



Unilever

**Unilever
UK
Pension
Fund**

Pensions Brief

November 2021 | Active Members
From the Trustees of the Unilever
UK Pension Fund

Welcome to Pensions Brief

Welcome to the second edition of Pensions Brief from the Trustees of the Unilever UK Pension Fund. This newsletter covers information that you might like to know about your pension. It includes updates to the Fund over the last year, important news that affects pensions, how to get more information on your pension choices and more.

We'd love to hear what you think of Pensions Brief. Send us your feedback at [**pensions.uk@unilever.com**](mailto:pensions.uk@unilever.com)

You can transfer any amount into your DC pension pot

If you've built up pension savings whilst employed in other companies, you may have lots of different pension pots. You can consider moving all your savings into one pot, which will make things easier when you retire. We used to have a minimum of £10,000 that you could move into the Fund from other pension pots. But we've removed that minimum so now you can move any amount of money you want.

For more information talk to your plan's administrators – find their contact details on the back cover.

Has your pension changed?

Everyone eligible at Unilever now gets a Benefits Envelope on top of their pay, as part of their Total Reward package. Your Benefits Envelope is worth a quarter (25%) of your pensionable earnings. For most people, pensionable earnings are the same as your base pay before tax.

If you joined Unilever before 1 October 2021, we asked you to make a choice about how you want to use your Benefits Envelope for this year. Your choices included continuing with the DB Career Average Plan, building up a pension pot in the DC Investing Plan, taking some extra taxable pay or a mixture of the three. You can check what choice you made by visiting My Reward. Go to the Inside Unilever homepage to access My Reward.

If you chose to continue with the DB Career Average Plan

You will continue to build up your pension in this Plan, and get an income for life when you retire, though how this pension builds up has changed. You can use the rest of your Benefits Envelope for the DC Investing Plan or for extra taxable pay.

If you chose to not continue with the DB Career Average Plan

If you chose to stop building up DB Career Average Plan pension, you can decide to start building it up again at either the next Annual Renewal, or the one after that. Otherwise, you will lose this option.

If you chose the DC Investing Plan

If you chose to save some or all of your Benefits Envelope in the DC Investing Plan, you will build up a pension pot that you can use in various ways when you're older.

If you didn't make a choice

If you didn't make a choice about what to do with your Benefits Envelope this year, that's OK.

You'll continue with the DB Career Average Plan and get the rest of your Benefits Envelope as extra taxable pay. Every year, you'll have another chance to make choices.

If you joined after 30 September 2021

You'll only be able to build up your pension using a new Unilever Plan called the Retirement Savings Plan. This Plan is very similar to the DC Investing Plan that is available for members who joined before 1 October 2021. You will have had information from us about this pension when you first started at Unilever.

If you have Final Salary benefits

You may have Final Salary benefits if you joined Unilever before 1 January 2008. From 2023 to 2025, Unilever is phasing out the 'early retirement discretion' that applied to these benefits. This means if you retire before age 65, your Final Salary benefits will be reduced to reflect the fact that you will be receiving those benefits for longer.

The early retirement discretion will be phased out as follows:

- Retirement in 2021 and 2022, reduced for retirements before age 60
- Retirement in 2023, reduced for retirements before age 62
- Retirement in 2024, reduced for retirements before age 63
- Retirement in 2025 and thereafter, reduced for retirements before age 65.

You might want to consider this when you're planning for your retirement.

If you leave Unilever before you retire, you won't be entitled to any early retirement discretion. You must be at least 55 to be able to retire. If you joined Unilever before October 1987, special terms apply. If you have another pension from a previous period of Unilever employment (after which you left the company) or if you previously had opted out of membership, early retirement discretion does not apply to that part of your pension.

Fund snapshot

Our membership summary

On 31 March there were 5,872 members currently building up benefits in the Fund. There were 27,373 members no longer building up benefits but not yet pensioners. And there were 38,369 pensioner members.

We're focusing more on sustainable investment

As Trustees, we recognise that the global economy is transitioning to a new sustainable economic model. In 2020, we set up the Sustainability Working Group to review and potentially amend our approach. After reviewing our investment arrangements, we set a new target for us to reduce the carbon footprint of our portfolio by 50% by 2029.

We've published our Annual Report and Financial Statements

This year's shows how the Fund finances changed over the 12 months to 31 March 2021. To read it, go to uukpf.co.uk and scroll down to the Quick Links section.

The latest funding position is online

We report every year on how much money is in the Defined Benefit part of the Fund (its assets), and compare that with how much is needed in order to pay the benefits that members have built up (its liabilities).

Last year, there was a drop in the funding level because the reaction of stock markets to coronavirus caused significant falls in asset values. At 31 March 2020 the Fund was 96% funded.

The most recent funding update from our actuary shows the figures as they stood on 31 March 2021. It shows that, on this date, the funding had improved and was up to 111%. This is due to an increase in the value of our assets and little change in the value of our liabilities.

You can find the latest Summary Funding Statement at uukpf.co.uk/sfs2021. If you'd like a paper copy, contact the Unilever Pensions Team – details on the back cover.

Watch out for pension scams

Pension laws often change. The government might introduce new rules or change the amount of pension benefits people can get. Scammers tend to use changes to pension laws as an opportunity to trick people.

The most recent change to pensions is that the government is raising the minimum pension age from 55 to 57 by 2028. There's been a lot in the news recently about how complicated the change is. The confusion is based on how each pension pot could have a different minimum age of

retirement attached to it. In the future, scammers could exploit this. They might use it as a means to convince you to move your pension into their hands to be able to retire earlier.

