have pensionable salary of £18,000 the actual cost each month would be:

Contributions of 5%	= £75.00
Less tax relief at 22%	= £16.50
Actual cost each month	= £58.50

You also pay lower National Insurance Contributions if you are a member of the **Scheme** because it is contracted-out of the State Second Pension (see page 13).

Additional Voluntary Contributions (AVCs)

Many people realise too late that they have not saved enough for retirement. The **Scheme** provides an opportunity for you to make AVCs within certain limits and on terms agreed with the Company. Your AVCs will be invested for you to use, including any investment income, to buy additional pension benefits when you retire.

If you decide to make AVCs:

- You can start, stop or vary the amount you pay, subject to one month's notice
- You can pay a regular monthly amount, or a one-off lump sum
- Your contributions will be deducted through the payroll before tax
- Your AVCs generally build up tax-free

If you would like to know more about making AVCs via the **Scheme**, please contact the **Scheme Administrator**.

Free-standing AVCs

Alternatively, you can make free-standing AVCs (FSAVCs). FSAVCs are available from most life assurance companies and unit trust groups and work in the same way as AVCs at retirement.

An FSAVC contract is between you and the FSAVC provider; the **Company** is not involved. Your FSAVC provider should, however, tell the Trustees that you are making FSAVCs.

If you are considering making FSAVCs, you should seek independent financial advice.

Stakeholder or Personal Pensions

You could also consider using a stakeholder or personal pension as an alternative or addition to AVCs. You should seek financial advice if you are considering doing this.

Company Contributions

The **Company** pays the balance of the cost of providing your **Scheme** benefits, including the cost of administration. The actual amount the **Company** contributes will vary each year. The exact amount is shown in the Annual Report and Accounts for the **Scheme** published by the Trustees.

Transferring Benefits into the Scheme from Another Employer

In 2002, you had a one-off option to transfer your benefits from the Scottish Power arrangements into the THUS Scheme. Transferring further benefits into the **Scheme** from the Scottish Power arrangements or from any previous employers' pension plans will be at the discretion of the Trustees.

Temporary Absence

Most absence from work is for relatively short periods and does not normally affect your membership of the **Scheme**. If you do have a prolonged absence from work while a contributing member of the **Scheme**, the Trustees, with the agreement of the **Company**, have discretion whether to include it in your **pensionable service**.

Maternity, Adoption and Paternity Leave

Maternity, adoption and paternity benefits are complex and are governed by legislation. Briefly:

- **Pensionable service** continues during paid maternity, adoption and paternity leave as long as you return to work
- The **Company** continues to pay contributions required by the legislation, and you will pay contributions based on your actual salary including any statutory pay
- If you do not return to work after your maternity leave, you will be treated as having left the **Company** at the end of your period of ordinary maternity leave
- The rules are different if you take unpaid maternity or adoption leave and you should ask the **Scheme Administrator** for further information if you are considering taking unpaid leave

If you would like more information about how maternity or paternity leave affects your pension, or the contributions you would be required to make during your leave, please contact the **Scheme Administrator**.

Retirement Benefits

A pension for life

Your pension at **normal retirement age** will be calculated using the following formula:

1/60 x **final pensionable salary** x **pensionable service** completed before 1 April 2007

plus

1/75 x **final pensionable salary** x **pensionable service** completed on or after 1 April 2007

Your pension at **normal retirement age** in respect of **pensionable service** completed before 1 April 2007 will never be less than

1/60 x **final pensionable salary** at age 60 x **pensionable service** completed before 1 April 2007 x a late retirement increase factor

The late retirement increase factor allows for the fact that this part of your pension is payable from age 60 rather than 65.

Pensions are paid monthly and taxed in the same way as earnings (under the PAYE system). The **Scheme** guarantees to increase pensions in payment each year by 5% or the increase in the Retail Prices Index (RPI), whichever is less. The **Company** may also increase pensions in payment at its discretion. Different rules apply to any part of your pension which is a Guaranteed Minimum Pension as this will be subject to increases determined by legislation.

Cash sum option

You have the option to exchange some of your pension for a cash sum on retirement. The maximum cash sum you can take, currently tax-free, is restricted by HM Revenue & Customs to 25% of the value of your pension.

The reduction to your pension as a result of taking cash depends upon how much cash you take and your age at retirement. Taking a cash sum at retirement does not reduce the amount of pension payable to your spouse/children on your death (see page 9).

You will receive detailed information about the amount of cash you can take and the reduction in your pension before you retire.

