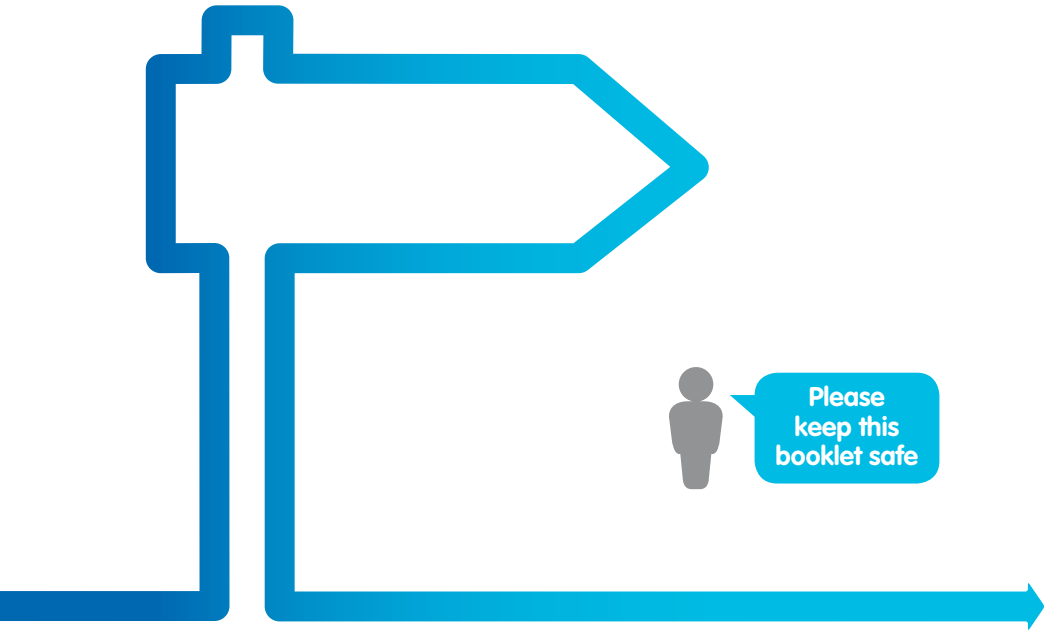


This way to more information

This member booklet will take you through what
you need to know about The People's Pension



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Please take a look at our jargon buster online at
thepeoplespension.co.uk/jargon-buster
for an explanation of some of the terms used in this booklet.

Understanding The People's Pension

The People's Pension is a multi-employer master trust and an occupational pension scheme. It is operated by People's Partnership, an organisation with over 75 years' experience of providing financial benefits. With no shareholders, any profits made are used for the benefit of People's Partnership customers.

As a member, you'll have your own pension pot within The People's Pension. You and/or your employer will contribute to your pension pot regularly (for example, every week or month). If your contributions are eligible, you may receive tax relief (see page 2).

Your pension savings have the potential to grow over time. The benefits you receive at retirement will depend on such things as:

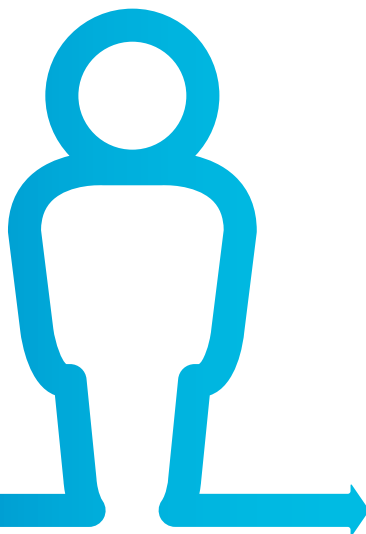
- the amount contributed
- investment performance
- costs and charges (see page 5)
- the age at which you access your pension savings
- (when you retire) the cost of securing an income if you choose this.

The People's Pension is governed by a Trustee company whose directors are all independent of People's Partnership. Their main legal duty is to look after members' best interests. They also make sure the investment options are appropriate and the administration is first class.

Visit thepeoplespension.co.uk/about-us for more information.

Member protection

Visit thepeoplespension.co.uk/member-protection-statement for information on how your assets are protected.



Managing your online account

The first step is to set up your account.
Go to: thepeoplespension.co.uk/setup

If you'd like a hand with setting up your account, visit thepeoplespension.co.uk/accounthelp for more information.



Always on the move?
Manage your pension wherever you are, using The People's Pension app. Visit thepeoplespension.co.uk/MemberApp or scan the QR code.

Plan for your future

Are you on track to live the retirement you want? Find out using our retirement planner in your account. It shows you how much money you may need and could have in retirement.

