



people's
pension

TECH 05/20 AAF Assurance Report

Governance controls for master trusts report
for the period 1 April 2024 to 31 March 2025

Pension scheme registry number: 12005993



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01

Introduction

The People's Pension Trustee Limited (the Trustee) is pleased to present its ninth annual report detailing the governance control activities relating to The People's Pension Scheme (The People's Pension or the Scheme) established by the Trustee of the Scheme, that were in place and operational from 1 April 2024 to 31 March 2025.

The Founder of the Scheme is People's Partnership Limited. The People's Pension is governed by a Trustee which is responsible for running the Scheme and looking after all the assets held on behalf of the members. The Trustee appointed People's Administration Services Limited as administrator of the Scheme, which is authorised and regulated by the Financial Conduct Authority.

Throughout this document, People's Partnership Limited is referred to as PPL, and the Scheme administrator, People's Administration Services Limited, as PASL. People's Partnership is a business without shareholders, operating for the benefit of its members, with over 80 years' experience of providing financial benefits.

The People's Pension is an authorised master trust – a multi-employer workplace pension scheme – founded by People's Partnership. As at 31 March 2025 it had more than 6.9 million members, with assets under management of over £31 billion, making it one of the largest master trusts in the UK. It is a flexible and portable workplace pension, open to businesses of all sizes and across all sectors.

Each master trust must be authorised by The Pensions Regulator (the Regulator or TPR). The Regulator is also responsible for the ongoing supervision and oversight of each master trust to ensure it continues to meet the authorisation criteria. As part of this process, the Regulator requires each master trust to complete an annual supervisory return. We were advised after the process had commenced that TPR had cancelled the Return. The Trustee agreed to continue with the audit as a matter of good governance.

In the supervisory return, master trusts must demonstrate that their Trustee Board has oversight of, and monitors, certain governance activities, arrangements, relevant systems and processes. The Trustee of The People's Pension uses external assurance to validate governance procedures so it can help demonstrate to the Regulator that these responsibilities have been fulfilled.

For this reporting period, and future reporting periods until such time as the framework is updated, the master trust assurance framework developed by the Institute of Chartered Accountants in England and Wales (ICAEW) with representation from the Regulator, known as TECH 05/20 AAF, aligns with certain relevant governance control activities expected by the Regulator, and is used by the Trustee as part of its evidence to help demonstrate operational effectiveness of relevant control activities.

Master trust authorisation offers peace of mind to our members and employers through the closer and ongoing supervision of the Scheme by the Regulator. This level of scrutiny means that, as a strong and well governed master trust, The People's Pension has appropriate controls and oversight in place to help provide financial stability and protection for pension savers.

The Trustee Board meets regularly and has ongoing interaction with the Regulator to ensure the Scheme continues to meet its authorised master trust governance obligations.

Trustee

The Trustee Board was incorporated on 30 May 2012. It is entirely independent of People's Partnership and its subsidiary companies, including the Founder. The Trustee acts as the corporate trustee of the Scheme.

Directors of The People's Pension Trustee Limited

The Directors of the Trustee who served during the period and up to the date of signing this report are listed below.



Mark Condron

Trustee Director and Chair of the Trustee

Mark joined the Board in 2020 and has been the Chair of the Trustee since October 2022. Mark is a professional trustee and actuary and has over 30 years' pensions experience covering all aspects of investment, funding, governance and administration. During his earlier career Mark held a number of senior positions with responsibility for pensions advisory and administration businesses. In his advisory work he has helped many large UK pension funds and companies on all aspects of pension provision and now serves on a number of UK pension scheme trustee boards, as well as investment and governance committees. He is a Fellow of the Institute and Faculty of Actuaries and an Accredited Professional Trustee.



David Butcher

Trustee Director

David has more than 40 years' experience in the pension and investment industry. A CEO three times in his executive career, David also has nine years' governance experience as a non-executive director and trustee on four pensions boards including BlackRock Pensions and as trustee director of the Legal & General and Scottish Widows master trusts. A practitioner of mindfulness for more than 40 years, David is the founder of Mindful Pensions, whose objective is to bring the benefits of mindfulness to the pensions industry.



Sheila Doyle

Trustee Director

Sheila is a senior Technology executive with more than three decades of experience in executive and board positions across various organisations including Deloitte, BP, Norton Rose Fulbright, IBM, and Deutsche Bank. She is a specialist in delivering transformational change through the application of innovative digital solutions. As well as her extensive experience in professional services and other sectors Sheila also serves as a non-executive director for both NHS Supply Chain and London Ambulance Service.

Sheila has consulted in Hong Kong, Singapore and Australia for the Financial Services and Manufacturing sectors. She served as a non-executive director on the board of Companies House and was also a member of the Audit Committee.



Baroness Jeannie Drake CBE

Trustee Director

Baroness Drake is a former member of the Turner Pension Commission which recommended the introduction of auto-enrolment. She was also on the Board of the Pension Protection Fund, the Board of The Pensions Advisory Service, and was Acting Chair of PADA, the forerunner of NEST.

She has more than 30 years' experience in the trade union movement, including as President of the Trade Union Congress (TUC) and was a member of both the Equality and Human Rights Commission and the Equal Opportunities Commission.



Chris Fagan

Trustee Director and Chair of the Investment Committee

Chris is an independent Accredited Professional Trustee and investment specialist with more than 30 years of pensions industry experience. In addition to his role at The People's Pension, he is a trustee of one other pension scheme.

Prior to his appointment by The People's Pension, he was a trustee of the Towers Watson Pension Scheme and worked in Willis Towers Watson's Investment Advisory and Fiduciary Management teams. He has also led the internal investment team at a major UK pension fund.



David Maddison

Trustee Director and Chair of the Risk, Administration and Communications Committee

David has over 35 years of experience in the pensions industry across multiple functions and worked with RPMI Ltd (now called Railpen) where he fulfilled a number of senior operational roles within the business. He's a fellow of the Pensions Management Institute and has a Law degree. David is also a Department for Transport nominee on two railway pension schemes.



Emma Osborne

Trustee Director

Emma's pension experience includes having been Chair of a defined benefit scheme and currently a member of the corporate trustee for three related schemes and an independent member of the investment committee of another scheme.

Previously, Emma's career had mainly been in institutional investment management, including positions as Head of Quantitative Investment Management and Derivatives for an asset manager and as Chief Investment Officer for the international assets of a US insurance company.



Vicky Paramour

Trustee Director

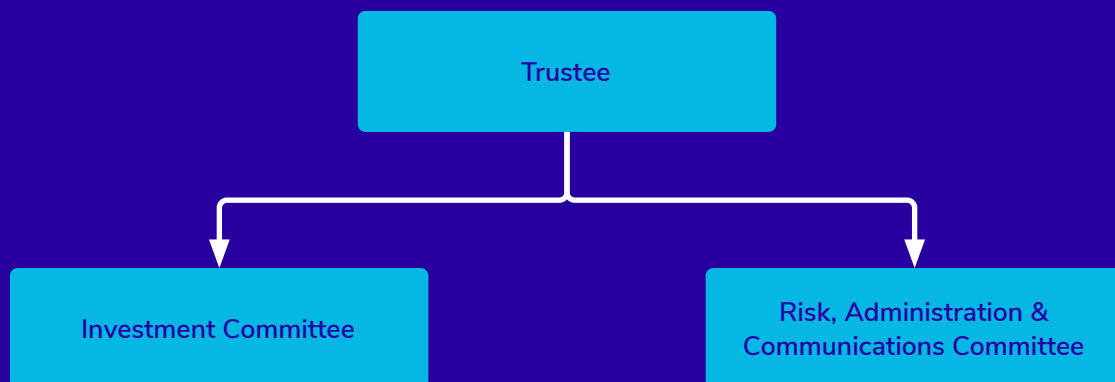
Vicky is a pensions actuary by background, with over 25 years' experience in the pensions industry and 10 years' experience as a professional trustee.

Vicky has worked with a range of schemes across a variety of different sectors supporting them on their individual journeys. Prior to joining The People's Pension, Vicky headed up the Law Debenture Pensions Trustee and Governance business as well as previously working in a number of consulting roles at EY, WTW and Hymans Robertson.

Governance Model

Strong governance is a key feature of The People's Pension. The Trustee operates a detailed governance schedule. It is committed to exceptional customer service, support and providing good value for members.

The Trustee has continued to develop its governance model to ensure that Trustee meetings remain effective and focused on key governance matters. The Scheme's current governance model is shown below:



Duties include:

for the Investment Committee

- Implement the Scheme's investment strategies subject to appropriate advice
- Review investment performance
- Agree asset allocation and maintain the Statement of Investment Principles

The quality of the Scheme has been recognised by the awards won and recognition received by The People's Pension Trustee and People's Partnership Limited as Founder of the Scheme.

for the Risk Administration & Communications Committee (RACC)

- Maintain the Trustee's risk register and mitigate risks
- Monitor the administrator's performance and service standards
- Review member communications and key Scheme documentation
- Oversee the audit of the Scheme's Annual Report and Accounts

Exceptions

From 1 April 2024 to 31 March 2025 the following exceptions were identified, as set out in the table below. Management responses to each exception identified by our Service Auditor have been included to demonstrate actions to be taken to address these.

Control objective/control activity	Exception	Management response
<p>8. The fitness and propriety of trustees is assessed prior to appointment and reviewed annually thereafter in accordance with a documented policy. This review is documented and approved by the Trustee Board.</p> <p>The fitness and propriety of a potential Trustee Director is reviewed prior to appointment and once appointed, annually thereafter. This review is documented and approved.</p>	<p>For the one Trustee Director appointed in the year, it was noted that the "Trustee Director Induction Checklist" provided was incomplete and not duly signed and dated.</p>	<p>The Trustee Director Induction Checklist reviewed confirmed that fitness and propriety checks were completed before the Trustee Director was appointed, but this was not signed off once all induction meetings across the Company were concluded post appointment. Record keeping will be checked and improved going forward.</p>
<p>17. Documented due diligence is undertaken by the Trustee Board prior to the appointment of all service providers, including fitness and propriety. Selection criteria are maintained by the Trustee Board to support service provider selection and decision making.</p> <p>New service providers and advisers are asked to complete a due diligence questionnaire as part of the assessment of their suitability. This due diligence is reviewed by the Trustee or one of its sub committees and appointed representative</p>	<p>For one newly appointed service provider selected in the year, we were not provided with minutes and/or email exchanges to confirm that completed due diligence questionnaires have been reviewed by the Trustee or one of its committees and appointed representative.</p>	<p>The service provider appointed by the Trustee in the year had previously been appointed by People's Partnership to provide other services, it was confirmed that due diligence checks had already been completed and were not required a second time.</p>
<p>23. The Trustee Board has arrangements in place for ensuring that core financial transactions (including decumulation related transactions) are processed promptly.</p> <p>PPL Internal Audit function provides the Trustee with a report at RACC meetings summarising the internal audit work conducted during the reporting period and the internal audit work in progress in relation to The People's Pension. This includes work relating to the completeness and timeliness of processing of core Scheme financial transactions by PASL.</p>	<p>We have obtained the internal audit reports which demonstrates that work has been carried out on core financial transactions during the period, however, the scope of the work undertaken by Internal Audit is not clearly aligned to the control activity.</p>	<p>Internal Audit carried out c.19 million transaction checks across various core financial transactions in March and April 2025, across several different operational areas. Whilst completeness is evidenced by an assessment of pass or failure, timeliness is not directly assessed as automated systems carry out same day transactions. The wording of the control activities will therefore be reviewed to ensure it remains appropriate.</p>

Control objective/control activity	Exception	Management response
<p>24. The Trustee Board has arrangements in place for ensuring that core financial transactions (including decumulation related transactions) are processed accurately and that payments are authorised and suitably controlled. The RACC receives a report summarising the internal audit work conducted during the reporting period and this includes work relating to the accuracy of processing of core Scheme financial transactions by PASL and work relating to the effectiveness of PASL valuation and unit reconciliation process plus the wider reconciliations (bank, investment and contributions) in line with the annual audit plan.</p>	<p>We obtained and inspected the internal audit report but could not confirm that the internal audit report provided summarised the internal audit work conducted during the reporting period, including work relating to the accuracy of processing of core Scheme financial transactions by PASL, and work relating to the effectiveness of PASL valuation and unit reconciliation process plus the wider reconciliations (bank, investment and contributions). We note that the internal audit reports provided do address aspects of processing core financial transactions, but do not specifically address the detail outlined in the control activity.</p>	<p>People's Partnership accepts the finding; we will review this area and consider whether it should be subject to annual review and propose a change to this control if not.</p>
<p>27. The Trustee Board ensures that late and inaccurate contributions are pursued and resolved in accordance with documented procedures. Late contributions are reported to the Trustee. PPL Internal Audit function provides the Trustee with a report mainly at RACC meetings summarising the internal audit work conducted during the reporting period in relation to The People's Pension. This includes work relating to the assessment of PASL chasing and resolving of late and inaccurate contributions.</p>	<p>We obtained and inspected the internal audit report and could not confirm that the internal audit report provided summarised the internal audit work conducted during the reporting period in relation to The People's Pension, relating to the assessment of PASL chasing and resolution of late and inaccurate contributions. We note that the internal audit reports provided do address work planned in relation to the monitoring of contributions in quarter 4 but cannot see that this work has been undertaken.</p>	<p>Due to operational constraints the late payment and contribution monitoring fieldwork for this review was delayed to Q1 2025/26 and will be reported at a subsequent RACC meeting.</p>

This report provides information and assurance on the design, description and operation of the governance control activities, in relation to the business operations of the Scheme for providing pension trustee services.

The Trustee has adopted the framework provided by the Audit and Assurance Faculty of the Institute of Chartered Accountants in England and Wales, entitled 'Assurance reporting on Master Trusts Technical Release TECH 05/20'. This type 2 report relates to the period from 1 April 2024 to 31 March 2025.

02

Report of the Trustee of The People's Pension



As Trustee of The People's Pension, we are responsible for the identification of control objectives relating to the governance of the Scheme, and for establishing governance control activities, including oversight of systems and processes that provide reasonable assurance that the control objectives are achieved. Those control objectives are derived from standards of governance set out in the General Code of Practice.

In carrying out those responsibilities, we have regard to member outcomes and value for members, and the interest of employers who have entrusted their employees' pension contributions to the Scheme (or are considering doing so). We also have regard to the needs of the Regulator who may use this report to help determine whether certain governance procedures including oversight of systems and processes relevant to Scheme supervisory requirements have been met and have been subjected to independent scrutiny.

We have evaluated the effectiveness of the Scheme's governance control activities including oversight of systems and processes having regard to ICAEW's TECH 05/20 AAF and the control objectives set out therein.

We set out in this report a description of the relevant governance control activities, including oversight of systems and processes established by the Trustee, together with the related control objectives which operated from 1 April 2024 to 31 March 2025 and confirm that:

- a) Section 5 of the Trustee's report describes fairly the governance control activities established by the Trustee that relate to the control objectives referred to above, which were in place throughout the period from 1 April 2024 to 31 March 2025.
- b) The governance control activities described in section 5 of the Trustee's report were suitably designed throughout the period from 1 April 2024 to 31 March 2025, such that there is reasonable assurance that the specified control objectives would be achieved if the described governance control activities were complied with satisfactorily.
- c) The governance control activities described were operating with sufficient effectiveness to provide reasonable assurance that the related control objectives were achieved throughout the period from 1 April 2024 to 31 March 2025.

The People's Pension Trustee Limited

Date: 10 July 2025

03

Report by Service Auditor



Independent Service Auditor's assurance report on governance control activities established by the Trustees of Master Trusts

To the Trustee of The People's Pension

Use of report

Our report, subject to the permitted disclosures set out below, is made solely for the use of the Trustee of The People's Pension ("the Trustee") and solely for the purpose of reporting on the governance control activities established by the Trustee, in accordance with the terms of our engagement letter dated 3 December 2024 attached in the Appendix.

Our work has been undertaken so that we might report to the Trustee those matters that we have agreed to state to it in our report and for no other purpose.

We permit the disclosure of our report, in full only, to verify to the recipient that a report by a Service Auditor has been commissioned by the Trustee and issued in connection with the governance control activities established by the Trustee without assuming or accepting any responsibility or liability to the recipient on our part.

To the fullest extent permitted by law, we do not and will not accept or assume responsibility to anyone other than the Trustee as a body for our work, for our report or the opinions we have formed.

Scope

We have been engaged to report on the description of governance control activities including oversight of systems and processes established by the Trustee throughout the period from 1 April 2024 to 31 March 2025 and on the suitability of the design and operating effectiveness of those governance control activities stated in the description.

Trustee responsibilities

The Trustee's responsibilities and statements are set out in section 2 of the Trustee's report. The control objectives stated in the description include those control objectives set out in TECH 05/20 AAF that are considered relevant by the Trustee.

Our responsibilities

Our responsibility is to form an independent opinion, based on the work carried out in relation to the governance control activities established by the Trustee as described in section 5 of the Trustee's report and report this to the Trustee. We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) and with TECH 05/20 AAF. ISAE 3000 (Revised) and TECH 05/20 AAF require, among other things, that we comply with ethical and other professional requirements.

We plan and perform our procedures to obtain reasonable assurance about whether, in all material respects, the description is fairly presented and the governance control activities were suitably designed and operating effectively. The criteria against which the governance control activities were evaluated are the control objectives developed for Master Trusts as set out within TECH 05/20 AAF and identified by the Trustee as control objectives to be applied for the purpose of governance.