Dependant's pension option

You can exchange part of your own pension to provide a pension payable to a dependant when you die. This will be in addition to any spouse's/children's' pensions (see page 9). If you are interested in this option, you should talk to the **Scheme Administrator**.

Early retirement option

The **Scheme** provides a number of options for early retirement, and full details of these options are available from the **Scheme Administrator**:

a. If you retire at the request of the **Company** between the ages of 50 (55 from 6 April 2010) and 65 and have at least 5 years' **pensionable service** (including any service in the Scottish Power Group final salary schemes), you will receive an unreduced pension based on your **pensionable service** and **final pensionable salary** when you retire.

b. If you ask to retire between the ages of 55 and 65, have at least 10 years' **pensionable service** (including any service in the Scottish Power Group final salary schemes) and the **Company** agrees, you will receive an unreduced pension based on your **pensionable service** and **final pensionable salary** when you retire. You should note that this would only be granted in exceptional circumstances and has not been the Company's practice to date.

c. If you ask to retire early in other circumstances and the **Company** agrees, your pension will be reduced to take account of its early payment. Your pension will be based on your **pensionable service** and **final pensionable salary** when you retire and the amount of reduction will depend upon how early your pension is being paid. Under HM Revenue & Customs rules, early retirement is only permitted from age 50, or age 55 if you are retiring after 5 April 2010 (unless you are retiring due to ill health).

Any reduction applied to your pension under option **c.** will take into account the fact that the benefits you built up before 1 April 2007 are payable without reduction from age 60 rather than age 65.

In each case, if you retire between ages 60 and 65, the element of your pension earned before 1 April 2007 may be increased, to reflect the fact that it is being paid late, just like it may be on retirement at your **normal retirement age**.

In all cases, if you retire early, you still have the option to exchange part of your pension for a cash sum or a dependant's pension.

Additional options at age 60

In addition, when you reach age 60, you can if you wish take your pension earned in respect of pensionable service before 1 April 2007, with no reduction. You can then continue to contribute to the scheme until age 65 and receive the benefits earned from 1 April 2007 at age 65, again without an actuarial reduction being applied.

Alternatively, you could take all of your benefits from the **Scheme** at age 60. If you do this, the pension you have earned in respect of scheme membership from 1 April 2007 will be reduced to reflect that it is being paid to you 5 years before normal pension age 65. If you remained in employment with the **Company**, however, you would no longer be able to continue to contribute to the **Scheme**. Any future pension provision you wished to make using a company sponsored arrangement would require you to join the THUS Group Personal Pension Plan.

Ill-health retirement

If you have to retire through ill health while a contributing member of the **Scheme**, you will receive an immediate ill-health pension providing you have at least two years' **pensionable service** (including any service in the Scottish Power Group final salary schemes). This will be calculated based on your **final pensionable salary** when you retire and **pensionable service** as if you had worked until age 65. You will only be eligible for this benefit if you are unable to carry out any paid work with any employer, and the Trustees of the **Scheme** will decide whether this condition is met.

Ill-health pensions may be suspended by the Trustees if you are no longer suffering from ill-health to an extent which justifies the payment of the pension, or if you take up other employment.

Late retirement option

If you have a contractual right to work beyond **normal retirement age** you will be able to do so. In any other cases, late retirement will be at the **Company's** discretion. If you work beyond **normal retirement age**, you will continue to earn benefits in the same way as before. You will cease to be a member the day before your 75th birthday or the date you leave or retire from service, (whichever is the earlier) and will be paid a pension from that date.

Flexible retirement

If you wish, you can apply to receive your pension whilst continuing to work for the **Company**, subject to the normal age limits. **Company** consent is also required. If you take this route, you must take all of your benefits at once, and no further benefits will be earned once the pension has started to be drawn. There are some limited exceptions to this, which are described under "*Additional options at age 60*", on page 7.

Death in retirement

If you die after retiring, the following benefits are payable:

Lump sum

If you die within five years of your retirement date, a lump sum equal to the remainder of five years' pension payments will be payable. The Trustees must decide who receives the lump sum so that it can be paid tax-free provided that your Lifetime Allowance is not exceeded (please see **How the Scheme Works** on page 14). They will, however, be guided by your wishes and you should make sure that you have completed a Nomination Form. This lets the Trustees know to whom you would like any lump sum death benefits paid when you die. *You should keep your form up to date if your personal circumstances change.* Additional copies of the form are available at any time from the **Scheme Administrator** if you wish to update your nomination.

Spouse's pension

If you are married or in a registered civil partnership when you die, a spouse's pension will be payable. This will be equal to 50% of your pension, before any reduction at retirement for a cash sum or dependant's pension and including any increases to the date of your death. This pension will be paid in monthly instalments for the rest of your spouse or registered civil partner's life. It will increase in the same way as your pension would have (see page 6).