Access your account: thepeoplespension.co.uk/accountonline

Annual update

You'll receive an annual statement via your account showing the amount you hold in The People's Pension. This will help you stay in touch and give you an idea of how much this might give you when you retire.

What happens if I die before retirement?

Unfortunately, some members will die before they can take their savings from The People's Pension. If this happens to you, the savings in your pension pot will generally be paid as a lump sum to one or more of your beneficiaries. The lump sum is normally tax free if you die before you're 75.

You can tell the Trustee which people or organisations you would like them to consider as your beneficiaries by completing a nomination form, available from your account.

Completing your nomination form

You can nominate anybody including family, friends, a charity or other organisation. There is no limit to the number of people or organisations you can nominate; you just need to make sure your nominations add up to 100%.

Contributing to The People's Pension

Your employer

Your employer will make regular contributions.



You

You make regular contributions from your pay. You can choose to contribute more.



The government

The government allows you to benefit from tax relief on your contributions (subject to certain limits).

Tax relief on your pension contributions

The People's Pension is a tax-registered scheme. To help you save for your retirement, the government provides tax relief on the contributions you pay into your pension pot (read more on page 7). How this works depends on the option your employer chooses.

1. If your pension contributions are taken *before* tax

This is known as the **net pay arrangement**, which means your contributions are taken from your pay before tax. And because you only pay tax on what's left, you'll get your full tax relief straightaway, regardless of where in the UK you live.

If you don't pay tax because your earnings are below the annual income tax personal allowance (the standard personal allowance is currently £12,570) for the 2024/25 tax year, you won't be able to benefit from tax relief. However, you'll still continue to benefit from the money your employer pays in to your pension pot.

2. If your pension contributions are taken *after* tax

This is known as **relief at source**, which means your contributions are taken from your pay after tax. We automatically claim tax relief for you, adding the basic tax rate of 20% to your pension contributions. This is subject to you meeting all the conditions for tax relief to be granted. If you live in Scotland and you pay the Scottish starter rate of income tax at 19%, tax relief will be 20% and you won't have to repay the difference.

If you pay more than 20% in tax, then you need to complete a tax return to claim back the extra tax relief from HM Revenue & Customs (HMRC).

If you don't pay tax as your earnings are below the annual income tax personal allowance, you'll still get tax relief on your pension contributions at the basic rate of 20% as follows:

- If you don't have any earnings, or you earn up to £3,600 a year, you can pay in up to £2,880 every year and the government will top up your contribution with tax relief to make it £3,600.
- If you earn more than £3,600, you can pay in up to 100% of your earnings and receive tax relief up to the annual allowance every year. The annual allowance for the current year is £60,000.

It's important that we have your National Insurance number so that we can add the tax relief to your pension pot.

Paying more into your pension pot

Is your workplace pension going to be your only source of income when you retire, apart from your State Pension, and are you and your employer only paying the minimum pension contributions required by law? **If so, it's quite likely you won't have enough pension savings for a comfortable retirement.**

So, if you can afford to, you should think about saving more in your pension. The more you pay in, the more tax relief you could get from the government and the more you could get when you retire. You can always reduce your pension contributions to the minimum amounts if things change and you don't have enough spare cash.

If you want to increase your pension contributions, please talk to your employer first to see if they can set up the extra payments for you. If your employer can't do this, then you can set up a Direct Debit. Visit thepeoplespension.co.uk/personal-payments for information on how to do this.

Saving with The People's Pension

The People's Pension allows you to choose from a range of investment options to build your pension savings. If you don't feel confident making a choice, contributions to your pension pot will automatically be invested in the 'balanced' investment profile.

We'll normally assume that you'll take your pension savings at your State Pension age (SPA). If your SPA includes a number of months, the retirement age we hold will be your birthday before your SPA. For example, if your SPA is 66 years and 3 months, the retirement age we hold for you will be 66.

Visit gov.uk/state-pension-age to find out about your SPA.

However, you can change your retirement age with The People's Pension if you wish, via your account.

How much your pension pot will be worth will depend on such things as the performance of your investment and the length of time before you take your pension savings. It's worth reviewing your options regularly to check they still meet your needs.

Your choice: an investment profile or self-select

Investment profile

The Trustee has taken professional advice on the range of available investment options, making your choice simple about where you can invest your pension savings. You can choose from 3 investment profiles:

- **Balanced** – This is the default profile that is usually suitable for all members. If you don't tell us otherwise, this is how your pension savings will be invested. It aims to meet any changing needs throughout your working life.

- **Cautious** – This profile may be suitable for you if you would prefer to try to lessen the risk of short-term changes in the value of your pension savings (also known as volatility). It's likely that you'll receive a lower investment return under this profile than with the 'balanced' investment profile.
- **Adventurous** – This profile may be suitable for you if you're willing to accept greater short-term to medium-term changes in the value of your pension savings, in exchange for the chance of investment returns greater than those under the balanced profile.