Our work involved performing procedures to obtain evidence about the presentation of the Trustee's description of the governance control activities including oversight of systems and processes and the design and operating effectiveness of those governance control activities. Our procedures included assessing the risks that the description is not fairly presented, and that the governance control activities were not suitably designed or operating effectively. Our procedures also included testing the operating effectiveness of those governance control activities that we considered necessary to obtain reasonable assurance that the control objectives stated in the control description were achieved. An assurance engagement of this type also included evaluating the overall presentation of the description and the suitability of the control objectives stated therein.

Our independence and quality control

We have complied with the independence and other ethical requirements of the 'Code of Ethics for Professional Accountants' issued by the International Ethics Standards Board for Accountants which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

The firm applies International Standard on Quality Management (UK) 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Inherent limitations

The Trustee's description of governance control activities including oversight of systems and processes was prepared to meet the common needs of a broad range of users and may not, therefore, include every aspect of the governance control activities that may be relevant to each employer company or member of The People's Pension. Also, because of their nature, governance control activities may not prevent or detect and correct all errors or omissions in performing governance activities.

Our opinion is based on historical information. The projection of any evaluation of the fairness of the presentation of the description, or opinion about the suitability of the design or operating effectiveness of the control activities and systems and processes to future periods would be inappropriate.

Opinion

In our opinion, in all material respects:

- (i) section 5 of the Trustee's report fairly presents the governance control activities established by the Trustee that relate to the control objectives referred to above which were in place throughout the period from 1 April 2024 to 31 March 2025;
- (ii) the governance control activities established by the Trustee described in section 5 of the Trustee's report were suitably designed to provide reasonable, but not absolute, assurance that the specified control objectives would have been achieved if the described governance control activities operated effectively throughout the period from 1 April 2024 to 31 March 2025; and
- (iii) the governance control activities established by the Trustee that were tested were operating with sufficient effectiveness to provide reasonable, but not absolute, assurance that the related control objectives were achieved the throughout the period from 1 April 2024 to 31 March 2025.

Exceptions to operating effectiveness

Without qualifying our opinion, we draw your attention to the matters explained in section 1. Introduction (under the Exceptions) concerning the exceptions to operating effectiveness noted with respect to the control activities tested.

Crowe U.K. LLP
Chartered accountants
London

Date: 10 July 2025



04

Summary of control objectives

Value for members

Assessing value for members

1. A documented value for members assessment is undertaken at least annually and is formally approved by the Trustee Board.

Management of costs and charges

2. The Trustee Board ensures disclosure of information to members of transaction costs and charges is complete and accurate and has been disclosed in accordance with regulatory guidelines.

Investment governance

3. A documented review of the suitability of the default arrangement(s) and range and risk profile of other investment options is undertaken and approved by the Trustee Board.
4. The Trustee Board undertakes a documented review of the Statement of Investment Principles. This review includes consideration of investment objectives and policies for the default arrangement(s) and all other investment options.
5. The Trustee Board ensures that the Statement of Investment Principles is made publicly available.
6. The performance of all investment options (including the default arrangement(s)) is reviewed and monitored against the investment objectives set out in the Statement of Investment Principles. This review is documented and approved by the Trustee Board.

The Trustee Board

7. New Trustee Directors are recruited and appointed in accordance with a documented procedure approved by the Trustee Board.
8. The fitness and propriety of Trustee Directors is assessed prior to appointment and reviewed annually thereafter in accordance with a documented policy. This review is documented and approved by the Trustee Board.
9. Collective skills and competencies of the Trustee Board as a whole are reviewed on an annual basis. This review is documented and approved by the Trustee Board.

10. Trustee Directors levels of knowledge and understanding are managed and maintained in accordance with an annual training and development plan approved by the Trustee Board.

Financial sustainability and compliance

11. A documented review of financial sustainability (including access to resources to cover running costs and financial reserves in the event of a triggering event) is undertaken by the Trustee Board within required timescales.
12. A documented review of the Business Plan is undertaken by the Trustee Board within required timescales.
13. A documented Continuity Strategy is maintained and reviewed by the Trustee Board.
14. A documented procedure is maintained and approved by the Trustee Board for reporting Significant Events and Triggering Events to the Regulator within required timescales.

Scheme management skills

15. An annual business schedule/plan is maintained and reviewed by the Trustee Board.
16. Conflicts of interest are subject to ongoing monitoring and are identified, recorded in a conflicts register and managed in accordance with a defined policy which is regularly reviewed by the Trustee Board.
17. Documented due diligence is undertaken by the Trustee Board prior to the appointment of all service providers, including fitness and propriety. Selection criteria is maintained by the Trustee Board to support service provider selection and decision making.
18. Roles and responsibilities of all advisers and service providers are documented and the performance and quality of their service is subject to documented reviews by the Trustee Board against documented performance criteria.
19. The Trustee Board maintains a risk management framework to identify, evaluate, manage and monitor scheme risks.

Trustee oversight of IT systems and administration processes

20. The Trustee Board monitors and reviews IT systems.
21. The capacity to take on new business is assessed, approved and regularly monitored by the Trustee Board.
22. Signed administration agreements are in place with service providers and include provisions for the rectification of maladministration. The agreements are approved by the Trustee Board.
23. The Trustee Board has arrangements in place for ensuring that core financial transactions (including decumulation related transactions) are processed promptly.
24. The Trustee Board has arrangements in place for ensuring that core financial transactions (including decumulation related transactions) are processed accurately and that payments are authorised and suitably controlled.
25. The Trustee Board ensures that member retirement options selected are processed and managed in accordance with documented procedures.
26. The Trustee Board ensures that transaction errors are identified and rectified in accordance with a documented procedure.
27. The Trustee Board ensures that late and inaccurate contributions are pursued and resolved in accordance with documented procedures. Late contributions are reported to the Trustee Board.
28. The Trustee Board ensures that contributions are invested and allocated in accordance with member instructions or the requirements of the default arrangement.

Data quality

29. The Trustee Board ensures member data is complete and accurate and is subject to regular data evaluation.

Communication and reporting

30. The Trustee Board maintains a documented member communications plan which is regularly reviewed.
31. Arrangements are in place for ensuring that the quality and accuracy of member communications are assessed by the Trustee Board.
32. The Trustee Board has established a process for reporting member feedback (including issues raised by members) and complaints to the Trustee, including resolution procedures. Member feedback and issues are logged and reviewed by the Trustee Board.



05

Control objectives and control activities

This TECH 05/20 AAF focuses on the Trustee's governance of how People's Partnership conducts its business and controls and manages its risks. References to the Trustee includes the Trustee Board and Trustee Board Sub-committees.

Assessing value for members

1. A documented value for members assessment is undertaken at least annually and is formally approved by the Trustee Board.

Background information	Control activities	Test description
<p>Value for members is one of the key attributes of The People's Pension, which has a transparent annual management charge (AMC) consisting of 3 elements; a 0.5% management charge each year, a potential rebate on some of the management charge for savings over £3,000 and an annual charge of £4.50.</p> <p>PPL periodically reviews The People's Pension against the Government established NEST (National Employment Savings Trust) master trust and other major master trusts in the marketplace. This analysis includes a yearly Value for Members assessment.</p>	The Trustee produces and approves a Value for Members report for each Scheme year which includes an assessment of value derived from the cost of Scheme management and governance, administration, investment governance and communications.	<p>We obtained and inspected the Value for Members report to confirm in place and to confirm that it includes an assessment of value derived from the cost of Scheme management and governance, administration, investment governance and communications.</p> <p>No exceptions noted.</p>
	Conclusions in relation to Value for Members are included in the Chair's Statement. This is included in the Annual Report and Accounts and published on the website.	<p>We obtained and inspected the Chair's Statement to confirm that it included conclusions in relation to Value for Members.</p> <p>No exceptions noted.</p>
		<p>We inspected The People's Pension website to confirm that the Chair's Governance Statement is available and included an assessment.</p> <p>No exceptions noted.</p>
	The Trustee VFM principles are reviewed each year and are updated when necessary, in the VFM report on the website.	<p>We obtained and inspected the VFM Principles to confirm in place.</p> <p>No exceptions noted.</p>
		<p>We obtained and inspected Trustee meeting minutes to confirm that the Trustee's Value for Members Principles are reviewed each year and confirmed that an updated Statement is published on the People's Pension website.</p> <p>No exceptions noted.</p>
	The Trustee reviews the Value for Members report in accordance with the Trustee Governance Schedule.	<p>We obtained and inspected the Trustee Governance Schedule to confirm that a review of the Value for Members report is scheduled.</p> <p>No exceptions noted.</p>
	The review is recorded in the Trustee meeting minutes.	<p>We obtained and inspected Trustee meeting minutes to confirm that a review of the Value for Members report has been undertaken.</p> <p>No exceptions noted.</p>

Management of costs & charges

2. The Trustee Board ensures disclosure of information to members of transaction costs and charges is complete and accurate and has been disclosed in accordance with regulatory guidelines.

Background information	Control activities	Test description
<p>Upon joining the Scheme, new members are provided with a member booklet confirming there is an annual management charge (AMC) consisting of 3 elements; an implicit 0.5% management charge each year, a potential rebate on some of the management charge for savings over £3,000 and an explicit annual charge of £4.50. Scheme members can also find further details of the Scheme's AMC, including calculators that provide for estimated charges & rebates in a typical year (in percentages and pounds & pence), on the website: https://thepeoplespension.co.uk/pension/basics/member-annual-management-charge/</p> <p>The Scheme members' annual benefit statement also includes full details of the AMC, capturing the impact of the 0.5% implicit management charge and £4.50 explicit annual charge within fund projections.</p>	The member booklet and members' annual benefit statements contain information to members about the Scheme's AMC as well as links to investment fund transaction costs.	<p>We obtained and inspected a copy of the member booklet and observed a sample of annual benefit statements to confirm that information in relation to costs and charges is included.</p> <p>No exceptions noted.</p>
	The Chair's Statement includes information relating to the levels of transaction costs and charges and is reviewed and approved by the Trustee Board.	<p>We obtained and inspected the Chair's Statement to confirm that it included information relating to the levels of transaction costs and charges.</p> <p>No exceptions noted.</p>
		<p>We obtained and inspected Trustee meeting minutes to confirm that a review of the Chair's Statement has been undertaken.</p> <p>No exceptions noted.</p>
	The Chair's Statement is made publicly available for members and other stakeholders.	<p>We inspected The People's Pension website to confirm that the Chair's Governance Statement is available.</p> <p>No exceptions noted.</p>
	The RACC reviews the annual benefit statements template in accordance with the Trustee Governance Schedule. The review is recorded in the RACC meeting minutes	<p>We obtained and inspected the Trustee Governance Schedule to confirm that a review of the annual benefit statements is scheduled.</p> <p>No exceptions noted.</p>
		<p>We obtained and inspected meeting minutes to confirm that a review of the annual benefit statements template has been undertaken by RACC.</p> <p>No exceptions noted.</p>

3. A documented review of the suitability of the default arrangement(s) and range and risk profile of other investment options is undertaken and approved by the Trustee Board.

Background information	Control activities	Test description
<p>The Trustee, in conjunction with an authorised and regulated investment adviser, regularly reviews the suitability of the Scheme's investment funds and profiles.</p> <p>The Trustee has taken professional advice from the current investment adviser on the default arrangement, and on the range and risk profile of other investment options available to members. The investment adviser also provides advice to the Trustee on an ad-hoc basis, as and when requested.</p> <p>The Trustee has established a sub-committee, the Investment Committee (IC) which has responsibility for the monitoring of:</p> <ul style="list-style-type: none"> • member behaviours, identifying trends and recommending future strategy • developments within the market • setting asset allocation. 	<p>The design and ongoing suitability of the default arrangement and range and risk profile of other investment options are reviewed and monitored in accordance with the Trustee Governance Schedule.</p>	<p>We obtained and inspected the Trustee Governance Schedule to confirm that a review of the design and on-going suitability of the default arrangement and range and risk profile of other investment options is scheduled.</p> <p>No exceptions noted.</p>
	<p>This review is documented in meeting minutes, including decisions for making changes to investment options.</p>	<p>We obtained and inspected Trustee meeting minutes to confirm that a review of the design and on-going suitability of the default arrangement and range and risk profile of other investment options has been undertaken.</p> <p>No exceptions noted.</p>
		<p>We obtained and inspected Trustee meeting minutes to confirm that changes to investment options have been considered and recorded.</p> <p>No exceptions noted.</p>
	<p>Changes to be made to the default arrangement and range of other investment options are formally managed through a documented plan.</p>	<p>Where changes are made to the default arrangement and range of other investment options, we obtained and inspected the documented plan and Trustee meeting minutes to confirm that changes have been recorded and documented.</p> <p>Note: We are advised that where changes to the default arrangement and range of other investments is not significant, a documented plan is not deemed necessary.</p> <p>No exceptions noted.</p>

Background information	Control activities	Test description
	The Trustee obtains documented investment advice to support any Trustee Board decisions to change or retain investment options, including the default strategy.	<p>We obtained and inspected investment adviser advice to support any Trustee Board decisions to change or retain investment options, including the default strategy is scheduled during the period.</p> <p>No exceptions noted.</p>
		<p>We obtained and inspected Trustee meeting minutes to confirm that investment advice to support any Trustee Board decisions to change or retain investment options, including the default strategy, has been considered.</p> <p>No exceptions noted.</p>

4. The Trustee Board undertakes a documented review of the Statement of Investment Principles. This review includes consideration of investment objectives and policies for the default arrangement(s) and all other investment options.

Background information	Control activities	Test description
<p>The Trustee, in conjunction with an authorised and regulated investment adviser, formally reviews the suitability of the funds and the Statement of Investment Principles (SIP).</p> <p>Responsibility for the day-to-day management of all Scheme investments falls within the Investment Department's remit (including overseeing any changes where an amendment to the SIP is required).</p> <p>The Compliance Team are responsible for notifying TPR of any significant event on behalf of the Trustee.</p> <p>The requirement for the Regulatory Compliance Team to notify TPR of any changes in the SIP is documented within the 'Updates to Statement of Investment Principles' flowchart and corresponding 'T1 Review of Statement of Investment Principles' procedure document owned by the 'Clients & Governance' Team within the Investment Department.</p>	The IC reviews the SIP following any changes to the investment strategy, policies or arrangement. This review will take place a minimum of once every three years.	<p>We obtained and inspected IC meeting minutes to confirm that a review of the SIP has been undertaken and Trustee Board meeting minutes to confirm that changes to the SIP have been approved.</p> <p>No exceptions noted.</p>
	Any changes agreed by the IC, will be supported by advice from the Trustee's Investment Advisers and must be approved by the Trustee Board.	<p>Through enquiry and inspection, we confirmed that any changes to the SIP are supported by advice from investment advisers.</p> <p>No exceptions noted.</p>
	The Trustee includes the investment aims and objectives, and policies for investment options in the SIP.	<p>We obtained and inspected the SIP to confirm that it included the investment aims and objectives, and policies for investment options.</p> <p>No exceptions noted.</p>

Background information	Control activities	Test description
	The requirement for the Compliance team to notify TPR of any changes in the SIP is documented within the 'Updates to Statement of Investment Principles' flowchart.	<p>We obtained and inspected the 'Updates to Statement of Investment Principles' flowchart to confirm that the requirement to notify TPR of any changes in the SIP by the Compliance Team is documented.</p> <p>No exceptions noted.</p>
		<p>Through observation and inspection of Trustee meeting minutes, we confirmed that any changes made to any of the investment options within the reporting period have been reflected in the SIP.</p> <p>No exceptions noted.</p>
		<p>Through observation and inspection of emails and significant event forms, we confirmed that any changes made to SIP have been reported to The Pensions Regulator.</p> <p>No exceptions noted.</p>

5. The Trustee Board ensures that the Statement of Investment Principles is made publicly available.

Background information	Control activities	Test description
<p>The Trustee has, as required by regulations, published the Scheme SIP online at: www.thepeoplespension.co.uk/statement-investment-principles.pdf</p> <p>Links to the Scheme SIP are published within the members' annual benefit statement.</p>	<p>The Trustee publishes the SIP for the Scheme online at: www.thepeoplespension.co.uk/statement-investment-principles.pdf</p> <p>Links to the SIP are also published within the members' annual benefit statement.</p>	<p>We inspected The People's Pension website to confirm that the Trustee publishes the SIP for the Scheme online.</p> <p>No exceptions noted.</p>
		<p>We obtained and inspected a sample of annual benefit statements to confirm that a link to the Scheme SIP is included within the members' annual benefit statement.</p> <p>No exceptions noted.</p>

6. The performance of all investment options (including the default arrangement(s)) is reviewed and monitored against the investment objectives set out in the Statement of Investment Principles. This review is documented and approved by the Trustee Board.