The Trustees also have the discretion to pay the spouse's pension to one or more dependants if you are not married or in a registered civil partnership when you die.

Children's pension

A pension for your children under the age of 18 (or under 23 if in full-time education or training), payable in addition to your spouse's pension for as long as the recipient is under age 18 (or 23 if in full time education or training). The pension will be equal to 50% of your spouse's pension for up to two children. If you have more than two children, an amount equal to your spouse's pension will be divided between them. If no spouse's pension is being paid, these amounts are doubled. Children's pensions are paid in monthly instalments and increase in the same way as your pension would have (see page 6).

Benefits while You are a Member*

Death in service benefits

If you die while a contributing member of the **Scheme**, the following benefits are payable:

Lump sum

A lump sum of four times your **pensionable salary** (or four times your **final pensionable salary**, if higher) will be paid to your beneficiaries or your estate.

The Trustees must decide who receives the lump sum so that it can be paid tax-free, provided that your Lifetime Allowance is not exceeded (please see **How the Scheme Works** on page 14). The Trustees will, however, be guided by your wishes and you should make sure that you have completed a Nomination Form. This lets the Trustees know to whom you would like any lump sum death benefits paid when you die. *You should keep your form up to date if your personal circumstances change.* Additional copies of the form are available at any time from the **Scheme Administrator** if you wish to update your nomination.

Spouse's Pension

If you are married or in a registered civil partnership when you die, a spouse's pension will be payable. This will be 50% of your pension, based on your **final pensionable salary** when you die and calculated as if you had continued in **pensionable service** until age 65. This pension will be paid in monthly instalments for the rest of your spouse or registered civil partner's life. It will increase in the same way as your pension would have (see page 6).

Children's pension

A pension for your children under the age of 18 (or under 23 if in full-time education or training), payable in addition to your spouse's pension. The pension will be equal to 50% of your spouse's pension for up to two children. If you have more than two children, an amount equal to your spouse's pension will be divided between them. If no spouse's pension is being paid, these amounts are doubled. Children's pensions are paid in monthly instalments and increase in the same way as your pension would have (see page 6).

* *If you choose not to join the **Scheme**, you will still be covered for a lump sum death benefit of two times basic salary   This will be payable as described in this section of the booklet.*

Leaving Benefits

If you leave the **Company** before your **normal retirement age**, what happens to your benefits will depend upon your length of **pensionable service**:

Less than 2 years' pensionable service

You will receive a refund of your contributions to the **Scheme**, less your share of the cost of buying back your State Second Pension benefits for the time you have been a **Scheme** member, and tax. This means you will not be entitled to any further benefits from the **Scheme**.

If you have more than three months' **pensionable service**, you also have the option of a transfer value to another HM Revenue & Customs approved pension arrangement.

2 or more years' pensionable service

You have the following options:

- A preserved pension in the **Scheme**, or
- A transfer value to another HM Revenue & Customs approved pension arrangement

Preserved pension

A preserved pension is held for you in the **Scheme** until you reach **normal retirement age**. It is based on your **final pensionable salary** and **pensionable service** when you leave the **Scheme**. Your preserved pension will increase by 5% per year between the date you leave and **normal retirement age**, or the increase in the Retail Prices Index (RPI) over this period, whichever is less. Once in payment, it will increase in the same way as members' pensions (see page 6).

You will be able to take part of your preserved pension as a cash sum (see page 6), or provide a dependant's pension (see page 6). You can also ask the Trustees to pay your preserved pension early, between the ages of 50 (55 from 6 April 2010) and 65 (or earlier if you are suffering from incapacity). If the Trustees agree, your preserved pension may be reduced to take account of its early payment, but any reduction would take into account the fact that the benefits you built up before 1 April 2007 are payable without reduction from age 60 rather than age 65. Likewise, if you retire between ages 60 and 65, no consent is required, and the element of your pension earned before 1 April 2007 may be increased rather than reduced, to reflect the fact that it is being paid late, just like it may be on retirement at your **normal retirement age**.

You could also take advantage of the "*Additional options at age 60*" described on page 7.

Death benefits

Refund of contributions

If you die before your preserved pension becomes payable, a refund of your **Scheme** contributions plus interest will be payable. The Trustees must decide who receives the refund so that it can be paid tax-free, provided that your Lifetime Allowance is not exceeded (please see **How the Scheme Works** on page 14). The Trustees will, however, be guided by your wishes and you should make sure that you have completed an up to date Nomination Form. You should keep your form up to date if your personal circumstances change. Additional copies of the form are available from the **Scheme Administrator**.