Each of these 3 profiles gradually switches the investment of your pension savings to more secure/lower-risk assets (also known as a 'glidepath') as you approach your selected retirement age. This should limit any falls in your pension savings just before you retire, but this reduction in volatility may result in lower growth. This glidepath process normally begins 15 years from your selected retirement age. So, if you plan to retire at 65, we'll start your glidepath when you're 50.

To find out more about each of the investment profiles, please visit thepeoplespension.co.uk/investments or log into your account.

Self-select

If you're comfortable making investment decisions, you can invest your pension savings in one or more of our 8 funds:

- Global Investments (up to 60% shares) Fund
- Global Investments (up to 85% shares) Fund
- Global Investments (up to 100% shares) Fund
- Pre-Retirement Fund
- Cash Fund

- Shariah Fund
- Ethical Fund
- Annuity Fund

You can find out more about each of the investment funds by visiting thepeoplespension.co.uk/investments or logging on to your account.

If you choose one or more of the self-select funds, you'll be responsible for managing how much of your pension savings you invest in each of your selected funds. The funds do not include a glidepath, so you may want

to consider regularly reviewing your fund selection – and your attitude to investment risk – the closer you get to your selected retirement age.

To make your investment choice, or to change the investment of your pension savings, log into your account.

Investment risk and investment return tend to be linked. Usually the higher the potential investment return, the greater the investment risk. However, past performance is not a guarantee of, or guide to, future performance.

What am I charged?

Our annual management charge is made up of 3 elements:

1. An annual charge
2. An ongoing management charge applied on a daily basis
3. A potential rebate of the management charge – the level of which depends on how much is in your pot

1. The annual charge

Members may pay an annual charge, usually deducted in October, if you have investments with us on 1 April of that year. We'll only apply an annual charge if we calculate that you'll have a pot size of £100 or more after the charge is taken.

2. The management charge

Members pay a 0.5% management charge each year. To put it another way, this is just 50 pence a year for every £100 you have in your pension pot.

3. What you get back as a rebate

To help you save more, typically you could get a rebate on your management up to 0.3%, depending on how much is in your pot.

This all happens automatically and you'll be able to see the rebate in your account and annual statement.

If you take out your money, we'll work out future rebates on the value of any remaining savings.

To qualify for a rebate, your money must be invested by the first day of a rebate period. So, when you first join, you won't receive a rebate at the end of the first rebate period.

The annual management charge covers the cost of investing your pension savings and running The People's Pension.

For more information, visit thepeoplespension.co.uk/charge

To find out exactly how much you're being charged, please log into your account at thepeoplespension.co.uk/accessaccount and go to 'Manage my pension', followed by 'Charges'.

One pot for life

Transferring in

You may be able to transfer any other pension savings you have into The People's Pension. We won't charge for this, but the pension scheme you're transferring from may. Transferring may not be suitable or available for everyone. Before you decide to transfer, we recommend you speak to a financial adviser.

For more information, including a copy of a transfer form, just log into your account. Visit thepeoplespension.co.uk/pension-transfer for more information about combining your pension savings.

Leaving your employer

If you leave your current employer or decide to stop contributing to your pension pot, your pension savings remain with The People's Pension (more information is available on request).

Even if you move jobs, you can keep paying into The People's Pension. Your former employer will no longer contribute, but your new employer may. However, you can carry on contributing even if your new employer doesn't or you become self-employed.

Visit thepeoplespension.co.uk/personal-payments to find information on how to do this.

You may be able to transfer the value of your pension pot to another registered pension scheme. We don't charge for transfers out of The People's Pension.

Re-joining

If, having left, you come back to The People's Pension in the future, we'll reactivate your existing pension pot and make sure any new contributions go into it. You'll only ever have one pension pot with The People's Pension.



Plan your future on the move

Keep track of your pension wherever you are, using The People's Pension app. Find out more: thepeoplespension.co.uk/MemberApp

Taking your pension savings

We'll contact you before your selected retirement age to explain your options and how to access your savings. Your options include:

- keeping your pension savings invested for longer
- taking your pension pot all in one go
- taking your money out a bit at a time (as 'uncrystallised funds pension lump sums' or by withdrawing your money through 'flexi-access drawdown')
- buying a guaranteed income, usually for life – known as an annuity.

We don't offer annuities under The People's Pension, but you can transfer your pension savings to another provider who does. Visit thepeoplespension.co.uk/compare-retirement-options for more about your retirement options.