Background information	Control activities	Test description
<p>The Trustee has taken professional advice on the range of investment options available to Scheme members. The Trustee usually asks the investment adviser to attend the quarterly Trustee meetings, and the investment adviser regularly attends these meetings.</p> <p>For the funds available the Trustee monitors whether the fund performance is within expected tolerances for the asset class in question on a quarterly basis. Any greater variance would be queried with the investment manager.</p> <p>The Trustee monitors the performance of each investment option including the default arrangement(s) against the investment objectives set out in the Statement of Investment Principles, through the investment manager's report for the quarter, or through the investment adviser's reports presented at Trustee meetings. The quarterly investment manager's report, along with PPL investment overview reports, contain information about the performance of the funds compared with the total return of the relevant benchmark index.</p>	<p>In accordance with the Trustee Governance Schedule, the Trustee reviews the performance of each investment option including the default arrangement(s) at quarterly Trustee IC meetings and Trustee Board meetings.</p>	<p>We obtained and inspected the Trustee Governance Schedule to confirm that reviews of performance of each investment option, including the default arrangement(s), are scheduled for each quarterly Trustee IC meeting and Trustee Board meeting.</p> <p>No exceptions noted.</p>
	<p>These reviews are documented in the IC and Trustee Board meeting minutes.</p>	<p>We obtained and inspected IC and Trustee meeting minutes to confirm that quarterly reviews of the performance of each investment option, including the default arrangement(s), are undertaken.</p> <p>No exceptions noted.</p>
	<p>Investment performance is monitored against investment objectives set out in the SIP and recorded in meeting minutes.</p>	<p>We obtained and inspected meeting minutes to confirm that monitoring of investment performance against investment objectives set out in the SIP is undertaken.</p> <p>No exceptions noted.</p>

7. New trustees are recruited and appointed in accordance with a documented procedure approved by the Trustee Board.

Formal appointment of all new Trustee Directors is made by the Scheme Founder – People's Partnership Limited.

Background information	Control activities	Test description
<p>There is a documented Trustee policy in place for the recruitment and selection of Trustee Directors (called the Appointment, Resignation and Removal of Trustee Directors) which is subject to ongoing review.</p> <p>The Trustee policy sets out the roles and responsibilities for Trustee recruitment and selection, and includes the skills and knowledge required.</p> <p>This policy is reviewed on a bi-annual basis and was last reviewed in November 2024, to next be reviewed in November 2026.</p>	<p>The Trustee maintains a policy for the recruitment and selection of Trustee Directors (the "Appointment, Resignation and Removal of Trustee Directors") which is subject to ongoing review in accordance with the Trustee Governance Schedule.</p>	<p>We obtained and inspected the Appointment, Resignation and Removal of Trustee Directors policy to confirm in place.</p> <p>No exceptions noted.</p>
	<p>Recruitment and appointment of the new Trustee Directors is carried out in accordance with the Trustee policy for the Appointment, Resignation and Removal of Trustee Directors, with formal appointment made by People's Partnership Limited.</p>	<p>We obtained and inspected Trustee meeting minutes to confirm that a review of the Appointment, Resignation and Removal of Trustee Directors policy has been undertaken in accordance with the Trustee Governance Schedule.</p> <p>No exceptions noted.</p>
	<p>The Appointment, Resignation and Removal of Trustee Directors policy includes roles and responsibilities for Trustee recruitment and selection criteria.</p>	<p>Through enquiry and observation, we confirmed that new Trustee Director appointments in this reporting period have been made in accordance with the Appointment, Resignation and Removal of Trustee Directors policy.</p> <p>No exceptions noted.</p>

8. The fitness and propriety of trustees is assessed prior to appointment and reviewed annually thereafter in accordance with a documented policy. This review is documented and approved by the Trustee Board.

Background information	Control activities	Test description
<p>The People's Pension Trustee Limited acts as corporate trustee of the Scheme. The Directors of the Trustee who served during the reporting period are listed below:</p> <ul style="list-style-type: none"> • Mark Condrón, Chair • Baroness Jeannie Drake CBE • David Maddison • Emma Osborne • Chris Fagan • David Butcher • Sheila Doyle <p>The Trustee has a written Fitness and Propriety policy.</p> <p>Prior to their appointment, new Trustee Directors are required to complete a declaration confirming their fitness and propriety.</p> <p>In addition, each year all Trustee Directors complete the declaration in accordance with the Trustee Fitness and Propriety policy.</p> <p>The documented procedure for a new Trustee Director (Appointment, Resignation and Removal of Trustee Directors policy) includes roles and responsibilities for Trustee recruitment and selection criteria.</p>	<p>Fitness and propriety requirements for Trustee Directors are recorded and managed in accordance with a policy.</p>	<p>We obtained and inspected the Fitness and Propriety policy to confirm in place.</p> <p>No exceptions noted.</p>
	<p>In accordance with the Trustee Governance Schedule, the RACC reviews the Fitness and Propriety policy. This review is recorded in the RACC meeting minutes.</p> <p>Note: The Fitness and Propriety Policy was reviewed and updated in February 2025.</p>	<p>We obtained and inspected the Trustee Governance Schedule to confirm that a review of the Fitness and Propriety policy is scheduled</p> <p>No exceptions noted.</p>
		<p>We obtained and inspected RACC meeting minutes to confirm that a review of the Fitness and Propriety policy has been undertaken in accordance with the Trustee Governance Schedule.</p> <p>No exceptions noted.</p>
	<p>The fitness and propriety of a potential Trustee Director is reviewed prior to appointment and once appointed, annually thereafter. This review is documented and approved.</p>	<p>Through enquiry and inspection, we confirmed that the fitness and propriety of new Trustee Directors is verified prior to appointment.</p> <p>Exception noted.</p>
		<p>For the one Trustee Director appointed in the year, it was noted that the "Trustee Director Induction Checklist" provided was incomplete and not duly signed and dated.</p> <p>Management response.</p> <p>The Trustee Director Induction Checklist reviewed confirmed that fitness and propriety checks were completed before the Trustee Director was appointed, but this was not signed off once all induction meetings across the Company were concluded post appointment. Record keeping will be checked and improved going forward.</p>
	<p>Signed letters of appointment explicitly set out the roles and duties expected of a newly appointed Trustee, including matters such as undertaking the role faithfully and diligently.</p>	<p>For new Trustee Directors appointed in this reporting period, we obtained and inspected signed letters of appointment to confirm that the roles and duties, including matters such as undertaking the role faithfully and diligently are set out.</p> <p>No exceptions noted.</p>

Background information	Control activities	Test description
	The Articles of Association of the Corporate Trustee body sets out circumstances in which a Trustee Director is required to vacate office.	We obtained and inspected the Articles of Association of the Corporate Trustee body to confirm that it sets out circumstances in which a Trustee director is required to vacate office. No exceptions noted.
	In accordance with the Trustee Governance Schedule, each Trustee Director makes an annual declaration to PPL and other Trustee Directors, confirming their fitness and propriety.	We obtained and inspected a sample of annual Trustee Director fitness and propriety declarations to confirm that these have been completed in accordance with the Trustee Governance Schedule. No exceptions noted.
		Through enquiry, we confirmed that each trustee director makes a fitness and propriety declaration to PPL. No exceptions noted.
	In accordance with the Trustee Governance Schedule, a review of the fitness and propriety (competency) of each Trustee Directors is carried out by the Trustee Secretary. This review is recorded in the Trustee Board meeting minutes.	We obtained and inspected Trustee meeting minutes to confirm that a review of the fitness and propriety (competency) of each Trustee Director was carried out by the Scheme Secretary in accordance with the Trustee Governance Schedule. No exceptions noted.
	Prior to their appointment, new Trustee Directors are required to complete a declaration confirming their fitness and propriety.	We obtained and inspected a sample of declarations sent to The Pensions Regulator confirming fitness and propriety of new Trustee Directors prior to appointment during the reporting period. No exceptions noted.
	The Appointment, Resignation and Removal of Trustee Directors policy includes roles and responsibilities for Trustee recruitment and selection criteria.	We obtained and inspected the Appointment, Resignation and Removal of Trustee Directors policy to confirm it includes roles and responsibilities for Trustee recruitment and selection criteria. No exceptions noted.

9. Collective skills and competencies of the Trustee Board as a whole are reviewed on an annual basis. This review is documented and approved by the Trustee Board.

Background information	Control activities	Test description
<p>The Trustee maintains a policy on obtaining and improving Trustee Knowledge, Understanding and Skills', which includes action plans for Trustee training requirements.</p> <p>The Trustee also maintains:</p> <ul style="list-style-type: none"> • An Annual Trustee Training Plan detailing training to be delivered and method of delivery; • Continuous Professional Development (CPD)'records at individual Trustee Director level; & • A skills matrix highlighting both individual Trustee Director and collective competence. <p>The Trustee Board has documented its collective skills and competencies and set these out in a statement that is issued to TPR annually.</p> <p>This statement provides an explanation of how the Trustee has the right balance of skills knowledge and experience collectively to run The People's Pension effectively.</p>	The Trustee maintains a Trustee policy on 'Obtaining and Improving Trustee Knowledge, Understanding and Skills', which includes action plans for Trustee training requirements.	<p>We obtained and inspected 'Obtaining and Improving Trustee Knowledge, Understanding and Skills' policy to confirm in place and to confirm it includes action plans for Trustee training requirements.</p> <p>No exceptions noted.</p>
	In accordance with the Trustee Governance Schedule, the Trustee reviews the Trustee skills and competencies each year.	<p>We obtained and inspected the Trustee Governance Schedule to confirm that a review of Trustee skills and competencies is scheduled each year.</p> <p>No exceptions noted.</p>
		<p>We obtained and inspected Trustee meeting minutes/ email exchanges to confirm that a review of Trustee skills and competencies has been undertaken in accordance with the Trustee Governance Schedule.</p> <p>No exceptions noted.</p>
	A documented skills analysis considers the Trustee Directors' skills and competencies individually and collectively.	<p>We obtained and inspected the documented skills analysis which considered Trustee Directors skills and competencies individually and collectively.</p> <p>No exceptions noted.</p>
	This analysis is reflected in the Trustee training/development plan and is submitted to the Trustee for its approval.	<p>Through enquiry, we confirmed that the output from the documented skills analysis is reflected in the Trustee training/ development plan.</p> <p>No exceptions noted.</p>
		<p>We obtained and inspected Trustee meeting minutes to confirm that a review of the training/ development plan was undertaken in accordance with the Trustee Governance Schedule.</p> <p>No exceptions noted.</p>

Background information	Control activities	Test description
	A copy of the Board's collective skill set is submitted to TPR each year.	Through enquiry and observation, we confirmed that a copy of the Board's collective skill set is submitted to TPR each year. Note – we are advised that the Board's collective skill set had been submitted to TPR and this has been clarified in an email from the Regulatory Engagement & Reporting team at People's Partnership noting that this document had been submitted by email on 28 March 2025. No exceptions noted.
	The Chair reviews the effectiveness of the Trustee Board annually. This documented review investigates individual knowledge and understanding of the Trustee Board and considers the expertise that appointed advisers provide and steps taken to address any training gaps identified to include in the training/development plan which is reviewed by the Trustee Board and recorded in meeting minutes.	We obtained and inspected Trustee meeting minutes to confirm that a review completed by the Chair of the effectiveness of the Trustee Board has been undertaken. No exceptions noted.

10. Trustee levels of knowledge and understanding are managed and maintained in accordance with an annual training and development plan approved by the Trustee Board.

Background information	Control activities	Test description
<p>The Trustee maintains a policy on obtaining and improving Trustee knowledge, understanding and skills, alongside the Trustee Annual Training Plan that sets out how and when Trustee training requirements will be delivered. Separate to the plan is a Trustee training schedule which is also maintained and confirms the training delivered and training to be delivered to the Trustee Board.</p> <p>The training undertaken by each Trustee Director is recorded in their individual training logs.</p>	Trustee levels of knowledge and understanding are managed and maintained in accordance with an approved training and development plan.	<p>We obtained and inspected the training and development plan to confirm that it sets out how Trustee levels of knowledge and understanding are managed and maintained.</p> <p>No exceptions noted.</p>
	The Trustee Annual Training Plan details training to be delivered and method of delivery.	<p>We obtained and inspected the 'Annual Trustee Training Plan' which included training to be delivered and method of delivery.</p> <p>No exceptions noted.</p>

Background information	Control activities	Test description
<p>As documented in Trustee meeting agendas and minutes, PPL provides the Trustee with briefings on matters relevant to the Scheme such as legislative changes and changes to Scheme documentation.</p> <p>The Trustee policy on obtaining and improving Trustee knowledge, understanding and skills includes a succession plan for maintaining skills on the Trustee Board.</p>	The training and development plan is reviewed and updated in accordance with the Trustee Governance Schedule. This review is recorded in the Trustee meeting minutes.	<p>We obtained and inspected Trustee meeting minutes to confirm that a review of the training and development plan has been undertaken in accordance with the Trustee Governance Schedule.</p> <p>No exceptions noted.</p>
	In accordance with the Trustee Governance Schedule, the Trustee reviews the Trustee policy on 'Obtaining and improving Trustee knowledge, understanding and skills', which includes action plans for Trustee training requirements. This review is recorded in the Trustee meeting minutes and was completed in February 2024.	<p>We obtained and inspected the Trustee policy on 'Obtaining and improving Trustee knowledge, understanding and skills' to confirm that it includes action plans for Trustee training requirements.</p> <p>No exceptions noted.</p>
		<p>We obtained and inspected Trustee meeting minutes to confirm that a review of the Trustee policy on 'Obtaining and improving Trustee knowledge, understanding and skills' has been undertaken in accordance with the Trustee Governance Schedule.</p> <p>No exceptions noted.</p>
	Identified skills gaps and learning needs are added to the training and development plan.	<p>Through enquiry and inspection, we confirmed that identified skills gaps and learning needs are added to the training and development plan.</p> <p>No exceptions noted.</p>
	On an annual basis the Trustee Directors consider whether there are any other matters that they would like training on. This is documented in the Trustee meeting minutes.	<p>We obtained and inspected Trustee meeting minutes to confirm that consideration by Trustee Directors has been given to whether there are any other matters that they would like training on.</p> <p>No exceptions noted.</p>
	In accordance with the Trustee Governance Schedule, the skills and knowledge of the Trustee Directors are included in a review carried out by the Chair of the Trustee. Any gaps will be added to the training plan accordingly.	<p>We obtained and inspected Trustee meeting minutes to confirm that a review completed by the Chair in relation to skills and knowledge of the Trustee Directors has been undertaken in accordance with the Trustee Governance Schedule.</p> <p>No exceptions noted.</p>

11. A documented review of financial sustainability (including access to resources to cover running costs and financial reserves in the event of a triggering event) is undertaken by the Trustee Board within required timescales.

Background information	Control activities	Test description
<p>The Trustee reviews the financial stability of the Founder annually. External independent reviews of financial sustainability will be undertaken from 2021 onwards. The Trustee has an update report from the Scheme Founder at each Trustee Board Meeting. Monthly certificates are provided to the Trustee.</p> <p>The capital requirements are compared to the assets available on a quarterly basis which is reviewed by the PPL Board. The Trustee Board of The People's Pension review the financial sustainability of PPL annually, which includes updates on the Group's capital position.</p> <p>The latest Group financial projections are presented in detail to the Trustee on an annual basis (alongside the updated Business Plan and Costs Assets and Liquidity Plan (CALP) to be provided to The Pensions Regulator). Updated projections will be provided more frequently if the position materially deteriorates during the year.</p> <p>If the business plan and CALP deteriorate, then the Strategist will consider how to address the issue before agreeing the approach with the Founder, PPL Board and the Trustee.</p> <p>The Scheme Founder also specifically undertakes to provide information on its ongoing financial viability, to ensure the scheme funder and financial sustainability requirements can be monitored by the Trustee. The Disclosure, Engagement and Escalation Policy between PPL and the Trustee provides further details about the information and frequency with which the information will be provided.</p>	<p>A "Disclosure, Engagement and Escalation Policy" (ways of working) between PPL and the Trustee, which provides details about information that will be provided to support a financial review of the Scheme Funder and frequency with which the information will be provided, is maintained.</p>	<p>We obtained and inspected the "Disclosure Engagement and Escalation Policy" between PPL and the Trustees to confirm that it includes details that will be provided to support financial review of the Scheme Funder and frequency with which the information will be provided.</p> <p>Note – this policy is reviewed biannually and is next scheduled for review in January 2026.</p> <p>No exceptions noted.</p>
	<p>A documented review of financial sustainability (including access to resources to cover running costs and financial reserves in the event of a triggering event) is undertaken annually and approved by the Trustee Board and evidenced in its meeting minutes.</p>	<p>We obtained and inspected the documented annual review of financial sustainability to confirm that it includes access to resources to cover running costs and financial reserves in the event of a triggering event and meeting minutes to confirm that a review of this annual review has been undertaken by the Trustee Board.</p> <p>No exceptions noted.</p>
	<p>External independent reviews of the financial sustainability of the Scheme took place in July 2024. The results of this review were presented to the Trustee Board for review at their September Board meeting.</p>	<p>We obtained and inspected Trustee meeting minutes to confirm that an external review of financial sustainability was undertaken in this reporting period and reviewed by the Trustee Board.</p> <p>No exceptions noted.</p>
		<p>Through enquiry, we confirmed that ongoing reviews are considered by the Board annually.</p> <p>No exceptions noted.</p>