Spouse's pension

If you are married or in a registered civil partnership when you die, a spouse's pension will be payable. This will be equal to 50% of your preserved pension, including any increases to the date of your death. This pension will be paid in monthly instalments for the rest of your spouse or registered civil partner's life. It will increase in the same way as your pension would have (see page 6).

Children's pension

A pension for your children under the age of 18 (or under 23 if in full-time education or training), payable in addition to your spouse's pension. The pension will be equal to 50% of your spouse's pension for up to two children. If you have more than two children, an amount equal to your spouse's pension will be divided between them. If no spouse's pension is being paid, these amounts are doubled. Children's pensions are paid in monthly instalments and increase in the same way as your pension would have (see page 6).

Transfer value to another HM Revenue & Customs approved pension arrangement

You can transfer the value of your **Scheme** benefits to:

- A new employer's scheme (providing the trustees of the new scheme agree)
- A personal or stakeholder pension
- A 'buy-out' policy with an insurance company

Your transfer value is the amount of money that would be required to provide your preserved benefits at your **normal retirement age**. This is calculated by the **Scheme**'s actuary, and includes the cost of providing any guaranteed (but not discretionary) increases from the date you leave **pensionable service**.

You can request an estimate of your transfer value each year from the **Scheme Administrator**.

Opting out of the Scheme

You must give one month's notice if you want to opt out of the **Scheme**. Opting-out means leaving the **Scheme**, but not the **Company**. If you opt out of the **Scheme**, you will only continue to be covered for a lump sum death benefit of two times basic salary.

Any benefits you have built up in the **Scheme** when you opt out will be treated in the same way as if you had left the **Company** (see page 11).

Your State Benefits

State Pension Age is currently 65 for all men and for women born after 5 March 1955. State Pension Age for women born before 6 April 1950 is 60. For women born between 6 April 1950 and 5 March 1955, State Pension Age is an age between 60 and 65. The government has announced its intention to increase State Pension Age in stages to age 68. This will affect people reaching State Pension Age between 2024 and 2046.

The state pension scheme has two elements:

- The Basic State Pension – a flat rate payable to everyone who has paid sufficient National Insurance contributions
- The State Second Pension (S2P) – an earnings-related pension which replaced the State Earnings Related Pension Scheme (SERPS) in April 2002. S2P provides different levels of benefits, according to earnings, between lower and upper earnings limits. It is currently designed to provide faster pensions growth for low earners. S2P is, however, likely to change to a flat rate pension on a date yet to be announced by the government.

The THUS Group plc Pension Scheme is contracted out of S2P, on what is known as a "salary-related" basis. This means that you pay reduced National Insurance contributions while you are in the **Scheme**, but you will not receive any S2P benefits. It also means that your benefits under certain circumstances may need to be restricted to meet contracting out requirements. Contracting out does not affect your entitlement to the Basic State Pension.

How the Scheme Works

The Trustees and their advisers

To safeguard your benefits, all **Scheme** contributions are paid into a trust fund held separately from the **Company**'s assets. Trustees look after the **Scheme** on behalf of the members and it is their duty to act in accordance with the Trust Deed and Rules governing the **Scheme**. Expert financial and legal advisers help the Trustees. The names of the Trustees and their advisers are published in the Annual Report and Accounts for the **Scheme**.

The **Scheme** is valued regularly by the **Scheme**'s actuary who also advises the Trustees on the contributions necessary to maintain adequate funds to meet the cost of providing all the benefits.

Aon Limited administer the **Scheme** on behalf of the Trustees, making sure records are kept up to date and benefits are paid accurately and on time.

Changing or closing the Scheme

Though the **Company** fully expects to continue the **Scheme**, it does reserve the right to change or close it and will keep you informed of any changes being made. If the **Scheme** is wound up, the Trustees will use the **Scheme**'s assets for the benefit of members and other beneficiaries, according to the Trust Deed and Rules. If there were insufficient assets to provide the minimum benefits laid down by law, any shortfall would become a debt on the **Company**. Should the **Company** be unable to meet this debt, the Pension Protection Fund may, if certain eligibility criteria are met, provide members with specified minimum benefits to provide additional protection of members' pension rights should the scheme have insufficient funds available to pay full benefits.

