

Scheme position at 31 December 2024

Assets
£139.7m

Money needed to pay benefits
£148.6m

Shortfall
£8.9m

Funding level
94%

This statement provides an update on the financial position of the Scheme as at 31 December 2023 and 31 December 2024.

Between the date of the previous statement at 31 December 2022, and the valuation as at 31 December 2023, the shortfall increased. This was mainly due to changes to the assumptions used to calculate the money needed to pay benefits.

Since the valuation as at 31 December 2023, the shortfall has reduced significantly. This is mainly due to changes in financial markets, as well as contributions paid to the Scheme by the Union.

When the value of benefits is greater than the assets held, the Union and Trustees must agree a plan to safeguard members' pensions by making sure the assets catch up.

At the last valuation at 31 December 2023, the Union agreed to pay a one-off contribution of £5m in June 2025, plus £5.08m per year from April 2025 until December 2027 to top up Scheme assets.

Usdaw Staff Superannuation Fund Summary funding statement at 31 December 2023 and 31 December 2024

This statement gives you an update on the estimated financial position of the Usdaw Staff Superannuation Fund (the Scheme).

The Scheme is a Defined Benefit scheme. This means that it gives you an income for life.

The Trustees use the assets of the Scheme to pay pensions to Scheme members, including members who have not yet retired. The assets are held separately from the Union. Assets can only be paid to the Union if they are more than is needed to arrange for an insurance company to pay all benefits. No payment to the Union has been made since the date of the last statement.

Your Scheme is looked after by

Trustees	
Jane Jones (Chair)	Chrissy Lovell
Paddy Lillis	Fiona Wilson
John Barstow	Debra Blow
Susan Donaldson	Chris Morris
Simon Vincent	

Scheme administrator	
First Actuarial LLP	
Trafford House, Chester Road, Manchester, M32 0RS	
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Scheme Actuary	Investment Managers
Aaron Love FIA	Aviva Investors
First Actuarial LLP	Columbia Threadneedle
	Investment Fund Services Ltd

Legal Advisers	Legal & General
Gateley plc	M&G Investments
	Mobius Life

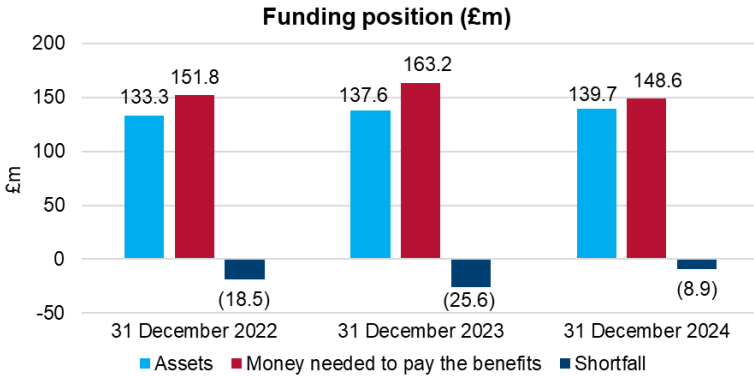
Scheme Auditor	Partners Group
Sumer Auditco Limited	Schroders Life
	State Street Global Advisors

Your Scheme's finances

Working out the value of the benefits promised to members – how much money we need to pay all the members' pensions – is not an exact science. It depends on several things, including inflation, investment returns and how long its members live.

A valuation is carried out every three years. As part of the valuation, we calculate whether the assets are worth more than the amount we think is needed to pay out the benefits. If that is not the case, then the Trustees and Union will agree what action needs to be taken.

The last valuation was carried out as at 31 December 2023. The results of this valuation are shown in the chart below, along with the results from the latest actuarial report as at 31 December 2024, and the previous statement as at 31 December 2022. The next full valuation will start at 31 December 2026. This will take up to 15 months to complete.



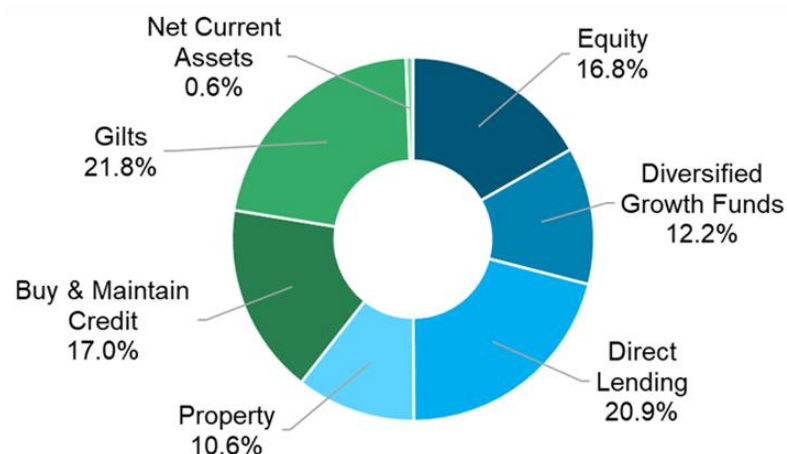
The funding update shows that assets of the Scheme are less than the amount needed to pay all benefits to members. This is not unusual.

Usdaw Staff Superannuation Fund

Summary funding statement at 31 December 2023 and 31 December 2024

The assets

The Trustees have an investment strategy in place to make the most of the Scheme's assets by holding a mix of investments. As at 31 December 2024, these were invested in the following way:



Winding up the Scheme – the buy-out position

If the Union wants to let go of its responsibility for the Scheme, or is unable to support the Scheme, the Scheme will be wound up. This means that the Union will have to pay a one-off contribution to the Scheme to cover the extra cost of getting an insurance company to take on the responsibility of paying all Scheme benefits. If this had happened at 31 December 2023 the contribution required from the Union would have been an estimated £52m.

The Pensions Regulator looks after work-based pension schemes and has certain powers it can use if it has concerns about a scheme. It has not used any of these powers in relation to this Scheme.

Additional protection

If an employer becomes insolvent, the Pension Protection Fund can pay compensation to members in certain circumstances. Further details are available at www.ppf.co.uk/our-members.

If you are thinking of leaving the Scheme for any reason, you should consult a professional adviser, such as an independent financial adviser, before taking action.

Attempted pension scams are on the rise. Protect yourself by staying informed. You can find lots of information here: www.fca.org.uk/scamsmart/how-avoid-pension-scams.

Further information

You can find more information about the Scheme on the member website: <https://usdaw.firstactuarial.co.uk>. You can ask your Scheme Administrator – contact details are on [page one](#) – for copies of any of the following documents:

- Statement of Funding Principles
- Statement of Investment Principles
- Recovery Plan & Schedule of Contributions
- Trustees' annual report and accounts
- Latest actuarial valuation report
- Shorter actuarial reports
- Scheme booklet

If you have yet to start receiving your pension and we have not sent you an estimate of your pension at retirement in the last 12 months, you can ask the Scheme Administrator for one.

Please help us by making sure we have your correct contact details. If your address has changed or if you need any further information or help, please write to the Scheme Administrator or give them a call.