12. A documented review of the Business Plan is undertaken by the Trustee Board within required timescales.

Background information	Control activities	Test description
<p>A documented review of the Business Plan for The People's Pension is undertaken annually and approved by the Trustee Board and evidenced in its meeting minutes.</p> <p>The Trustee adheres to a procedure for The People's Pension Business Plan which is managed by PPL's Compliance team on the Trustee's behalf. This outlines the regulations that underpin the Business Plan, timeframes & key dates, roles & responsibilities and key governance body (including the Trustee Board) "sign-offs".</p> <p>The output from the external review of the Business Plan and CALP is shared with TPR.</p>	<p>A documented review of the Business Plan for The People's Pension is undertaken annually and approved by the Trustee Board and evidenced in its meeting minutes.</p>	<p>We obtained and inspected the Trustee Business Plan to confirm in place.</p> <p>No exceptions noted.</p>
		<p>We obtained and inspected Trustee meeting minutes to confirm that the Trustee Business plan was approved by the Trustee Board.</p> <p>No exceptions noted.</p>
	<p>A documented procedure for The People's Pension Business Plan is maintained which outlines the regulations that underpin the Business Plan, timeframes and key dates, roles and responsibilities and key governance body, including the Trustee Board "sign-offs".</p>	<p>We obtained and inspected the documented procedure for The People's Pension business plan to confirm it outlines regulations that underpin the business plan, timeframes and key dates, roles and responsibilities and key governance body, including the Trustee Board "sign-offs".</p> <p>No exceptions noted.</p>
	<p>External independent review of the Business Plan was undertaken in July and August 2024 and reviewed by the Trustee Board.</p> <p>Note: During the Scheme year the Trustee re appointed RSM to conduct a review of the Business Plan and CALP to obtain external assurance.</p>	<p>We obtained and inspected documentation to confirm that external independent reviews of the Business Plan had been received and meeting minutes to confirm that these have been reviewed by the Trustee.</p> <p>No exceptions noted.</p>
	<p>The Trustee receives an update report on PPL business planning from the Scheme Strategist at each Trustee Board Meeting and key elements of the discussion are in meeting minutes.</p>	<p>We obtained and inspected Trustee meeting minutes to confirm the Trustee received an update report on PPL business planning from the Scheme Strategist at each Trustee Board Meeting and key elements of the discussion were included in meeting minutes.</p> <p>No exceptions noted.</p>

13. A documented Continuity Strategy is maintained and reviewed by the Trustee Board.

Background information	Control activities	Test description
<p>A Continuity Strategy is one of the five Master Trust authorisation criteria. The strategy provides the framework for identifying key actions, decisions and owners of actions required to deal with a triggering event period. It sets out the principles by which decisions will be made, the timescales over which this will take place and how the costs of continuing to operate the Master Trust and resolve the triggering event will be paid for.</p> <p>Our Continuity Strategy was approved by TPR when we received authorisation in August 2019 and was subsequently revised in early 2020 following the introduction of the management charge rebate.</p> <p>The Continuity Strategy includes a statement of all levels of administration charges, providing transparency of the Scheme's charging structure.</p> <p>The relevant information setting out the administration charges are in the current Continuity Strategy.</p>	<p>People's Partnership maintains a documented Continuity Strategy.</p>	<p>We obtained and inspected the Continuity Strategy to confirm it is in place.</p> <p>No exceptions noted.</p>
	<p>In accordance with the Trustee Governance Schedule, the Trustee reviews the Scheme's Continuity Strategy. This review is recorded in the Trustee meeting minutes.</p>	<p>We obtained and inspected Trustee meeting minutes to confirm that a review of the Continuity Strategy has been undertaken in accordance with the Trustee Governance Schedule.</p> <p>No exceptions noted.</p>

14. A documented procedure is maintained and approved by the Trustee Board for reporting Significant Events and Triggering Events to the Regulator within required timescales.

Background information	Control activities	Test description
<p>The Trustee adheres to a documented procedure for reporting significant events and triggering events.</p> <p>This procedure outlines the regulations that underpin the timeframes and key dates, roles and responsibilities.</p> <p>To comply with significant event reporting duties of each party, PASL/PPL shall notify the Trustee immediately of any failure of the systems and processes used in running the Master Trust (either PPL or service provider/adviser), which has a significant adverse effect on the security or quality of data or on service delivery.</p>	<p>The Trustee maintains a documented procedure for reporting significant events and triggering events. This procedure outlines the regulations that underpin the timeframes and key dates, roles and responsibilities.</p>	<p>We obtained and inspected the procedure for reporting significant events and triggering events to confirm that it includes regulations that underpin the timeframes and key dates, roles and responsibilities.</p> <p>No exceptions noted.</p>
	<p>The Trustee and PPL maintain a Disclosure, Engagement and Escalation (Ways of Working) Policy which sets out the procedures for the provision of information between PPL and the Trustee to enable compliance with significant event reporting.</p>	<p>We obtained and inspected the Disclosure, Engagement and Escalation Policy to confirm that it includes procedures for the provision of information between PPL and the Trustee to enable compliance with significant event reporting.</p> <p>No exceptions noted.</p>

Background information	Control activities	Test description
<p>This includes any incident that significantly affects member data or member benefits, including those relating to cyber security incidents or near-misses, data integrity issues that impact common/scheme-specific data and any significant IT incidents or near-misses, or any incident where a member has suffered financial or non-financial detriment.</p> <p>The Trustee and PPL maintain a Disclosure, Engagement and Escalation (Ways of Working) Policy which sets out the procedures for the provision of information between PPL and the Trustee to enable:</p> <ul style="list-style-type: none"> • continued compliance with the Master Trust legislation to be monitored (and other risks that may affect the running of the Scheme); • compliance with significant event reporting; and • escalation of issues or concerns arising. 		

15. An annual business activity schedule is maintained and reviewed by the Trustee Board.

Background information	Control activities	Test description
<p>The Trustee meets with PPL each quarter to discuss key issues affecting the Scheme.</p> <p>The Governance Schedule sets out the tasks to be undertaken at Trustee meetings and the review of these items is documented in Trustee meeting agendas and minutes. It includes business as usual activity, strategic items, and meeting details, with particular focus on compliance and regulatory items.</p>	The Trustee Governance Schedule includes the standard items that are included on Trustee meeting agendas.	<p>We obtained and inspected the Trustee Governance Schedule plan to confirm in place.</p> <p>No exceptions noted.</p>
		<p>We obtained and inspected the Trustee Governance Schedule to confirm that it sets out the standard items that are included on Trustee meeting agendas.</p> <p>No exceptions noted.</p>
	This Schedule is submitted to the Trustee Board for review and approval each year.	<p>We obtained and inspected Trustee meeting minutes to confirm that a review and approval of the Trustee Governance Schedule has been undertaken.</p> <p>No exceptions noted.</p>

Background information	Control activities	Test description
	This Schedule has been approved by the Trustee at Board meetings and copies are submitted to the RACC and Trustee Board with updates during the year.	Through enquiry and inspection of meeting minutes, we confirmed that updates to the Trustee Governance Schedule are submitted to the RACC and Trustee Board. No exceptions noted.
		We obtained and inspected meeting minutes to confirm that updates to the Trustee Governance Schedule have been approved. No exceptions noted.

16. Conflicts of interest are subject to ongoing monitoring and are identified, recorded in a conflicts register and managed in accordance with a defined policy which is regularly reviewed by the Trustee Board.

Background information	Control activities	Test description
<p>The Trustee has a written Conflicts of Interest policy. This sets out the Trustee's process for determining when a potential conflict situation might arise, how the Trustee would evaluate this and how the Trustee will deal with it once it has been identified.</p> <p>The Trustee also maintains a Conflicts of Interest register recording any actual conflicts of interest as well as any potential and perceived conflicts of interest.</p> <p>In their letters of appointment, the Trustee Directors declared they were not aware of any conflict of interest or potential conflict of interest arising from their appointment.</p> <p>The Trustee Directors also agreed to notify PPL and other Trustee Directors if they became aware of any such conflict during their appointment.</p> <p>In their letters of engagement, service providers are asked to inform the Trustee of any conflict of interest that may arise as soon as reasonably possible.</p>	Conflicts of interest are subject to ongoing monitoring and are identified, recorded and managed in accordance with a defined policy which is reviewed and approved in accordance with the Trustee Governance Schedule.	<p>We obtained and inspected the Conflicts of interest policy to confirm in place.</p> <p>No exceptions noted.</p>
		<p>We obtained and inspected Trustee meeting minutes to confirm that a review and approval of the Conflicts of Interest policy has been undertaken in accordance with the Trustee Governance Schedule.</p> <p>No exceptions noted.</p>
	Conflicts of interest is a standing agenda item at Trustee meetings. This is documented in the Trustee and sub-committee meeting agendas and minutes.	<p>We obtained and inspected a sample of Trustee and sub-committee meeting agendas and Trustee and sub-committee minutes to confirm conflicts of interests is a standing agenda item at meetings.</p> <p>No exceptions noted.</p>

Background information	Control activities	Test description
<p>The Trustee has a policy for working practices between the Trustee, Scheme Strategist and the Scheme Funder. This includes Scheme Funder and/or Scheme Strategist conflicts of interest.</p> <p>Conflicts of interest is a standing agenda item at Trustee meetings. At all Trustee Board and sub-committee meetings all attendees are asked whether there are any conflicts of interest to be considered.</p>	<p>The Trustee Conflicts of Interest policy is sent to providers annually who are requested to declare any actual or potential conflicts of interest.</p>	<p>Through enquiry and inspection, for a sample of providers, we confirmed that the Trustee policy is sent to them annually and they are requested to declare any actual or potential conflicts of interest.</p> <p>Note – For one of the samples, we noted that whilst there is evidence that the Conflict of Interest declaration was sent to the provider, and subsequently returned, the provider had incorrectly dated the declaration.</p> <p>No exceptions noted.</p>
	<p>In accordance with the Trustee Governance Schedule, the Trustee reviews the Conflicts of Interest register outside of meetings.</p> <p>Note: The 'Conflicts of Interest register' is maintained by the Trustee Secretary who reviews this against any conflicts disclosed and included in the Trustee Board/Sub-Committee minutes. No material conflicts of interest have been identified and recorded for this reporting period. The Trustee can access the register on request to the Trustee Secretary.</p>	<p>Through enquiry and inspection, we confirmed that a Conflicts of Interest Register is maintained and reviewed outside of formal Trustee meetings in accordance with the Trustee Governance Schedule.</p> <p>No exceptions noted.</p>
	<p>The Trustee maintains a Disclosure, Engagement and Escalation Policy between the Trustee, the Scheme Strategist and Scheme Funder which clarifies the policies and principles in relation to the working practices between The Trustee, the Scheme Strategist and the Funder where risks or issues arise that impact the running of the Scheme or PPL.</p>	<p>We obtained and inspected Disclosure, Engagement and Escalation Policy between the Trustee, the Scheme strategist and Scheme funder to confirm it clarifies the policies and principles in relation to the working practices between the Trustee, the Scheme Strategist and the Funder, where risks or issues arise that impact the running of the Scheme or PPL.</p> <p>Note – This policy is reviewed biannually and is next scheduled for review in January 2026.</p> <p>No exceptions noted.</p>

17. Documented due diligence is undertaken by the Trustee Board prior to the appointment of all service providers, including fitness and propriety. Selection criteria are maintained by the Trustee Board to support service provider selection and decision making.

Background information	Control activities	Test description
<p>Each of the Trustee's service providers and advisers are appointed following an appropriate process that is proportionate to the adviser being sought.</p> <p>This may include a full market tender exercise and 'beauty parade' of shortlisted providers, and completion of the due diligence questionnaire, in accordance with the Trustee Procurement Policy and Policy on Monitoring and Reviewing Service Providers and Advisers.</p> <p>Service providers and advisers are asked to complete a due diligence questionnaire as part of the assessment of their suitability.</p>	Service providers and advisers are appointed in line with the Trustee approved policy "Monitoring and Reviewing Service Providers and Advisers".	<p>We obtained and inspected the "Monitoring and Reviewing Service Providers and Advisers" policy to confirm in place.</p> <p>No exceptions noted.</p>
	This policy confirms advisers and suppliers are expected to provide evidence of service levels and performance indicators, resource skills and capacity, scope of services and any conflicts of interest.	<p>We inspected the "Monitoring and Reviewing Service Providers and Advisers" policy to confirm that advisers and Suppliers are expected to provide evidence of services levels and performance indicators, resource skills and capacity, scope of services and any conflicts of interest.</p> <p>No exceptions noted.</p>
	New service providers and advisers are asked to complete a due diligence questionnaire as part of the assessment of their suitability.	<p>For a sample of new service providers in the period, we obtained and inspected due diligence questionnaires completed as part of the assessment of their suitability to confirm they were completed.</p> <p>No exceptions noted.</p>
	This due diligence is reviewed by the Trustee or one of its sub committees and appointed representative.	<p>We obtained and inspected minutes and/or email exchanges to confirm that completed due diligence questionnaires have been reviewed by the Trustee or one of its sub committees and appointed representative.</p> <p>Exception noted.</p>
		<p>For one newly appointed service provider selected in the year, we were not provided with minutes and/or email exchanges to confirm that completed due diligence questionnaires have been reviewed by the Trustee or one of its sub committees and appointed representative.</p> <p>Management response.</p>

Background information	Control activities	Test description
		The service provider appointed by the Trustee in the year had previously been appointed by People's Partnership to provide other services, it was confirmed that due diligence checks had already been completed and were not required a second time.
	Prior to appointment and thereafter the fitness and propriety of advisers and service providers will be formally assessed by the Trustee against documented fitness and propriety criteria.	Through enquiry, we confirmed that prior to appointment and thereafter the fitness and propriety of advisers and service providers is formally assessed by the Trustee against documented fitness and propriety criteria. No exception noted.

18. Roles and responsibilities of all advisers and service providers are documented and the performance and quality of their service is subject to documented reviews by the Trustee Board against documented performance criteria.

Background information	Control activities	Test description
<p>The contracts between the Trustee and its advisers set out the expectations around responsibilities which are agreed at appointment and detailed in contracts and/or letters of engagement between the Trustee and the relevant party.</p> <p>The Trustee Board and its sub committees review the performance of the service providers, and the Chair of the Trustee reviews the effectiveness of the Trustee Directors and reports his findings to the Board.</p>	Service providers and advisers are reviewed in line with the Trustee approved policy "Monitoring and Reviewing Service Providers and Advisers". The policy was reviewed and updated in May 2024.	We obtained and inspected the "Monitoring and Reviewing Service Providers and Advisers" policy to confirm in place and meeting minutes to confirm that a review of this policy had been undertaken. No exceptions noted.
	The performance of advisers and service providers is reviewed in accordance with the Trustee Governance Schedule against documented performance criteria.	For a sample, we obtained and inspected the documented performance criteria that is used to measure the performance of advisers and service providers to confirm it is in place. No exceptions noted.
		We obtained and inspected meeting minutes to confirm that a review of performance of advisers and service providers against documented performance criteria has been undertaken in accordance with the Trustee Governance Schedule. No exceptions noted.

Background information	Control activities	Test description
	Prior to appointment and thereafter the fitness and propriety of advisers and service providers will be formally assessed by the Trustee against documented fitness and propriety criteria.	Through enquiry and inspection, we confirmed that prior to appointment and thereafter the fitness and propriety of advisers and service providers is formally assessed by the Trustee against documented fitness and propriety criteria. No exceptions noted.
	Advisers and suppliers are monitored on an ongoing basis by the Trustee and the Trustee Governance Services team and are reviewed fully in accordance with the Trustee Governance Schedule.	Through enquiry and inspection of meeting minutes, we confirmed that advisers and suppliers are monitored on an ongoing basis by the Trustee and the Trustee Governance Services Team and are reviewed fully in accordance with the Trustee Governance Schedule. No exceptions noted.
	The RACC reviews PASL quarterly Scheme Administration reports which include performance against the service levels agreed with the Trustee.	We obtained and inspected the PASL quarterly Scheme Administration reports to confirm they include performance against service levels agreed with the Trustee. No exceptions noted.
	The review is recorded in the RACC and Trustee meeting minutes.	We obtained and inspected RACC and Trustee meeting minutes to confirm that a review of quarterly PASL Scheme Administration has been undertaken by the Trustee. No exceptions noted.

19. The Trustee Board maintains a risk management framework to identify, evaluate, manage, and monitor Scheme risks.

Background information	Control activities	Test description
<p>The Trustee has implemented an effective risk management process which forms a key part of the Trustee's internal control and governance framework.</p> <p>The Trustee identifies the risks applying to the Scheme, assesses these by considering the impacts and likelihood of their occurrence, and manages the risks by identifying suitable controls and countermeasures to mitigate the risks.</p>	A risk management framework is established to identify, evaluate, and treat Scheme risks.	Through enquiry, we confirmed that an automated risk management framework is maintained which includes the maintenance of a risk register. No exceptions noted.
	The Trustee maintains a risk register which is reviewed at least annually in accordance with the Trustee Governance Schedule.	We obtained and inspected the risk register to confirm in place and Trustee meeting minutes to confirm that an annual review of the risk register has been undertaken in accordance with the Trustee Governance Schedule. No exceptions noted.

