



# Hain Celestial UK Pension Plan

## Annual Report to Members for the year ended 30 June 2018

### Introduction

The Trustees of the Hain Celestial UK Pension Plan are pleased to present this annual report to members.

The report highlights the Plan's progress during the year and provides other useful information.

A copy of the full audited Report and Accounts, together with the Trust Deed establishing the Plan may be inspected on application to the Trustees.

### 'Pension Scam' Warning

Members are warned that before they consider releasing their pension funds prior to retirement, converting the funds partly or entirely into cash, they take independent professional advice in order to safeguard themselves from falling victim to a pension scam.

The process which may be referred to as "pension liberation", "pension unlocking" or "pension loans", may leave the member with little or no pension savings for retirement and liable to pay charges to HM Revenue and Customs. Members should be particularly wary of websites offering immediate cash sums following a transfer.

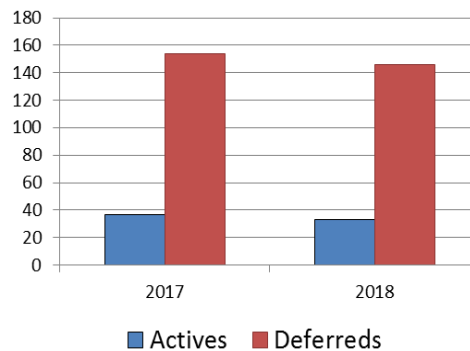
Members are strongly advised to always take appropriate independent financial advice before committing to any action involving the conversion of their pension funds into cash.

### Expression of Wish forms

The Trustees would like to remind members that it is important to ensure that your Expression of Wish form contains details of the person(s) whom the Trustees should consider for payment of any lump sum death benefits.

This is particularly important where your circumstances have changed.

### Plan Membership



Note: Any pensions at retirement are 'bought out' with an Insurance Company

### Plan Governance

In accordance with guidance published by The Pensions Regulator (tPR) the Trustees have prepared a "Risk Register" and regularly review the control practices in place to mitigate identified risks.

In addition and in line with Minimum Governance Standards the Chair's Statement which summaries the matters relating to investment, administration and charges for the Plan that impact on members and their benefits has been published – it forms part of the full audited Report or can be provided as a standalone document.

### Trusteeship

Changes to the Company Nominated Trustees during the year were as follows:

Resignation (19 February 2018):  
Clare Legge

Appointment (19 February 2018):  
Jack Hall

***Nominations for Member Nominated Trustees are still welcome (and indeed encouraged) at any time.***

### ***Who looks after the Plan?***

The Plan is set up under a legal trust and is run by Trustees who have a range of responsibilities and duties.

The Trustees meet regularly to review their investment policy and other issues.

#### ***Current Trustees:***

Alda Ellison (Chair)  
Claire Blenkin  
Jack Hall

*(all Employer Nominated)*

#### ***Administrator:***

Capita Employee Solutions  
Whitstable Operations  
PO Box 555  
Stead House  
Darlington  
DL1 9YT

☎ 01227 771 445

✉ [hcupensionplan@capita.co.uk](mailto:hcupensionplan@capita.co.uk)

#### ***Auditor:***

Burgess Hodgson LLP

#### ***Investment Manager:***

Legal & General Assurance  
(Pensions Management) Ltd

#### ***Plan Adviser:***

Capita Employee Solutions

#### ***Legal Adviser:***

Eversheds LLP

# Financial Summary & Member Information

## The Accounts

---

Here is a summary of income and expenditure from the latest Plan report and accounts. A copy of the full audited Report and Accounts may be obtained by contacting Capita.

	Total £
<b>Net Assets of the Plan at the start of the year</b>	<b>4,649,084</b>
<b>INCOME</b>	
Members' Additional Voluntary Contributions	6,771
Members' Normal	13,132
Employer's contributions (inc Salary Exchange)	74,415
<b>Total income</b>	<b>94,318</b>
<b>EXPENDITURE</b>	
Benefits	148,994
Payments to leavers	31,112
Administration expenses	(1,215)
<b>Total expenditure</b>	<b>178,891</b>
Net return of investments	199,098
<b>Net Assets of the Plan at the end of the year</b>	<b>4,763,609</b>

## Member Information

---

Members are automatically issued with a personalised annual statement which includes the current Account value and projections to retirement age.