If you feel suspicious of anyone asking about your pension, check if their company is authorised by calling the Financial Conduct Authority on 0800 111 6768. A quick call could save you a fortune. Read more about how to avoid being scammed, at fca.org.uk/scamsmart

Meet your new Trustees

We've welcomed 3 new Trustees to our Trustee Board this year.



Alex Aquino joined the Board in May as an Active-member Trustee. Alex worked in the Supply Chain at Unilever for 17 years and is currently in the Global Engineering team. His background branches from construction to research and development.



Thomas Lingard also joined in May as an Active-member Trustee. He's been with Unilever for 22 years and is currently working on projects relating to climate change, the environment, and sustainable development.



In June, we welcomed **Helen Georgountzos**, as a Company-appointed Trustee. She's been with Unilever for 6 years and is currently the Global Finance Director for Net Revenue Management.

Thank you to our previous Trustees, **Bill Hodgson**, **Daniel Jones** and **Roger Reed**, for their time, contributions and commitment to the Fund.

Matthew Powell also came to the end of his term of office as an Active-member Trustee and has been appointed as a Company-appointed Trustee for a period of 4 years.

Tony Ashford will be leaving the Trustee Board on 31 May 2022. He's been the Board's Chair of Trustees since 2014. In that time, he has overseen remarkable progress for the Fund, from helping

to improve the Fund's financial position to helping members make the right choices for their pension. We look forward to welcoming a new Chair on 1 June 2022. Find out more about the Trustee Board by visiting uukpf.co.uk/home/trustee_profiles

Update who you want to get a lump sum death benefit

It's not the happiest thought, but it's important to think about who you would like to receive any of Unilever's lump sum death benefit that might be payable when you die. You just need to make sure you've filled out the Nomination form for lump sum death benefit. Your beneficiaries can be your spouse, partner, children or anyone else you have nominated.

If you're a Retirement Savings Plan member, visit rsp.uukpf.pensions.co.uk and click on Documents to fill out the form.

If you're a member of any other plan, email pensions.uk@unilever.com to request a form.

Update who gets a dependant pension when you die

If you have benefits in the DB Career Average Plan or Final Salary Plan, your spouse or civil partner will be eligible for a pension when you die.

If there is someone else who is financially dependent on you, the Trustees may agree to provide them with a dependant pension. You'll need to nominate this person by filling in the Dependant pension request form – visit uukpf.co.uk, select which kind of member you are and find the form under Downloadable documents. If you don't fill in and return this form, the Trustees won't be able to pay out a dependant pension to the person you'd choose.

Triple Lock: Your pension is safe

You might have seen in the news that part of the State Pension's triple lock has been temporarily suspended. The triple lock is a term used to describe the 3 different ways to raise the State Pension each year. It's either raised by 2.5%, using the average wage increase or at the rate of inflation (CPI), depending on which one is the highest that year.

What's happened to the Triple Lock?

This year the average wage increase was 8%, which was much higher than expected. The increase was partly because, as furlough stopped, wages returned to normal so the average wage increase went up significantly –

another effect of the pandemic. In response, the government has temporarily suspended the part of the triple lock that says it'll raise by the average wage increase value.

Your Unilever Pension isn't affected

Although this affects the State Pension, the triple lock won't make a difference to your Unilever Pension. And the State Pension is still set to rise 2.5% or at the rate of inflation for 2022/23. After that, the government will return to its normal formula.

If you want to keep up to date with any other pension changes, visit: [gov.uk/work/pensions-and-ageing-society](https://www.gov.uk/work/pensions-and-ageing-society)

Has your address changed?



If you've recently moved house or have a new address please let us know. We need to keep your pension records up to date, to make sure the right person gets the right benefits at the right time. You can tell us by going to Workday.

Where to get more information

About pensions in general

Financial education support at Unilever – unilever.faife.co.uk

Learn about our popular financial education programme supported by First Actuarial.



MoneyHelper

– moneyhelper.org.uk

Head to MoneyHelper for free and impartial information on money matters, including workplace and personal pensions.



State Pension forecast

– [gov.uk/check-state-pension](https://www.gov.uk/check-state-pension)

Check the forecast to see how much State Pension you can expect to get.



About your Unilever pension

If you joined before 1 October 2021, go to [uukpf.co.uk](https://www.uukpf.co.uk). To find out more information about how your Unilever pension has changed, and what your options are, go to unileverbenefitchoices.com



If you joined after 30 September 2021, go to rsp.uukpfpensions.co.uk

Contact us

If you're a DB Career Average Plan or Final Salary Plan member

If you have a question about your benefits in the DB Career Average Plan or Final Salary Plan, please contact the Unilever Pensions Team:

Unilever Pensions Team
Capita
PO Box 420
Darlington
DL1 9WU

Phone: 0800 028 0051
If calling from overseas,
please dial: +44 (0)1473 622 307
Email: unileverpensionsteam@capita.co.uk

If you're a DC Investing Plan or Retirement Savings Plan member

If you have a question about your pension savings in the DC Investing Plan or the Retirement Savings Plan, please contact the Fidelity Pensions Service Centre:

Phone: 0800 368 6868 **Email:** service.centre@fil.com

You can also use PlanViewer, Fidelity's online account management service:

- View the current value of your account
- Move your account into different funds
- Change your automatic switching option

You will need your user ID and password to log in. Go to planviewer.co.uk

If you don't have your ID and password, phone 0800 368 6868 for help. You can also download the Fidelity PlanViewer app on Google Play or the Apple Store, to check and manage your pension at the touch of a button.

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