Background information	Control activities	Test description
<p>The Trustee records this information on a risk register, which is held on an electronic risk management software system. This allocates two scores to each risk, which are:</p> <ul style="list-style-type: none"> • an untreated score with no controls in place • a current risk score assuming all countermeasures to mitigate the risks have been implemented. <p>To support the Trustee Board, the Trustee delegated powers to the RACC comprising of at least two Trustee Directors (there are currently four).</p> <p>PPL regularly provides the Trustee/RACC with updates on risk and regulatory compliance matters at Trustee meetings. This is documented in the Trustee meeting agendas and minutes.</p> <p>All risks identified, including any risks associated with the delivery of the business plan, are recorded in the risk register. The risk register includes internal controls and assurances for each risk identified.</p> <p>Responsibility for risks is allocated to designated risk owners.</p>	The risk register includes internal controls and a controls note for each risk identified.	<p>We obtained and inspected the risk register to confirm that it includes internal controls and a controls note for each risk identified.</p> <p>No exceptions noted.</p>
	Responsibility for risks is allocated to designated risk owners.	<p>We obtained and inspected the risk register to confirm that responsibility for risks is allocated to designated risk owners.</p> <p>No exceptions noted.</p>
	In accordance with the Trustee Governance Schedule, the Trustee reviews a segment of the risk register at quarterly RACC meetings, half yearly at IC meetings and annually at Trustee Board meetings. This is documented in the RACC, IC and Trustee meeting agendas and minutes.	<p>We obtained and inspected meeting minutes to confirm that segmented reviews of the risk register at quarterly RACC, half yearly at IC meetings and annually at Trustee Board meetings have been undertaken in accordance with the Trustee Governance Schedule.</p> <p>No exceptions noted.</p>
	These segmented reviews include consideration of the whole risk register risks, new risks, changes to risk ratings and changes in controls to mitigate risks.	<p>We obtained and inspected quarterly RACC and IC meeting minutes and relevant Trustee Board meeting minutes to confirm that the segmented reviews include consideration of the whole risk register risks, new risks, changes to risk ratings and changes in controls to mitigate risks.</p> <p>No exceptions noted.</p>
	The RACC, comprising of at least two Trustee Directors, has the power to investigate matters falling within its terms of reference and reports to the Trustee on matters within its remit.	<p>Through enquiry, we confirmed that the RACC has the power to investigate matters falling within its terms of reference and report to the Trustee on matters within its remit.</p> <p>No exceptions noted.</p>
	PPL provides RACC with a report on risk and regulatory compliance matters.	<p>We obtained and inspected the report on risk and regulatory compliance matters provided by PPL to RACC.</p> <p>No exceptions noted.</p>
	This is reviewed by RACC and documented in the meeting minutes.	<p>We obtained and inspected meeting minutes to confirm that a review of the report on risk and regulatory compliance matters has been undertaken by the RACC.</p> <p>No exceptions noted.</p>

20. The Trustee Board monitors and reviews IT systems.

Background information	Control activities	Test description
<p>PPL has established robust processes and controls for the effective development, management and maintenance of the IT systems that support The People's Pension.</p> <p>In accordance with the Trustee Governance Schedule, the Group Chief Information Officer provides the Trustee with a report at RACC meetings which summarises the performance of the IT Infrastructure and the IT function more generally in the period and draws out specific issues to bring to the attention of the Trustee. IT Security forms a focus of these updates and discussions.</p> <p>Monitoring the maintenance and development of systems:</p> <p>All electronic data at PPL is held in on-premises (HQ and Milton Keynes) and Microsoft Azure data centres. The on-premises data centre complies with generally accepted industry best practice for such arrangements, including access control, monitoring and logging, temperature and humidity control and gas fire suppression systems.</p> <p>Microsoft Azure runs in datacentres managed and operated by Microsoft. These geographically dispersed datacentres comply with key industry standards, such as ISO/IEC 27001:2013 and NIST SP 800-53, for security and reliability.</p> <p>PPL has established practices for capturing, evaluating and applying security patches across the ecosystem to ensure the security and stability of our IT infrastructure. Vulnerabilities are detected using our vulnerability management tool, which scans and identifies potential security issues, which are reviewed, prioritised based on their severity and impact, and then scheduled for deployment. The patches are pushed out to clients and servers within a two-week cycle to ensure timely remediation.</p>	<p>In accordance with the Trustee Governance Schedule, the PPL Chief Information Officer provides a report (written/verbal) at RACC meetings which includes PPL IT matters related to:</p> <ul style="list-style-type: none"> • systems and data security. • physical and logical access to computer systems. • monitoring of operations implemented to support the security of data transmissions. • measures implemented to mitigate the threat of malicious cyber-attack are regularly reviewed and documented. 	<p>We obtained and inspected RACC meeting minutes to confirm that a review of the report (written/verbal) provided by the PPL Director of IT has been undertaken.</p> <p>No exception noted.</p>
		<p>Through enquiry and inspection, we confirmed that the IT report provided includes PPL IT matters related to:</p> <ul style="list-style-type: none"> • systems and data security. • physical and logical access to computer systems. • monitoring of operations implemented to support the security of data transmissions. • measures implemented to mitigate the threat of malicious cyber-attack are regularly reviewed and documented. <p>No exceptions noted.</p>
	<p>The output from these reports is discussed at RACC quarterly meetings. The RACC then reacts to reports when weaknesses or issues are identified in relation to aspects of IT functionality and considers the implication of these matters before agreeing what remedial action or next steps should be taken by PPL on the Trustee's behalf.</p>	<p>We obtained and inspected RACC meeting minutes to confirm that where weaknesses or issues are identified in relation to aspects of IT functionality, RACC considers the implications of these matters before agreeing what remedial action or next steps should be taken by PPL on the Trustee's behalf.</p> <p>No exceptions noted.</p>
	<p>Separate reports are received by the Trustee Board from the Scheme Strategist, CEO with general commentary on IT developments, and a further report from PPL on disaster recovery.</p>	<p>We obtained and inspected a sample of separate reports received from the Scheme Strategist, CEO to confirm they include general commentary on IT developments.</p> <p>No exceptions noted.</p>
	<p>Regulatory assurance reports cover breaches in IT protocols. These reports are presented to the RACC at different times throughout the year and discuss the contents and agree appropriate actions or next steps with PPL acting on their behalf.</p>	<p>We obtained and inspected the report from PPL on disaster recovery and meeting minutes to confirm that this report and report on IT developments had been reviewed by the Trustee.</p> <p>No exceptions noted.</p>

Background information	Control activities	Test description
<p>Any new vulnerabilities discovered between scheduled meetings are promptly reviewed, and necessary actions are taken to mitigate risks.</p> <p>Where critical patches are released, they are assessed immediately and, if necessary, fast-tracked to address urgent security concerns and ensure that our systems remain secure and up to date, minimising the risk of security breaches.</p> <p>Protection against viruses:</p> <p>As part of its Data protection policy, PPL uses encryption capability to protect the contents of files being transmitted via email. End users are trained in this functionality and the IT acceptable use policy mandates the encryption of sensitive data.</p> <p>PPL has an intrusion prevention system deployed to counter the threat from malicious activities on its perimeter UTM Firewall, protecting the internal systems, in-house hosted website and mail server from unauthorised access from the internet.</p> <p>PPL has also deployed a next generation antivirus and Endpoint Detection and Response (EDR) solution to all servers, laptops and desktops. Virus definitions are downloaded regularly to the servers and client machines.</p> <p>Security monitoring systems are in place and the definitions to these systems are regularly updated and monitored by the PPL IT team.</p> <p>PPL has partnered with a cyber security system provider that offers 24/7 monitoring and assurance from a centralised security operations centre (SOC). PPL also engages leading IT security specialist firms to carry out regular IT penetration testing to provide assurance that PPL's systems and network are protected against known vulnerabilities.</p>	<p>Regulatory assurance reports and reviews are recorded in the RACC or Trustee Board meeting minutes.</p>	<p>We obtained and inspected a sample of regulatory assurance reports to confirm they include any breaches in IT protocols.</p> <p>No exceptions noted.</p> <hr/> <p>We obtained and inspected meeting minutes to confirm that a review of regulatory assurance reports, which includes breaches in IT protocols, have been undertaken by the RACC.</p> <p>No exceptions noted.</p>

Background information	Control activities	Test description
<p>PPL has an active network discovery tool that identifies all assets on the network and scans them comprehensively to identify vulnerabilities. This vulnerability data is compared against real-time external threat intelligence feeds in the PPL risk platform. Risk based vulnerability management decisions prioritise the PPL update management schedule to remediate the most important risks to PPL business.</p> <p>Physical & logical access to systems and member/scheme data:</p> <p>PPL locations are protected by a combination of security measures which include CCTV systems providing 24-hour security monitoring, a 24-hour guard, electronic-card operated barrier access, and electronic card-based door access and alarms. Access to servers and network equipment is monitored in all locations by movement-detected video recording that triggers alerts to IT staff when activated.</p> <p>PPL administrators are allocated usernames, and a password is required to access servers, PCs and other network devices. Active directory permissions segregate levels of access and VLAN security is in place. Role based administration is in place within the IT teams and physical floor ports are protected by network access control.</p> <p>PPL has an intrusion prevention system deployed to counter the threat of unauthorised access from the internet. PPL has also engaged a leading IT security specialist firm to carry out regular IT security testing.</p> <p>Physical access to server rooms is restricted to authorised IT personnel and a video monitoring system records all access events.</p>		

Background information	Control activities	Test description
<p>Azure disaster recovery, business continuity & systems back up:</p> <p>The People's Pension Scheme member and employer customer records are held on Azure hosted SQL Managed Instances. These are deployed across 3 data centres in West Europe with automatic replication between them to ensure they are resilient. Immutable SQL backups are carried out at the end of each business day into an Azure backup vault which also replicates a copy to North Europe.</p> <p>For Azure Virtual Machine hosted applications, these are deployed onto multiple Virtual Machines in different data centres in West Europe. All Azure Virtual machines are either recoverable by redeploying from scripts or if they contain data will be included in a daily (where files are constantly changing) or weekly backup into an Azure Backup Vault which also replicates a copy to North Europe.</p> <p>Azure Virtual machines that store business data also have a virtual machine in North Europe for more frequent replication of that data than a backup provides. e.g. file servers, Domain controllers.</p> <p>On-premises disaster recovery, business continuity & systems back up:</p> <p>PPL replicates its corporate files and folders using a Distributed File System (DFS) for replication across all sites. PPL utilises Veeam Backup & Replication software to support data protection and disaster recovery requirements.</p> <p>All on premise systems and associated data within PPL data centres are stored on servers with RAID disk systems which has built in resiliency. Physical access to server rooms is PPL has a SAN which is mirrored and there is no disruption should one of the servers fail. RAID will automatically manage any failures in the event of hardware failure, thus providing resilient data storage.</p>		

Background information	Control activities	Test description
<p>Data is backed up to the PPL DR site at the end of each business day where it is stored on the local SAN. It is then transferred to encrypted tapes. PPL IT Department regularly test the core application systems and associated databases for business recoverability and follow documented procedures and checks.</p> <p>Business Continuity Plans are in place for all PPL business areas. These plans are reviewed every 6 months and are stored on an electronic information software system. PPL has a Corporate Business Continuity plan, which outlines how it will respond at a strategic level to a major incident, such as a premises closure. This includes the structure and responsibilities of a PPL crisis management team.</p> <p>PPL regularly tests its business continuity and disaster recovery capability by operating the application systems from its DR site which is located away from the PPL offices. A technical test of Disaster recovery systems was completed in February 2025, a small number of minor issues were identified, some of which are being rectified whilst others will become obsolete as those services are moving to the cloud technology. With the move of a significant number of services to the Cloud, a further test will be completed in 2025 to test the recovery of those services.</p>		

21. The capacity to take on new business is assessed, approved, and regularly monitored by the Trustee Board.

Background information	Control activities	Test description
<p>The Trustee in conjunction with PASL/PPL regularly reviews the capacity of the systems and resources in place.</p> <p>The Trustee receives quarterly reports from the Scheme Strategist and administrator with details and forecast expectations around any planned changes or needs to meet their requirements for scheme design, capacity, and resource planning.</p>	<p>In accordance with the Trustee Governance Schedule the Trustee reviews the capacity of the administrator to take on new business and these tasks are assessed, approved and regularly monitored by the Trustee Board. These reviews are documented in the quarterly Trustee Board meeting agendas and minutes.</p>	<p>We obtained and inspected Trustee meeting minutes to confirm that the Trustee has undertaken quarterly reviews of the capacity of the systems to take on new business in accordance with the Trustee Governance Schedule.</p> <p>No exceptions noted.</p>
	<p>The Trustee monitors PPL capacity through the Scheme Strategist / Funder plan reports and administration updates provided to the Trustee at RACC and Trustee Board meetings.</p>	<p>We obtained and inspected, for a sample, the Scheme Strategist/ Funder reports and administration reports/updates to confirm they address PPL capacity and meeting minutes to confirm these reports have been reviewed by the Trustee and RACC.</p>
	<p>These separate reports include details about IT Platform activity and Scheme membership movements and statistics.</p>	<p>We obtained and inspected the Scheme Strategist/Funder reports and administration reports/updates to confirm they included details about IT Platform activity and Scheme membership movements and statistics.</p> <p>No exceptions noted.</p>
	<p>The Trustee considers and approves proposals about changes to the proposition where appropriate received from the Strategist, Funder or administrator and this is documented in Trustee Board or RACC meeting minutes.</p>	<p>We obtained and inspected the proposals about changes to the proposition received from the Strategist, Funder or administrator to confirm they are in place.</p> <p>No exceptions noted.</p> <p>We obtained and inspected RACC meeting minutes to confirm that a review of proposition proposals has been undertaken.</p> <p>No exceptions noted.</p>

22. Signed administration agreements are in place with service providers and include provisions for the rectification of maladministration. The agreements are approved by the Trustee Board.

Background information	Control activities	Test description
<p>The provisions, roles, responsibilities, and source of funds for resolving errors that impact members are documented within the Framework Services Agreement in relation to The People's Pension Scheme (the 'Agreement') dated 30 May 2022. This Agreement includes a detailed list of all the services PASL and PPL provide the Trustee. This Agreement lists roles and responsibilities relating to administration services to be provided to the Trustee.</p> <p>The Agreement focuses on the delivery of administration related services to the Trustee, it also addresses governance, investment, and IT service delivery.</p>	<p>A signed administration agreement is in place which includes provisions, roles, responsibilities, and source of funds for resolving errors that impact members.</p>	<p>We obtained and inspected the signed administration agreement to confirm in place.</p> <p>No exceptions noted.</p>
		<p>We obtained and inspected the signed administration agreement to confirm it includes provisions, roles, responsibilities, and source of funds for resolving errors that impact members.</p> <p>No exceptions noted.</p>
	<p>The Trustee receives a report at its quarterly Trustee Board and RACC meetings from the PPL Compliance Team that confirms details of any regulatory breaches/near misses and recommends whether such matters should be reported to TPR under The General Code. The Trustee discusses this report and agrees any reporting to TPR by PPL on its behalf.</p>	<p>We obtained and inspected Trustee Board and RACC meeting minutes to confirm that a review of the quarterly report from the PPL Compliance Team has been undertaken.</p> <p>No exceptions noted.</p>
		<p>Through inspection, we confirmed that the quarterly report from the PPL compliance team includes details of any regulatory breaches/near misses and the decision if to report such matters to TPR, has been undertaken.</p> <p>No exceptions noted.</p>

23. The Trustee Board has arrangements in place for ensuring that core financial transactions (including decumulation related transactions) are processed promptly.

Background information	Control activities	Test description
<p>The Trustee works with its administrator PASL to ensure it has systems and procedures in place for processing core Scheme transactions which provide assurances that related income and outgoings are completely and accurately processed in a timely manner and recorded in the proper period.</p> <p>PPL Internal Audit function provides the Trustee with a report at Trustee meetings summarising the internal audit work conducted during the reporting period in relation to The People's Pension.</p>	<p>In accordance with the Trustee Governance Schedule and the Framework Services Agreement, the Trustee monitors PASL administration of core financial transactions.</p>	<p>We obtained and inspected the Framework Services Agreement to confirm that it addresses core financial transactions.</p> <p>No exceptions noted.</p>
	<p>This is reviewed at quarterly RACC meetings and documented in the RACC meeting agendas and minutes.</p>	<p>We obtained and inspected the RACC meeting minutes to confirm that a quarterly review of core financial transactions has been undertaken in accordance with the Trustee Governance Schedule and the signed Framework Services Agreement.</p> <p>No exceptions noted.</p>

Background information	Control activities	Test description
The Internal Audit function will agree audit requirements with the Trustee (which will include an option for them to request additional work in excess of The Pension Regulator's expectations).	The Trustee reviews the performance of the processing of core financial transactions through the Scheme administration reports provided to the Trustee at RACC and Trustee meetings. These reports show PASL performance against the service levels agreed with the Trustee.	We obtained and inspected the quarterly Scheme administration reports to confirm they include PASL performance against the service levels. No exceptions noted.
		We obtained and inspected Trustee meeting minutes to confirm that a review of quarterly Scheme administration reports has been undertaken. No exceptions noted.
	PPL Internal Audit function provides the Trustee with a report at RACC meetings summarising the internal audit work conducted during the reporting period and the internal audit work in progress in relation to The People's Pension. This includes work relating to the completeness and timeliness of processing of core Scheme financial transactions by PASL.	We obtained and inspected the PPL internal audit report to confirm that it summarises the internal audit work conducted during the reporting period and the internal audit work in progress in relation to The People's Pension, including work relating to the completeness and timeliness of processing of core financial transactions by PASL. Exception noted.
		We have obtained the internal audit reports which demonstrates that work has been carried out on core financial transactions during the period, however, the scope of the work undertaken by Internal Audit is not clearly aligned to the control activity. Management response. Internal Audit carried out c.19 million transaction checks across various core financial transactions in March and April 2025, across several different operational areas. Whilst completeness is evidenced by an assessment of pass or failure, timeliness is not directly assessed as automated systems carry out same day transactions. The wording of the control activities will therefore be reviewed to ensure it remains appropriate.