Tax approval

The **Scheme** is registered with HM Revenue & Customs. This means that the **Scheme** receives valuable tax concessions. However, the Revenue imposes limits on the level of benefits that can be earned within a tax favoured environment, including the following:

- A Lifetime Allowance of £1.6 million in the 2007/08 tax year, increasing in future years. This will be the maximum total value of pension benefits from all sources that members can hold in a favourable tax environment. Few people will be affected by this relatively high limit, but those who are will be subject to a high level of tax on the excess benefits. Members who believe they may be close to the Lifetime Allowance should seek independent financial advice.
- Total pension contributions (including the value of accrual of final salary scheme benefits) will be limited each year to an Annual Allowance of £225,000 in the 2007/08 tax year, rising in future years. Again, this is a relatively high limit which should only affect a minority of people.

Giving up your benefits

Your Scheme benefits cannot be assigned to any other person or used as security for a loan or mortgage.

Data Protection Act

Details of your **Scheme** membership and personal information are held on paper and electronically. The Trustees need to process data to calculate and pay benefits, for statistical and references purposes and to administer the **Scheme** as a whole. This may involve the **Company** passing details about you to the **Scheme**'s professional advisers, administrators and other third parties.

The Data Protection Act 1998 gives you the right to receive or see a copy of the data held on you at reasonable intervals. If you would like a copy, please contact the **Scheme Administrator**. It is important to notify the **Scheme Administrator** of any change in your personal circumstances, in order to keep your records up to date.

Further help and information

This booklet is intended only as guide to the Scheme, which is governed by a legal Trust Deed and Rules. This booklet cannot override the legal documents, which determine your entitlement under the Scheme.

The following Scheme documents are either available on the HR intranet site or on request from the HR helpline at hrhelpline@thus.net :

- The Trust Deed and Rules
- Actuarial valuation reports, schedules of contributions and recovery plans
- The Trustees' Statement of Investment Principles
- The Trustees' Statement of Funding Principles
- A copy of the Annual Report and Accounts for the Scheme

You will receive a personal benefit statement each year showing an estimate of your **Scheme** benefits. If you have any queries about your benefits, please contact the **Scheme Administrator** in the first instance.

Queries and problems

The Trustees aim to ensure the **Scheme** is administered and managed to high standards. However, there may be occasions when you are unhappy about something concerning your benefits, or another matter relating to your membership of the **Scheme**. If you have a query or problem relating to your benefits, please contact the **Scheme Administrator** in the first instance.

There are formal procedures for dealing with complaints and disputes about matters relating to the **Scheme**. Most queries and problems arise from misunderstandings and can usually be resolved without the need for the formal procedures. If you remain unhappy about the matter after contacting the **Scheme Administrator**, you should make a formal complaint through the internal dispute resolution procedure. A copy of this procedure is available from the **Scheme Administrator**.

The Pensions Advisory Service (TPAS) and the Pensions Ombudsman

If you have a problem, you can contact TPAS at any time. This service was set up to give help and advice to anyone experiencing difficulties over their pension rights. If TPAS cannot solve your pension problem, the Pensions Ombudsman is available to investigate or settle complaints and disputes of fact or law connected with pension schemes.

Both TPAS and the Ombudsman can be contacted at 11 Belgrave Road, London SW1V 1RB. The website address for the Pensions Ombudsman is www.pensions-ombudsman.org.uk, and TPAS can be located at www.pensionsadvisoryservice.org.uk.

The Pensions Regulator

The Pensions Regulator is a regulatory body set up under the 2004 Pensions Act to supervise occupational pension schemes. It can intervene in the running of schemes where trustees, employers or professional advisers have failed in their duties. The Regulator's address is Napier House, Trafalgar Place, Brighton, East Sussex BNI 4DW. You can also contact it via its website at www.thepensionsregulator.gov.uk.

Tracing previous pension rights

Information about the **Scheme** has been passed to the Pension Tracing Service. This service helps individuals trace former pension benefits. If you have lost track of your deferred benefits under a previous scheme, you can contact the Pension Tracing Service who will provide you with an up-to-date address of the trustees of that scheme. The Pension Tracing Service's address is The Pension Service, Tyneview Park, Whitley Road, Newcastle upon Tyne NE98 1BA. Further information about the service and an online tracing form can be found at:

www.pensionsservice.gov.uk/atoz/atozdetailed/pensiontracing.asp

Pensions and divorce

Your pension rights under the **Scheme** would be taken into account in a divorce settlement, along with the rest of the marital assets. This means that your pension rights may be split with your ex-spouse by 'sharing' your pension rights at the time of your divorce (or by 'earmarking' part of your pension rights for your ex-spouse when you retire), in order to comply with a court order.

If you are getting divorced, you should contact the **Scheme Administrator** for more information.