All interim enquiries should be directed to Capita (contact details as shown on the front page). Alternatively the Plan's website, accessible at [www.hcukpensionplan.co.uk](http://www.hcukpensionplan.co.uk), is designed to provide members with relevant details about the Plan at each stage of membership.

By logging into the secure section of the site it is possible to:

- View the current value of your individual Account at latest unit prices, along with a history of contributions paid;
- Make changes to your current fund allocation and/or change your investment for future contributions if applicable;
- Calculate projected pensions at different retirement ages and using a variety of assumptions; and
- Check details of additional Plan benefits.

If you do not currently have the facility to access your Account please contact Capita who will provide you with login details and a secure password.

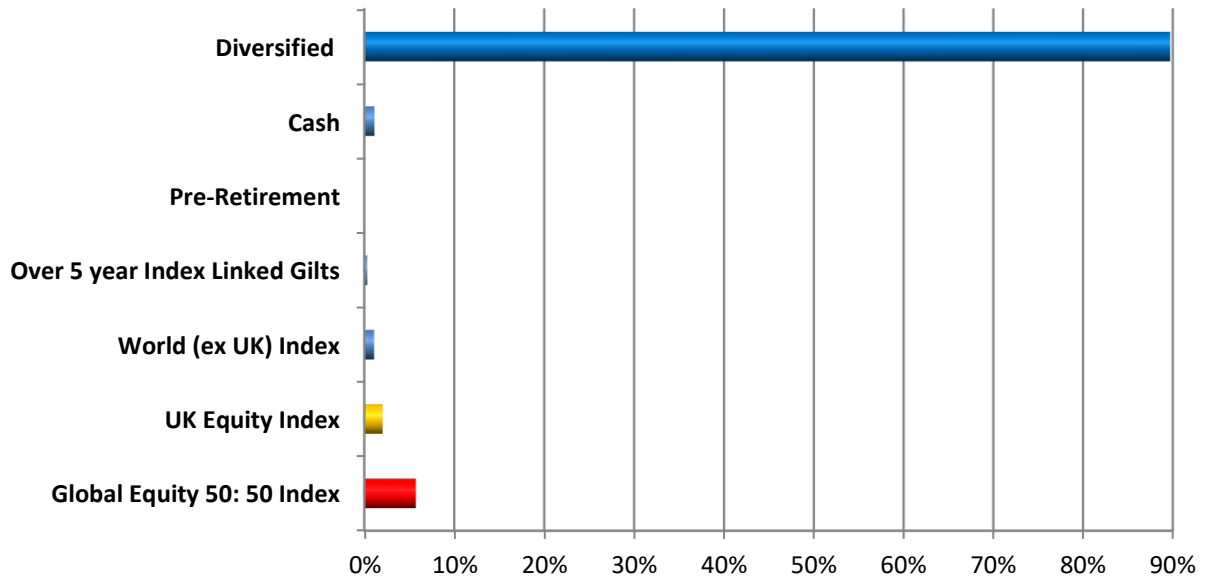
# Investment Summary

## Assets

Funds are invested at the year end with Legal & General (L&G). Details of the allocation as at 30 June 2018 are below.

Members currently have the choice of an annuity lifestyle option (with the Diversified Fund used in the growth stage) or the option to select their own investment profile from the full range of funds available.