Background information	Control activities	Test description
	In accordance with the Trustee Governance Schedule, the RACC reviews the PPL Internal Audit reports. These reviews are recorded in the RACC and Trustee meeting agendas and minutes.	<p>We obtained and inspected meeting minutes to confirm that the report summarising the internal audit work conducted during the reporting period and the internal audit work in progress in relation to The People's Pension has been undertaken by the RACC.</p> <p>No exceptions noted.</p>
		<p>We obtained and inspected RACC meeting minutes to confirm that PPL internal audit reports are reviewed in accordance with the Trustee Governance Schedule.</p> <p>No exceptions noted.</p>
	The Regulatory Compliance Report presented to both the RACC and the Trustee Board reports on core financial transactions and specifically any key findings or issues during the period.	<p>Through enquiry and inspection, we confirmed that Regulatory Compliance Reports presented to both the RACC and the Trustee Board reports on Core Financial Transactions and any related key findings or issues during the period.</p> <p>No exceptions noted.</p>

24. The Trustee Board has arrangements in place for ensuring that core financial transactions (including decumulation related transactions) are processed accurately and that payments are authorised and suitably controlled.

Background information	Control activities	Test description
<p>The RACC reviews, discusses and challenges the findings of PPL Internal Audit function reports that are presented at its quarterly meetings. These reports summarise the internal audit work and testing that has been undertaken in relation to the People's Pension for example bounced direct debits, Business Plan and CALP, investment governance, and annual charge. The Internal Audit function will present and agree its formal internal audit plan annually with the RACC and the Trustee Board. This will allow the Internal Audit function to agree audit requirements with the Trustee (which will include an option for them to request additional work in excess of The Pensions Regulator's expectations).</p>	The Internal Audit function provides and seeks agreement from the RACC to an annual programme of work, the annual audit plan, which is structured in line with TPR's requirements relating to administration processes.	<p>We obtained and inspected the internal audit annual audit plan to confirm in place.</p> <p>No exceptions noted.</p>
	The RACC receives a report summarising the internal audit work conducted during the reporting period and this includes work relating to the accuracy of processing of core Scheme financial transactions by PASL and work relating to the effectiveness of PASL valuation and unit reconciliation process plus the wider reconciliations (bank, investment and contributions) in line with the annual audit plan.	<p>We obtained and inspected the internal audit report to confirm it summarises the internal audit work conducted during the reporting period, including work relating to the accuracy of processing of core Scheme financial transactions by PASL, and work relating to the effectiveness of PASL valuation and unit reconciliation process plus the wider reconciliations (bank, investment and contributions).</p> <p>Exception noted.</p>

Background information	Control activities	Test description
<p>To support the process for demonstrating how financial reconciliations will be completed and by whom, a detailed evaluation process is maintained for unitisation including investment and disinvestment related activities.</p> <p>The BAPP system and the underlying SQL database process all core financial transactions automatically, including calculations around investments and disinvestments. Internal validations are performed to confirm investment and disinvestment detail to expected levels via the use of information received from the Custodian.</p> <p>There are both automated and manual controls in place to confirm that transactions are being processed automatically and accurately. These include the controls dashboards reviewed by Member Services and Client Services, the internal validation that BAPP runs before investment/disinvestments, daily bank reconciliations, daily cash agreement checks and BACS checks.</p>		<p>We obtained and inspected the internal audit report but could not confirm that the internal audit report provided summarised the internal audit work conducted during the reporting period, including work relating to the accuracy of processing of core Scheme financial transactions by PASL, and work relating to the effectiveness of PASL valuation and unit reconciliation process plus the wider reconciliations (bank, investment and contributions).</p> <p>We note that the internal audit reports provided do address aspects of processing core financial transactions, but do not specifically address the detail outlined in the control activity.</p> <p>Management response.</p> <p>People's Partnership accepts the finding; we will review this area and consider whether it should be subject to annual review and propose a change to this control if not.</p>
	The RACC reviews the PPL Internal Audit reports in accordance with the Trustee Governance Schedule.	<p>We obtained and inspected RACC meeting minutes to confirm that a review of the PPL internal audit report has been undertaken in accordance with the Trustee Governance Schedule.</p> <p>No exceptions noted.</p>
	PPL discusses any process changes required as a result of internal audit work with the RACC and the outcome will be documented in the minutes of the RACC meetings.	<p>Through enquiry and inspection, we confirmed that PPL discuss any process changes required following completion of internal audit work with the RACC.</p> <p>No exceptions noted.</p>

25. The Trustee Board ensures that member retirement options selected are processed and managed in accordance with documented procedures.

Background information	Control activities	Test description
<p>The Trustee has delegated the process of managing the retirement process to its Scheme Administrator PASL.</p> <p>The Trustee reviews processes from time to time during discussions at the RACC or Trustee Board meetings when appropriate.</p> <p>The retirement option process was reviewed as part of the Master Trust Authorisation process, and this was documented in the Crowe LLP AUP report paragraph. Changes to the retirement process from time to time are agreed with the Trustee.</p> <p>Details of the retirement process are found in the member booklet and sections of the TPP website.</p> <p>PASL maintains a documented set of procedures and controls in place for managing the retirement process. The retirement process and options available at retirement are documented on The People's Pension website at:</p> <p>https://thepeoplespension.co.uk/retirement/retirement-planning/get-ready-for-retirement/</p>	<p>Retirements are managed in accordance with a documented process which is reviewed and managed by its delegated authority PASL as administrator.</p>	<p>We obtained and inspected the retirements documented process to confirm in place.</p> <p>No exceptions noted.</p>
		<p>We inspected the "Flexi- Access Drawdown" operational procedure to confirm that a review of the retirements process has been undertaken.</p> <p>No exceptions noted.</p>
	<p>The Trustee monitors changes in the retirement process and options available at retirement through PPL's reports provided to the Trustee at RACC and Trustee Board meetings.</p> <p>These reports provide the Trustee with details of changes in the retirement process and options available at retirement together with changes to the relevant key Scheme documents.</p>	<p>We obtained and inspected reports provided to the Trustee at RACC to confirm they include changes in the retirement process and options available at retirement and meeting minutes/correspondence to confirm that these reports have been reviewed.</p> <p>Note – It has been confirmed to us that throughout the Scheme year, there were no changes to the retirement processes and options available at retirement. As such, no such reviews have been completed.</p> <p>No exceptions noted.</p>

26. The Trustee Board ensures that transaction errors are identified and rectified in accordance with a documented procedure.

Background information	Control activities	Test description
<p>The Trustee monitors PASL administration performance. This is reviewed at quarterly Trustee Board and RACC meetings and is documented in the Trustee Board and RACC meeting agendas and minutes.</p> <p>In the event of any transaction errors occurring, PASL will provide the Trustee with details of the error, what actions have been taken to prevent a reoccurrence, whether the member has suffered a loss and what actions have been taken to remedy the situation.</p>	<p>Transaction errors are identified and rectified in accordance with a documented procedure which is reviewed and managed by its delegated authority PASL as administrator.</p>	<p>We obtained and inspected the documented procedure for identification and rectification of transaction errors to confirm it is in place.</p> <p>No exceptions noted.</p>

Background information	Control activities	Test description
<p>Documented procedure: 'Identifying & reporting significant events to The Pensions Regulator (The People's Pension)' captures the key internal controls established for the identification, escalation and reporting of such events, including any incidents resulting in member financial detriment, failures in systems & processes impacting member investments, etc.</p> <p>PPL Internal Audit function provides the Trustee with a report at RACC meetings summarising the internal audit work conducted during the reporting period in relation to The People's Pension. This includes work relating to PASL administration performance and resolution of transaction errors.</p>	<p>In accordance with the Trustee Governance Schedule, the Trustee reviews PPL's performance through the quarterly Trustee meeting packs (including Scheme administration reporting) provided to the Trustee at RACC and Trustee meetings, which include PASL reporting of any transaction errors and resolution, breaches and complaints.</p>	<p>We obtained and inspected quarterly Trustee meeting packs (including Scheme administration reporting) to confirm they include PASL reporting of any transaction errors and resolution, breaches and complaints.</p> <p>No exceptions noted.</p>
	<p>The Trustee reviews quarterly administration reports provided by PASL, and papers provided at RACC and Trustee Board meetings where it questions the Chief Operating Officer about any transaction errors and resolution, breaches and complaints.</p>	<p>We obtained and inspected meeting minutes to confirm that a review of quarterly administration reports and related papers, including discussions in relation to any transaction errors and resolution, breaches and complaints, has been undertaken by the Trustee and the RACC, in accordance with the Trustee Governance Schedule.</p> <p>No exceptions noted.</p>
	<p>The PPL internal audit reports identify any issues with controls and processes, including any issues that may result in material transaction errors, and where necessary recommends changes to processes or controls which are reported to the Trustee at RACC meetings.</p>	<p>We obtained and inspected the internal audit reports to confirm that they identify any issues with controls and processes, including any issues that may result in material transaction errors, and confirms that the internal audit report includes any recommendations.</p> <p>Note – It has been confirmed to us that during the year, no issues that may result in material transaction errors were identified and therefore no recommended changes needed to be added to the internal audit report.</p> <p>No exceptions noted.</p>
	<p>In accordance with the Trustee Governance Schedule, the RACC reviews the internal audit reports. These reviews are recorded in the RACC meeting agendas and minutes.</p>	<p>We obtained and inspected the RACC meeting minutes to confirm that a review of the PPL internal audit reports was undertaken in accordance with the Trustee Governance Schedule.</p> <p>No exceptions noted.</p>

27. The Trustee Board ensures that late and inaccurate contributions are pursued and resolved in accordance with documented procedures. Late contributions are reported to the Trustee.

Background information	Control activities	Test description
<p>PPL has procedures in place for the monitoring and resolution of late and inaccurate contributions. This includes validation checks on the payroll data submitted by employers designed to help reduce inaccurate contributions.</p> <p>The Trustee has reviewed PASL procedures for monitoring the payment of contributions in accordance with TPR's General Code – Reporting late payment of contributions to occupational pension schemes.</p> <p>The Trustee had identified scenarios which could result in a higher risk of material payment failure and approved PASL manual testing of a sample of payroll data from each risk scenario identified.</p> <p>The Trustee then reviewed the PASL sample testing at quarterly RACC meetings, and this is documented in the RACC meeting agendas and minutes.</p> <p>The PPL Internal Audit function provides the Trustee with a report at Trustee meetings summarising the internal audit work conducted during the reporting period. This includes work relating to the assessment of PASL chasing and resolving of late and inaccurate contributions. Going forward, the Internal Audit function will agree the Scheme internal audit requirements with the Trustee mainly at RACC meetings (which will include an option for them to request additional work in excess of The Pensions Regulator's expectations). The PASL procedure for the monitoring and resolution of late and inaccurate contributions includes procedures for insolvent employers and redundancy payment services. PASL maintains a log of late contributions which includes action undertaken to collect payment.</p>	Late and inaccurate contributions are pursued and resolved in line with a documented procedure which is reviewed and managed by its delegated authority PASL as administrator.	<p>We obtained and inspected the documented procedures for late and inaccurate contributions to confirm in place.</p> <p>No exceptions noted.</p>
	Details of late contributions are reviewed and discussed by the Trustee at RACC quarterly meetings.	<p>We obtained and inspected the RACC meeting minutes to confirm that details of late contributions are reviewed and discussed.</p> <p>No exceptions noted.</p>
	Scheme administration reports submitted to the Trustee for review show details of any late payments and any employers reported to the Pensions Regulator for material breaches.	<p>We obtained and inspected the quarterly Scheme administration reports to confirm they include details of any late payments and any employers reported to the Pensions Regulator for material breaches.</p> <p>No exceptions noted.</p>
	In accordance with the Trustee Governance Schedule, the Trustee monitors the timeliness of contributions through the quarterly Scheme administration reports provided to the Trustee at RACC and Trustee meetings. These reviews are documented in the RACC and Trustee meeting minutes.	<p>We obtained and inspected meeting minutes to confirm that the timeliness of contributions through the quarterly Scheme administration, has been monitored by the Trustee and the RACC, in accordance with the Trustee Governance Schedule.</p> <p>No exceptions noted.</p>
	PPL Internal Audit function provides the Trustee with a report mainly at RACC meetings summarising the internal audit work conducted during the reporting period in relation to The People's Pension. This includes work relating to the assessment of PASL chasing and resolving of late and inaccurate contributions.	<p>We obtained and inspected the internal audit report to confirm it summarises the internal audit work conducted during the reporting period in relation to The People's Pension, including work relating to the assessment of PASL chasing and resolution of late and inaccurate contributions.</p> <p>Exception noted.</p> <p>We obtained and inspected the internal audit report and could not confirm that the internal audit report provided summarised the internal audit work conducted during the reporting period in relation to The People's Pension, relating to the assessment of PASL chasing and resolution of late and inaccurate contributions.</p>

Background information	Control activities	Test description
<p>PASL brought in a contribution monitoring project which sought to improve the quality of the contribution data submitted by employers, which was started in Autumn 2023.</p>		<p>We note that the internal audit reports provided do address work planned in relation to the monitoring of contributions in quarter 4 but cannot see that this work has been undertaken.</p> <p>Management response.</p> <p>Due to operational constraints the late payment and contribution monitoring fieldwork for this review was delayed to Q1 2025/26 and will be reported at a subsequent RACC meeting.</p>
	<p>In accordance with the Trustee Governance Schedule, the Trustee reviews the internal audit reports. These reviews are recorded in the RACC and Trustee meeting minutes.</p>	<p>We obtained and inspected Trustee meeting minutes to confirm that a review of the internal audit reports has been undertaken in accordance with the Trustee Governance Schedule.</p> <p>No exceptions noted.</p>
	<p>In accordance with the Trustee Governance Schedule, the Trustee reviews breaches of pensions legislation, identified by PPL, through PPL's reports provided at Trustee meetings.</p>	<p>We obtained and inspected the PPL reports to confirm they include information in relation to breaches of pensions legislation identified by PPL and Trustee meeting minutes to confirm that these reports have been reviewed.</p> <p>No exceptions noted.</p>

28. The Trustee Board ensures that contributions are invested and allocated in accordance with member instructions or the requirements of the default arrangement.

Background information	Control activities	Test description
<p>PASL has processes and procedures in place for carrying out investments in accordance with each member's instructions. The Trustee reviews this through internal audit, Scheme administration and risk and regulatory (breaches) reports provided to the Trustee at RACC and Trustee meetings.</p> <p>These reports show PASL performance against service levels agreed with the Trustee.</p> <p>These reports also include details of contributions invested together with a summary of fund and profile switches and investments within each fund, as noted in the current control procedure.</p>	<p>Contributions are invested and allocated in line with a documented procedure which is reviewed and managed by its delegated authority PASL as administrator.</p>	<p>We obtained and inspected the documented procedure for the investment and allocation of contributions to confirm in place.</p> <p>No exceptions noted.</p>
	<p>The Trustee reviews administration reports and risk and regulatory reports at its IC, RACC and Trustee Board meetings.</p> <p>These reports detail the Scheme's receipt and allocation of contributions and report any breaches of procedure to invest and allocate contributions in line with Service Levels.</p>	<p>We obtained and inspected administration reports and risk and regulatory reports to confirm they include details of the Scheme's receipt and allocation of contributions and reported any breaches of procedure to invest and allocate contributions in line with Service Levels.</p> <p>No exceptions noted.</p>

Background information	Control activities	Test description
<p>PPL Internal Audit function provides the Trustee with a report at Trustee meetings summarising the internal audit work conducted during the reporting period in relation to The People's Pension. In accordance with the Framework Services Agreement, the Internal Audit function agrees audit requirements with the Trustee (which will include an option for them to request additional work in excess of The Pensions Regulator's expectations).</p>		<p>We obtained and inspected IC, RACC and Trustee meeting minutes to confirm that a review of administration reports and risk and regulatory reports has been undertaken.</p> <p>Note – In the Trustee meeting minutes, the Compliance report is an item for noting and an update on administration is given rather than a review of the administration reports.</p> <p>No exceptions noted.</p>
<p>In terms of addressing member investment requests and managing associated data (and member records), PASL also has member specific procedures for both members in the default (Change in Glidepath) and members with self-select funds (Fund Switches). The documented procedures set out the operational process starting from a member requesting a change to their investment holdings right through to receiving written confirmation of the changes made.</p> <p>The valuation process is a one-day cycle. Members who have selected the default arrangement are subject to automated life-styling. The Change in Glidepath documented procedure and Fund Switches documented procedure confirm the processes for switching funds and life-styling to ensure accurate processing of member investment transactions and member instructions. They also set out the end-to-end process for member investment change requests including accuracy of new investment allocation.</p>	<p>In accordance with the Trustee Governance Schedule, the Trustee reviews the internal audit reports. These reviews are recorded in the Trustee Board and RACC meeting agendas and minutes.</p>	<p>We obtained and inspected Trustee Board and RACC meeting minutes to confirm that a review of internal audit reports has been undertaken in accordance with the Trustee Governance Schedule.</p> <p>No exceptions noted.</p>

29. The Trustee Board ensures member data is complete and accurate and is subject to regular data evaluation.

Background information	Control activities	Test description
<p>The Trustee ensures member data is as complete and accurate as possible through the delegation of regular data integrity evaluation by its Scheme Administrator PASL.</p> <p>The Scheme Administrator's IT system records are updated daily through ad-hoc instructions received from Scheme members and information received from employers participating in the Scheme.</p> <p>PASL regularly reviews the completeness and accuracy of the common and scheme-specific data it holds for members of The People's Pension.</p> <p>PASL provides the Trustee with administration reports to enable a review of the completeness and accuracy of member data at Trustee meetings.</p> <p>These reports will show the percentage of Scheme membership where common and scheme-specific data are present.</p> <p>PPL Internal Audit function provides the Trustee with a report at Trustee meetings summarising the internal audit work conducted during the reporting period in relation to The People's Pension. This includes work relating to the assessment of PASL data evaluation processes and procedures.</p> <p>PASL runs monthly data quality reports on the completeness and accuracy of common and scheme-specific data.</p>	<p>In accordance with the Trustee Governance Schedule, the Trustee monitors and reviews the completeness and accuracy of member data (common and scheme specific) through the quarterly Scheme administration reports provided to the Trustee at Trustee Board and RACC meetings.</p>	<p>We obtained and inspected the quarterly administration reports to confirm they include completeness and accuracy of data (data) scores for both common and scheme specific data.</p> <p>No exceptions noted.</p>
	<p>These reviews are documented in the Trustee meeting agenda and minutes and include data scores for both common and scheme specific data in line with TPR guidance.</p>	<p>We obtained and inspected Trustee meeting minutes to confirm that a review of quarterly administration reports, including data scores for both common and scheme specific data, has been undertaken in accordance with the Trustee Governance Schedule.</p> <p>No exceptions noted.</p>
	<p>The Trustee discusses the Scheme administrator's data strategy and improvement plan to improve the data scoring and the output is reflected in the reports to the RACC.</p> <p>These reviews are documented in the RACC meeting agenda and minutes.</p>	<p>We obtained and inspected the Scheme administrator data strategy and improvement plan to confirm in place.</p> <p>No exceptions noted.</p>
		<p>We obtained and inspected meeting minutes to confirm that a review of the Scheme administrator's data strategy and improvement plan to improve the data scoring and the output has been undertaken by RACC.</p> <p>No exceptions noted.</p>
	<p>PPL's Internal Audit function provides the Trustee with a report at RACC and Trustee Board meetings summarising the internal audit work conducted during the reporting period in relation to The People's Pension. This includes work relating to the assessment of PPL's data evaluation processes and procedures.</p>	<p>We obtained and inspected the internal audit report to confirm it includes work relating to the assessment of PPL's data evaluation processes and procedures.</p> <p>No exceptions noted.</p>
	<p>In accordance with the Trustee Governance Schedule the Trustee reviews the internal audit reports. These reviews are recorded in the Trustee meeting agendas and minutes.</p>	<p>We obtained and inspected RACC and Trustee Board meeting minutes to confirm that a review of internal audit reports has been undertaken by in accordance with the Trustee Governance Schedule.</p> <p>No exceptions noted.</p>

30. The Trustee Board maintains a documented member communications plan which is regularly reviewed.

Background information	Control activities	Test description
<p>The Trustee has delegated the delivery of communication services to the PPL Marketing and Communications department. PPL maintains a Communications Plan and provides this to the Trustee annually at a RACC meeting. This plan sets out the business and marketing objectives for the financial year and the channels of communication that will be used to communicate these messages.</p> <p>The Trustee has agreed the key Scheme documentation which should be referred to the RACC for approval. As part of the PPL documentation re-approval process, documentation is reviewed at least once each year to ensure they continue to provide accurate information.</p> <p>The progress of the Communications Plan is discussed by the Trustee at its quarterly RACC meetings, and this includes any materials to be approved (or ratification where items have been approved by circulation), key activity and communication material developed or delivered over the last 3 months and expected over the next 6 months.</p>	<p>In accordance with the Trustee Governance Schedule and Business Activity Plan, PPL provides the Trustee with a Communications plan annually for review.</p>	<p>We obtained and inspected the Communication Plan to confirm in place.</p> <p>No exceptions noted.</p>
	<p>The Communications Plan outlines key objectives (including approaches to enhance member engagement), metrics, target audiences, channels of communication and delivery timings.</p>	<p>We obtained and inspected the Communication Plan to confirm it outlines key objectives (including approaches to enhance member engagement) metrics, target audiences, channels of communication and delivery timings.</p> <p>No exceptions noted.</p>
	<p>The RACC reviews the Communications Plan annually and discusses it with PPL. Any comments and/or actions are recorded in RACC meeting minutes and/or matters arising.</p>	<p>We obtained and inspected RACC meeting minutes to confirm that a review of the Communications Plan has been undertaken and to confirm that any comments and/or actions in relation to the Communications Plan are recorded.</p> <p>No exceptions noted.</p>
	<p>The progress of the Communications Plan is discussed by the Trustee at its quarterly RACC meetings.</p>	<p>We obtained and inspected the RACC meeting minutes to confirm that progress of the Communications Plan has been discussed.</p> <p>No exceptions noted.</p>
	<p>In accordance with the Trustee Governance Schedule, the Trustee monitors and reviews material changes to key Scheme communications at RACC Meetings. These reviews are documented in the RACC meeting minutes.</p>	<p>We obtained and inspected meeting minutes to confirm that a review of material changes to key Scheme communications has been undertaken by RACC in accordance with the Trustee Governance Schedule.</p> <p>No exceptions noted.</p>

31. Arrangements are in place for ensuring that the quality and accuracy of member communications are assessed by the Trustee Board.

Background information	Control activities	Test description
<p>The Trustee has delegated the delivery of communication services to the PPL Marketing and Communications department.</p> <p>PASL has procedures in place for managing the retirement process and ensuring that communications to members approaching retirement meet regulatory requirements, using a bespoke digital approval system.</p> <p>All communication materials go through a robust process of approval for content, style, tone of voice and regulatory compliance.</p> <p>This allows the Trustee to ensure all communication materials are audience appropriate, adhere to clear English standards and are fully compliant with underlying regulation.</p>	<p>An audit trail of any changes to any communication material is tracked using Digital Approval System (DAS) which enables the Trustee to oversee what is being produced for members and approve key documents.</p>	<p>Through enquiry and inspection, we confirmed that an audit trail of any changes to any communication material is tracked using Digital Approval System (DAS) and that this enables the Trustee to oversee what is being produced for members and approve key documents.</p> <p>No exceptions noted.</p>
	<p>All documentation is reviewed at least annually by the PPL Marketing and Communications department.</p>	<p>Through enquiry and inspection, we confirmed that for a sample of communication documentation, a review is undertaken at least annually by the PPL Communication and Marketing team.</p> <p>No exceptions noted.</p>
	<p>The Trustee reviews material changes to relevant web content and key documents that include the Member Booklet, Your Options At Retirement, the Member Protection Statement, and any documents relating to new joiners.</p>	<p>Through enquiry, we confirmed that a review of material changes to web content and key documents is undertaken by the Trustee.</p> <p>No exceptions noted.</p>

32. The Trustee Board has established a process for reporting member feedback (including issues raised by members) and complaints to the Trustee, including resolution procedures. Member feedback and issues are logged and reviewed by the Trustee Board.

Background information	Control activities	Test description
<p>The Trustee draws upon the expertise of the PPL Marketing and Communications research team who are dedicated to the testing and delivery of communication materials.</p> <p>The Trustee has adopted processes to ensure that appropriate administration standards are satisfied, and mechanisms are in place for all members' views to be represented at Trustee Board level.</p> <p>Each year the Trustee delivers a live webinar or pre-recorded event that enables members to raise questions directly with the Trustee.</p> <p>The Trustee (or PPL on its behalf) engages with customers across a number of platforms, through direct communications, website and online portals and social media.</p> <p>The Scheme's two-stage Internal Dispute Resolution Procedure (IDRP) allows members to escalate their concerns directly to the Trustee. All second stage IDRP decisions on submissions are undertaken by all members of the RACC. All complainants reaching the second stage of the process receive a letter from the Chair of the RACC explaining the reasons for the decision. In the event the Chair of RACC is unavailable the Chair of the Trustee Board will sign the letter.</p> <p>The lessons learned from complaints or IDRPs are also fed back to the Scheme Administrator and the Trustee for use in training or communication methods or materials.</p> <p>All members have the facility to make a submission to the Trustee at: www.thepeoplespension.co.uk/contact-us</p>	<p>Reports are provided to the RACC annually with the results of member surveys and focus groups, together with opinions from employers and advisers.</p>	<p>We obtained and inspected annual reports provided to the RACC to confirm they include results of members surveys and focus groups, together with opinions from employers and advisers.</p> <p>No exceptions noted.</p>
	<p>The feedback captured from members is reported at RACC and at Trustee Board meetings with comments submitted via the email link in the Chair's Statement and where appropriate, used for training purposes and/or fed into the development or introduction of new or updated communication materials and channels.</p>	<p>Through enquiry and inspection, we confirmed that a review of feedback captured from members has been undertaken and presented to the Trustee Board.</p> <p>No exceptions noted.</p>
	<p>The Trustee is a participant at The People's Pension annual webinars or pre-recorded events (alongside senior representatives from the Scheme Administrator, Strategist and Founder). This enables members to raise questions directly with the Trustee.</p>	<p>We obtained and inspected the Chair's Statements to confirm that it includes a link for members to submit comments.</p> <p>No exceptions noted.</p>
		<p>Through enquiry, we confirmed that member feedback may be used for training purposes and/or fed into the development or introduction of new or updated communication materials and channels.</p> <p>No exceptions noted.</p>
		<p>Through enquiry, we confirmed that the Trustee is a participant at The People's Pension annual webinars or pre-recorded events.</p> <p>No exceptions noted.</p>

Appendix – Letter of engagement

Our ref: AP/PS/LOP00034

3 December 2024

The Trustee of The People's Pension
C/O Rochelle Baker
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Dear Sirs

This letter sets out the basis on which we shall be pleased to act for you and includes your and our respective responsibilities.

Under 'Other Matters' below, we set out our maximum legal liability. This letter is subject to the annexed Terms of Business and these include other important details, including provisions that further limit the amount of our liability in certain circumstances. Please read this letter and the Terms of Business carefully and raise with me any questions that you might have.

1. Scope of our work

- 1.1 You have asked us to act as Service Auditor to deliver services to you in connection with the governance control activities established by the Trustee of The People's Pension ("the Master Trust") for the period from 1 April 2024 to 31 March 2025 (the Specified Period).

2. Responsibilities of the Trustee

- 2.1 The Trustee of the Master Trust ("the Trustee") in relation to which the Service Auditor's assurance report is to be provided is and shall be responsible for the design, implementation and operation of governance control activities at the Master Trust. The Trustee's responsibilities are and shall include:
- a) acceptance of responsibility for governance control activities;
 - b) evaluation of the effectiveness of the governance control activities established by the Trustee using suitable criteria; and
 - c) supporting its evaluation with sufficient evidence, including documentation.
- 2.2 The Trustee acknowledges and accepts its responsibility for providing a written statement ("the Trustee's Report") about whether in all material respects, and based on suitable criteria:
- a) The Trustee's Report describes fairly the governance control activities established by the Trustee that relate to control objectives which were in place throughout the Specified Period;
 - b) The governance control activities described were suitably designed throughout the Specified Period such that there is reasonable assurance that the specified control objectives would be achieved if the described governance control activities were complied with satisfactorily; and
 - c) The governance control activities described were operating with sufficient effectiveness to provide reasonable assurance that the related control objectives were achieved during the Specified Period.

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2.3 This written statement will be included in, or attached to, the Trustee's description of the Trustee's governance control activities in the Trustee's Report and provided to user entities as part of the final Trustee's Report issued by the Trustee.

2.4 In drafting this report the Trustee has regard to, as a minimum, the criteria specified within Technical Release TECH 05/20 Assurance Reporting on Master Trusts issued by the Institute of Chartered Accountants in England and Wales.

3. Responsibilities of Service Auditors

3.1 It is our responsibility to form an independent opinion, based on the work carried out in relation to the governance control activities established by the Trustee as described in the Trustee's Report and report this to the Trustee.

4. Scope of the Service Auditor's work

4.1 We conduct our work in accordance with the procedures set out in Technical Release TECH 05/20 Assurance Reporting on Master Trusts. Our work will include enquiries of key individuals at the Master Trust.

4.2 In reaching our conclusion, the minimum criteria against which the governance control activities are to be evaluated are the control objectives developed for assurance reporting on Master Trusts as set out within Technical Release TECH 05/20 Assurance Reporting on Master Trusts, together with additional governance control activities as considered appropriate

4.3 Any work already performed in connection with this engagement before the date of this letter will also be governed by the terms and conditions of this letter.

4.4 We may seek written representations from the Trustee in relation to matters on which independent corroboration is not available. We shall seek confirmation from the Trustee that any significant matters of which we should be aware have been brought to our attention.

4.5 Our objective will be to conduct an examination that will include procedures to obtain reasonable assurance, in all material respects and based on suitable criteria, to enable us to express an opinion as to whether:

- a) The Trustee's Report fairly presents the governance control activities established by the Trustee that relate to the control objectives specified in the Trustee's Report which were in place throughout the Specified Period;
- b) The governance control activities established by the Trustee described in the Trustee's Report were suitably designed to provide reasonable, but not absolute, assurance that the specified control objectives would have been achieved if the described governance control activities operated effectively throughout the Specified Period; and
- c) The governance control activities established by the Trustee that were tested were operating with sufficient effectiveness to provide reasonable, but not absolute, assurance that the related control objectives were achieved throughout the Specified Period.

4.6 In conducting our work we will examine on a test basis, evidence supporting the Trustee's description of controls, including the operating effectiveness of the related controls, and perform other procedures as we consider necessary in the circumstances to provide a reasonable basis for our report. Our examination will not include other systems, controls, operations or services not specified herein including internal control at user organisations and, accordingly, we will express no opinion on such items.

5. Inherent limitations

- 5.1 The Trustee acknowledges that governance control activities designed to address specified control objectives are subject to inherent limitations and, accordingly, errors or irregularities may occur and not be detected. Such activities cannot guarantee protection against fraudulent collusion especially on the part of those holding positions of authority or trust. Furthermore, the opinion set out in our report will be based on historical information and the projection of any information or conclusions in our report to any future periods will be inappropriate.

6. Use of our report

- 6.1 Our report will, subject to the permitted disclosures set out in paragraph 6.3 below, be made solely for the use of the Trustee and solely for the purpose of reporting on the governance control activities established by the Trustee, in accordance with these terms of our engagement.
- 6.2 Our work will be undertaken so that we might report to the Trustee those matters that we have agreed to state to it in our report and for no other purpose.
- 6.3 We permit the disclosure of our report, in full only, to verify to the recipient that a report by the Service Auditor has been commissioned by the Trustee and issued in connection with the governance control activities established by the Trustee without assuming or accepting any responsibility or liability to the recipient on our part.
- 6.4 To the fullest extent permitted by law, we do not and will not accept or assume responsibility to anyone other than the Trustee as a body for our work, for our report or for the opinions we will have formed.

OTHER MATTERS**7. Limitation of liability**

- 7.1 Our aggregate liability in respect of all claims by you under or in connection with this Contract shall be limited to the amount of £1,000,000. This limit shall apply to any and all causes of action against us in respect of or arising from or in any way connected with our engagement by you. However, we never seek to exclude or restrict our liability to the extent that we cannot do so by law for any reason, or any liability for our fraud or dishonesty. If you wish to discuss this or other provisions before we carry out work for you, please let us know.

8. Fees

- 8.1 Our fees are calculated on the basis of the time spent on your affairs by the partners and staff and on the levels of skill or responsibility involved and will be billed at approximately monthly intervals during the course of our work and once a particular assignment has been completed. The amount of our fee to provide Type 2 Service Auditor assurance services will be agreed with you annually. We shall charge in addition any disbursements and VAT, and reserve the right to charge interest on unpaid bills and suspend work until they are paid.
- 8.2 You undertake to ensure that our bills are settled in accordance with the attached statement of our terms of business "Terms and Conditions".
- 8.3 If we need to do work outside the responsibilities outlined in our engagement letter, we will advise you in advance. This will involve additional fees. Accordingly, it is in your interest to ensure that your records and information requirements are completed at the agreed stage.

9. Terms of Business

- 9.1 The Terms of Business accompanying this letter contain further information about the basis on which we will be pleased to carry out work for you. In the event of a conflict between the Terms of Business and what is set out in this letter, this letter will prevail.

10. Confirmation of your agreement

- 10.1 Please let me know if you have any questions in relation to this letter and the Terms of Business. If you are content with them, then would you please confirm your agreement by signing and returning one of the enclosed copies.
- 10.2 If I do not hear from you regarding this letter but it is clear that you wish us to proceed with the work, then this letter and the Terms of Business will govern the terms of our engagement.

Yours faithfully



Crowe U.K. LLP

AGREEMENT OF TERMS

I acknowledge receipt of this letter, which together with the Terms of Business fully records the agreement between us concerning your appointment to carry out the work described in it.

NameDavid Maddison....

Signed



Position .Chair of the RACC

Date06/12/2024

For and on behalf of the Trustee.

TERMS OF BUSINESS

1. Definitions

1.1 In these Terms of Business and any associated engagement letter:

1.1.1 "We" means Crowe U.K. LLP, and shall include any successor or assignee;

1.1.2 "You" means the person or company with whom the Contract is agreed and that is named as such in the engagement letter;

1.1.3 "Contract" means the terms of engagement agreed between Crowe U.K. LLP and you to which these terms of business relate and into which they are incorporated;

1.1.4 "Services" means the services we agree to provide you with under the Contract, as set out in the engagement letter.