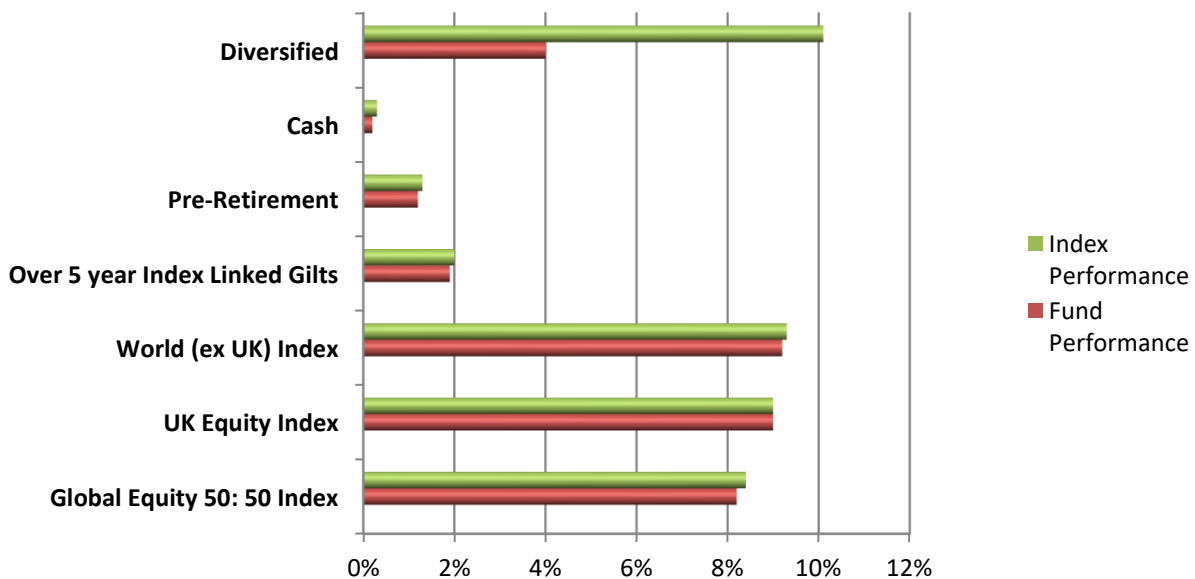
The chart below shows the split of investments across the portfolio.



## Performance

The chart below summarises the performance history to June 2018 for each of the funds as well as that of the appropriate index benchmark.

Positive annual returns were achieved on all funds.



# Pensions in the News

## Defined Contribution Flexibilities

---

The move towards more choice for Defined Contribution (DC) benefits has been well publicised.

We summarise the DC changes below, which came into effect from 6 April 2015.

### Cash

You can choose to take up to 25% of your savings tax free, but you can now take the rest as cash too, taxed at your marginal rate.

### Annuity

You can choose to buy a guaranteed pension income (annuity) with your funds (but there is no longer a requirement to do so).

### Drawdown

You can take a regular income from your savings while continuing to invest the rest. This option is not new, but the restrictions that used to apply have been removed, making it more accessible.

This option is not available directly from the Plan, but can be accessed by transferring your funds at retirement to an individual arrangement that offers a suitable drawdown product.

## Tax on DC death benefits

---

Individuals can now pass on any unused savings when they die without the penal 55% tax charge applying.

In summary, on death before age 75:

- the remaining pension can be passed on to any beneficiary tax free, providing it is in a drawdown account or is uncrystallised (ie pension benefits that have not yet been drawn).
- Any future payments under a joint life or guaranteed term annuity can be passed on free of income tax.

After age 75:

- Funds held in a drawdown account, or uncrystallised, can be passed on to any beneficiary. However income tax will be payable on any drawdown pension, and tax at 45% on any lump sum.

## Pension Wise

---

The Government has introduced a service to provide free guidance on the new retirement options. You may have seen the adverts on TV.

You can arrange a session to obtain impartial guidance either over the 'phone or in person.

To book an appointment call **0300 330 1001** (Lines are open seven days a week between 8 am and 10 pm), or go online at:

[www.pensionwise.gov.uk](http://www.pensionwise.gov.uk)

Keep in mind, however, that the service will not recommend any particular products. If you want advice specific to your circumstances you will need to speak to an authorised independent financial adviser (IFA).

An IFA can be found online at:

[www.moneyadvice.service.org.uk](http://www.moneyadvice.service.org.uk)

or [www.unbiased.co.uk](http://www.unbiased.co.uk)

## Annual & Lifetime Allowance

---

The Annual Allowance is the maximum 'pension input' into all your pension arrangements (including Employer contributions) within a tax year.

This is currently at £40,000 p.a. 'Pension input' equates to contributions in the DC section but is more complicated and requires additional calculations for DB members.

The Lifetime Allowance is the maximum level of tax privileged savings that can be drawn at retirement (taking into account benefits from all pension arrangements). This amount was £1,030,000 for the 2018/19 tax year and increases to £1,055,000 for 2019/20.

There are however potentially different types of protection available – details of which can be obtained from a financial adviser.

Again the calculation is different depending on the type of benefit. For DC benefits it is simply the fund value but for DB benefits a calculation is required.

You should be aware that if you access your benefits flexibly the Money Purchase Annual Allowance (MPAA) will apply for future savings. This was previously £10,000 p.a. but reduced to £4,000 p.a. with effect from 6 April 2017.

For further information regarding the allowances please contact the Plan Administrator.