2. Limitation of liability

2.1 We never seek to exclude or restrict our liability for our fraud or dishonesty, or otherwise to the extent that we cannot do so by law for any reason.

2.2 We accept that we owe you a duty of care to provide the Services with reasonable skill and care, regardless of whether the people we decide to use are members or employees (who may also be described as 'partners') of Crowe U.K. LLP or agents or sub-contractors retained by us. You in turn agree that you will not bring any claim based on any cause of action in respect of or in any way connected with the Contract against anyone other than Crowe U.K. LLP.

2.3 Where we are liable to you, and in addition any other person is also liable to you, or any such person or you have caused or contributed to the same loss or damage for which we are liable, either in whole or in part, then our liability shall be limited to such amount as is just and equitable having regard to the extent to which each of us and/or such other person is liable for and/or has otherwise caused or contributed to such loss or damage. For the purposes of this clause, the liability for and/or cause or contribution of any such other person shall be determined by disregarding any limitation, exclusion or restriction of legal liability or any inability to pay or insolvency, even if it means that you cannot recover any compensation from such other person.

2.4 Any action (including any proceedings in a court of law) in connection with this Contract or the Services must be brought within 3 years of the date of the act or omission that is alleged to have given rise to the action.

3. Crowe Global and its member firms

3.1 Crowe U.K. LLP is a member of Crowe Global, a Swiss Verein. Each member firm of Crowe Global

is a separate and independent legal entity. There is no ownership, agency, partnership or control relationship amongst any of Crowe Global and its member firms. Crowe Global does not perform services and you agree that you will not bring a claim against it.

3.2 It is possible that we may retain another member firm of Crowe Global to act for us as a sub-contractor in providing the Services to you under this Contract. In that event, we accept that we owe you a duty of care to provide the Services for which we have retained that other member firm as a subcontractor, as set out in Clause 2.2, and you in turn agree that you will bring any claim against us and not against that other member firm, as set out in Clause 2.2.

3.3 If we have not retained another member firm as a sub-contractor, then you agree that any services that may be provided to you by another member firm are separate from the Services provided by us under this Contract. You will be responsible for entering into a separate contract of engagement with that other member firm, on such terms as you and that other member firm may agree. You agree that we shall not under any such circumstances be responsible or liable in any way whatsoever for any acts or omissions of Crowe Global or of any other member firms of Crowe Global.

4. Responsibility to third parties

4.1 We shall provide the Services for your exclusive use and for the purpose for which you engage us, and you agree that you will not disclose our advice or the product of our Services to anyone else without our specific written agreement.

4.2 We do not accept any responsibility to anyone other than you ("third party") for any aspect of our Services, whether because any work of ours is made available to the third party or for any other reason.

4.3 To the extent that the law imposes on us any responsibility to any third party even though we do not accept that, our liability to that third party shall be limited in accordance with the "Limitation of liability" section of the engagement letter. You therefore agree that you will share a single limit of liability as set out in those provisions in the event that we have a liability to you and to a third party.

5. Nature of our Services

5.1 You acknowledge that we will rely on information and documentation provided to us by you, your management, employees and third parties in the course of our work. We will not be responsible for the consequences of any deficiency in the information or documentation provided to us, whether as a result of it being false, misleading or incomplete. You agree to inform us if you are or become aware of anything inaccurate or misleading in respect of information or documentation provided to us.

5.2 Except as expressly agreed in the description of the Services in the engagement letter, our work will not

be an audit as conducted in accordance with applicable auditing standards. Unless expressly agreed, we will not seek to verify the accuracy of the information provided to us in the course of carrying out our Services, and we will not seek to or be responsible for detecting fraud by you or by your management, employees or third parties. We shall satisfy ourselves that the information provided is consistent with other information provided to us, but we will otherwise generally accept the explanation and assurances we receive from the directors, officers and employees of the entity that is the subject of the Services under this Contract or other third parties in the course of our work.

- 5.3 It may be necessary or desirable to instruct other professional advisers or third-party suppliers in connection with the Services, upon whom we may place reliance and/or in conjunction with whom we may carry out our work. You shall be responsible for the appointment of such other professional advisers or suppliers and for their fees and expenses. We shall have no liability for the non-delivery, non-performance or any acts, errors or omissions of such other advisers or suppliers (other than our express agents), regardless of any role that we may perform in relation to communications with such advisers or suppliers.

6. Fees

- 6.1 You agree to pay our fees within 30 days from the date of the invoice.
- 6.2 Payment of our fees from a bank based outside the UK must be made via transfer to our bankers and must quote our invoice details.
- 6.3 We will claim for relief for any fees falling within the scope of the VAT Regulations 1995 (SI 1995/2518).

7. Non-payment of fees

- 7.1 If you fail to pay our fees within 30 days from the date of the invoice we reserve the right:
- 7.1.1 to charge monthly interest on the unpaid amount at 5% over the Barclays Bank plc Base Rate in accordance with the Late Payment Legislation;
- 7.1.2 to suspend the Services and any other work which we are carrying out for you;
- 7.1.3 to take whatever legal remedy exists in order to obtain payment; and
- 7.1.4 to claim the cost of debt recovery.

8. Communicating with you

- 8.1 Please let us know if you have a preferred method of communication e.g. telephone or email or letter. Unless we hear from you, we will use whatever mode of communication appears appropriate in the circumstances.

- 8.2 All email messages sent to us will, if properly addressed, arrive on the terminal of the person to whom they are addressed. Please be aware of the following points:

- 8.2.1 the firm is connected to the internet, but the exchange of email messages may be subject to delays outside of our control;
- 8.2.2 the safe delivery of email via the internet should not be assumed;
- 8.2.3 the confidentiality of email cannot be guaranteed.

- 8.3 Please ask about our secure portal solutions. Unless you ask us, we shall not encrypt or promise to password-protect any email or attachment sent by us to you.

- 8.4 You and we shall not be responsible for each other's loss or damage arising from any corruption or alteration, or any unauthorised interception, redirection, copying or reading, of emails including any attachments.

- 8.5 You and we shall not be responsible for the effect on each other's hardware or software (or any loss or damage arising from any such effect) of any emails or attachment which may be transmitted by the other.

- 8.6 The recipient is responsible for carrying out a virus check on attachments.

9. Improving our service

- 9.1 If at any time you would like to discuss with us how we could improve our service to you or you are dissatisfied with the service you are receiving, please let us know by contacting the engagement partner or Nick Jones, the Managing Partner of this office. Alternatively, the Chief Executive of the firm Nigel Bostock, Crowe U.K. LLP, 55 Ludgate Hill, London, EC4M 7JW.

- 9.2 Should our service be less than satisfactory we will take all reasonable steps to correct the situation. We undertake to investigate any complaints carefully and promptly and to report our findings to you.

- 9.3 If you are still dissatisfied you may take the matter up directly with the Institute of Chartered Accountants in England and Wales at:

Professional Conduct Department
ICAEW
Level 1, Metropolitan House
321 Avebury Boulevard
Milton Keynes MK9 2FZ

10. Professional rules and practice guidelines

- 10.1 We will observe the bye-laws, regulations and ethical guidelines of the Institute of Chartered Accountants in England and Wales and accept instructions to act for you on the basis that we will act in accordance with them. The requirements are

available on the internet at www.icaew.com/membershandbook.

10.2 We are eligible to conduct audits under the Companies Act 2006 and details about our audit registration can be viewed at www.auditregister.org.uk, under reference number C001095468.

10.3 Details of our professional indemnity insurer can be found on our internet web site (<https://www.crowe.com/uk/about-us/disclosure>) on the legal information page, in accordance with the disclosure requirements of the Services Regulations 2009.

10.4 Our Services for you shall not be exclusive, and you agree that this Contract shall not prevent or restrict us from carrying on our business. We reserve the right during our engagement with you to act for other clients who may be competitors of yours or in respect of whom issues of commercial conflict may arise, subject to the Confidentiality section below.

10.5 Where a specific legal or ethical conflict of interest, actual or potential, is identified, and we believe that implementing appropriate procedures can properly safeguard your interests, we will promptly notify you and discuss the position with you. Please note that there may be circumstances where we are unable to fully explain all of the aspects of the conflict because of obligations that we owe to other clients or third parties. It may also not be possible to put effective safeguards in place, or you may not be content with the situation, in which case it may be necessary for us to terminate the Contract. You also agree to inform us immediately if you should become aware of, or believe that there may be, a conflict affecting our provision of the Services.

10.6 Our files are periodically reviewed by an independent regulator or quality controller as part of our on-going commitment to providing a quality service. The reviewers are bound by the same rules of confidentiality as our partners and staff.

11. Confidentiality

11.1 We confirm that where you give us confidential information we shall at all times keep it confidential, except as required by law or as provided for in regulatory, ethical or other professional statements relevant to our engagement or for the purpose of notifying insurers concerning any actual or potential dispute relating to the Services.

11.2 You agree that we will be complying sufficiently with our duty of confidence if we take steps that we in good faith think fit to keep appropriate information confidential during and after our engagement.

11.3 You agree to reimburse any reasonable costs that we may incur in complying with any requirement for disclosure of your information that is imposed on us in any proceedings or regulatory process that does not involve any substantive claim or proceeding against us, provided that we promptly notify you in writing of any such requirement (to the extent we are legally permitted to do so) and that we

reasonably cooperate with you in any efforts to protect against such disclosure.

11.4 You agree to keep confidential any methodologies and technology used by us to carry out the Services.

12. Data Protection

12.1 When acting for you, we are a data controller in respect of any personal data you provide to us or to which we have access. This is because accountants and similar providers of professional services work under a range of professional obligations which oblige them to take responsibility for the personal data they process. For example, if we detect malpractice whilst performing our services we may, depending on its nature, be required under our regulatory obligations to report the malpractice to the police or other authorities. In doing so we would not be acting on your instructions but in accordance with our own professional obligations and therefore as a data controller in our own right.

12.2 Where we and you are deemed in accordance with the data protection laws to be joint data controllers, you shall be liable for the personal data you process and we shall only be liable for the personal data we process.

12.3 You confirm that you have the right to supply personal data to us and this will not breach applicable data protection laws. Where you are providing personal data to us about a third party, for example a family member, a partner, a director (including a non-executive director), and/or any other type of member, business associate or third party, you confirm that you have their authority and express permission to provide us with their personal data.

12.4 Neither of us will by our act or omission put the other in breach of the applicable data protection laws.

12.5 Where we and you are joint data controllers, you should provide all relevant information to data subjects relating to the processing of their personal data (including the processing carried out by us) and to the exercise of their rights in relation to the processing of their personal data as required by the data protection laws ("Fair Processing Notice") and you will be the contact point for the data subject.

12.6 To enable us to discharge the services agreed under our engagement, and for other related purposes including updating and enhancing client records, analysis for management purposes and statutory returns, crime prevention and legal and regulatory compliance, we may obtain, use, process and disclose personal data about you or your entity, its officers and employees, as applicable, including to other member firms of Crowe Global or to third parties in the same or different jurisdictions, as set out in our website privacy notice. We confirm when processing data on your behalf we will comply with the relevant provisions of the applicable data protection laws.

- 12.7 In some circumstances, you may instruct us to provide certain services in relation to which we process personal data on your behalf. Where we act as a data processor in relation to your personal data, we will:
- 12.7.1 process personal data:
 - 12.7.1.1 for the purpose of performing our services and obligations to you; and
 - 12.7.1.2 for such other purposes as may be instructed by or agreed with you or as otherwise notified in writing from time to time; and
 - 12.7.1.3 in accordance with the applicable data protection laws;
 - 12.7.2 implement appropriate technical and organisational measures to protect the personal data against unauthorised or unlawful processing and against accidental loss, destruction, damage, alteration or disclosure;
 - 12.7.3 not otherwise modify, amend, remove or alter the contents of the personal data or, subject to clause 12.7.7 below, disclose or permit the disclosure of any of the personal data to any third party without your prior written authorisation;
 - 12.7.4 adopt measures to maintain up to date records of our processing activities performed on your behalf which shall include the categories of processing activities performed, information on cross border data transfers and a general description of security measures implemented in respect of processed data;
 - 12.7.5 unless otherwise required by data protection laws, our own retention policy, we will return or delete all personal data upon the termination of our relationship with you;
 - 12.7.6 adopt measures to ensure that only those personnel who need to have access to your personal data are granted access to it and that all of the personnel required to access your personal data are reliable and have been informed of its confidential nature;
 - 12.7.7 be entitled to appoint sub-contractors to process the personal data, and we will ensure an agreement is entered into with the relevant sub-contractor(s) which includes terms which are substantially the same as the terms set out in this clause 12;
 - 12.7.8 be entitled to transfer your personal data to a country or territory outside the United Kingdom or European Economic Area, including to any subcontractor, provided that such transfer is permissible under applicable data protection laws. You authorise us to enter into standard form contracts on your behalf where necessary to provide appropriate safeguards for such transfers, provided that we notify you in advance;
 - 12.7.9 notify you without undue delay if we receive: (i) a request from a data subject to access your personal data; or (ii) a complaint or request relating to the data protection laws;
 - 12.7.10 assist you should you need to carry out a privacy impact assessment;
 - 12.7.11 notify you without undue delay in the event we become aware of any breach data protection laws; and
 - 12.7.12 permit without charge, on an annual basis, and / or where you become aware of a data breach or alleged breach of the data protection laws by us, reasonable access to the relevant records, files, tapes, computer systems, for the purposes of reviewing compliance with the data protection laws.
- 12.8 When acting for you in a personal capacity how we process your personal data is described in our privacy notice. This is available on our internet page. We will tell you if, in our opinion, your instructions may breach the applicable data protection laws.
- 12.9 Each of you and us shall indemnify and keep indemnified the other in full from and against all claims, proceedings, actions, damages, costs, fines, expenses and any other liabilities which may arise out of, or in consequence of, the indemnifying party's breach of the data protection laws or the performance or non-performance by its sub-processor(s) and personnel of its obligations in connection with this Contract in relation to the data protection laws, including loss of or damage to property, financial loss arising from any breach of the data protection laws or any other loss which is caused directly or indirectly by any act or omission arising from any breach of the data protection laws. Any amount payable by us under this clause shall form part of, and not be in addition to, the aggregate limit of liability.
- 13. Ownership and retention of documents**
- 13.1 All correspondence and papers in our possession or control and generated for our internal purposes (including our working papers) or addressed to us relating to the Services or the subject matter of the Services shall be our sole property.
 - 13.2 We retain copyright and other intellectual property rights in everything produced by us before or during the Services.
 - 13.3 We will keep correspondence and other papers and electronic data relating to the Contract, for such period as we may consider reasonable or that is required by law, and for at least eight years. After that time, we may destroy them without further reference to you.
- 14. Termination**
- 14.1 In relation to Services as Auditor under any statutory provisions, you or we may terminate the Contract only in accordance with the provisions of

the relevant Act or regulation. In relation to any other Services, you or we may terminate the Contract at any time by giving not less than 30 days' notice in writing. We shall be entitled to payment for any work performed in relation to the Services by us prior to such termination.

15. Miscellaneous

15.1 Neither of us may transfer nor assign this Contract, or any rights or obligations under it, without the prior written consent of the other party.

15.2 Neither of us will be liable to the other for any delay or failure to fulfil obligations caused by circumstances outside our reasonable control.

15.3 This Contract replaces and supersedes any previous proposal, discussion, correspondence, representation or agreement between us in relation to the Services, and forms the whole agreement between us in relation to such Services.

15.4 Any variation to the Contract shall only be effective if it is agreed in writing between you and a member in Crowe U.K. LLP, and only if agreed by reference expressly to the specific term to be amended.

15.5 Upon the termination of this Contract, we shall be under no further obligation to perform any part of the Services. However, the provisions of many clauses of these Terms of Business will, by their nature, continue to apply notwithstanding termination.

15.6 Unless we both agree otherwise, these Terms of Business (as amended from time to time) will apply to any future instructions that you may give us.

15.7 If at any time any provision of these Terms of Business or any engagement letter is or becomes illegal, invalid or unenforceable in any respect under the law of any jurisdiction, then that shall apply to the minimum extent required and shall not affect or impair the legality, validity or enforceability in that jurisdiction of any other provision of these Terms of Business or any engagement letter.

16. Applicable law and enforcement

16.1 Our Contract with you is governed by, and interpreted in accordance with the laws of England and Wales.

16.2 A person who is not a party to the Contract has no right under the Contracts (Rights of Third Parties) Act 1999 to enforce any of the terms of the Contract. This clause does not prejudice you in relation to any right or remedy that exists independently of the Act.

16.3 However, clause 16.2 does not apply to members, employees, agents, sub-contractors and others who have the benefit of the exclusion of liability in their favour under clauses 2.2 and 3. Accordingly, such persons may enforce that exclusion in their favour under the Contracts (Rights of Third Parties) Act 1999.

16.4 The Courts of England and Wales shall have exclusive jurisdiction in relation to any claim, dispute or difference concerning this Contract and any matter arising from them. Each party irrevocably waives any right it may have to object to any action being brought in those Courts, to claim that the action has been brought in an inconvenient forum, or to claim that those Courts do not have jurisdiction.

For more information:

Email us: info@peoplespartnership.co.uk

Call us: 0330 333 4593

thepeoplespension.co.uk

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