If you've not selected a retirement age, we'll normally use your State Pension age (see page 4). Log into your account to view or change your selected retirement age. It's also the quickest way to take your savings – when you reach that stage – so another good reason to set up your account now if you haven't yet done so.

You can't normally get access to your pension savings before you reach your normal minimum pension age.

If you do start accessing your savings, you can continue working. Visit thepeoplespension.co.uk/minimum-pension-age-change to find out more.

You can access your pension savings earlier than your normal minimum pension age if on medical grounds you're unable to continue your occupation, and as a result you have stopped working. If you're suffering from serious ill health (a life expectancy of less than 12 months), you may be able to receive all the savings in your pension pot as a serious ill health lump sum.

If you take your money a bit at a time, only the money remaining in your pension pot will be eligible for a rebate on your management charge when it's next calculated. Find out more about our rebate at thepeoplespension.co.uk/rebate

If you're thinking about accessing your pension savings, we recommend you use Pension Wise. It's a free and impartial guidance service backed by the government. You can find out more at pensionwise.gov.uk or by calling **0800 138 3944** to book a telephone or face-to-face appointment.

Visit thepeoplespension.co.uk/how-to-take-your-pension-money for more information on taking your pension.

The know-how on taxes

Under HMRC rules there's a limit on the total amount you can save each tax year into all registered pension schemes and receive tax relief on your contributions. The maximum is 100% of your earnings (up to the annual allowance) or £3,600 gross (before any tax relief), whichever is higher.

The **annual allowance** limit for the 2024/25 tax year is £60,000. This limit includes all your contributions, tax relief and employer contributions across all your pension arrangements. If you go over this limit, this will result in a tax charge, known as the annual

allowance charge. Your annual allowance will be reduced if either or both of the following apply:

- You take flexible lump sums from your pension savings as either 'uncrystallised funds pension lump sums' (UFPLS) or flexi-access drawdown. The first time you take a UFPLS or a withdrawal from your flexi-access drawdown account, you'll be subject to a maximum annual allowance of £10,000, for the current tax year and for future years.
- You have a high income. This affects those with 'adjusted income' (which includes the value of any pension savings made in the tax year) of over £260,000 and who have a 'threshold income' (which excludes your pension savings) above £200,000. If you have an adjusted income for a tax year of more than £260,000, then your annual allowance for that tax year will be reduced on a tapered basis.

This means that for every £2 of adjusted income above £260,000, your annual allowance will reduce by £1. The maximum reduction is £50,000, so anyone with an adjusted income of £360,000 or more will have an annual allowance of £10,000.

The rules around the tapered annual allowance are complex, so we've given only a brief summary here. Please visit gov.uk/hmrc-internal-manuals/pensions-tax-manual/ptm057100 if you'd like more information.

Further details

Finding other pension schemes

If you think you may have another pension scheme but are unsure of the details, the Pension Tracing Service can usually help.

Call them on **0800 731 0193** or visit gov.uk/find-pension-contact-details

Pension scams

If you're offered early access to your pension or to a scheme that seems too good to be true, the chances are it is. You can find out more about avoiding pension scams on The Pensions Regulator's website at thepensionsregulator.gov.uk/pension-scams. If you want to know more, call MoneyHelper on **0800 011 3797** or visit moneyhelper.org.uk

Unsolicited calls about your pension have become illegal and companies that break the rules can face fines of up to £500,000. If someone contacts you unexpectedly (known as a 'cold call') about your pension, find out any information you can, such as the company name or phone number, and report it to the Information Commissioner's Office at ico.org.uk/make-a-complaint/nuisance-calls-and-messages or call them on **0303 123 1113**.

Helping you resolve any concerns

We aim to provide a high-quality service to all members and beneficiaries. However, in the unlikely event that you're unhappy with our service, we'll listen and deal with your concerns fairly and promptly.

We fully expect to be able to resolve any concerns informally through our UK-based telephone helpline. If, after speaking to a member of the team and going through our internal process to raise any concerns, you still feel the matter has not been resolved satisfactorily, we operate an Internal Dispute

Resolution Procedure (IDRP). The IDRP is a formal two-stage process available to you.

To raise a dispute, and begin the IDRP, please request a copy of the disputes process and form by contacting us at the address below:

The Complaints Manager,
The People's Pension, Manor Royal, Crawley,
West Sussex, RH10 9QP

Alternatively, you can send an email to complaints@peoplespartnership.co.uk to request a copy of the form.

MoneyHelper is an independent organisation available any time to provide assistance to pension scheme members and their beneficiaries. You can contact MoneyHelper at any point with pension questions or issues you have been unable to resolve with the Trustee of the Scheme.

Website: moneyhelper.org.uk

Post: MoneyHelper, 120 Holborn, London EC1N 2TD.

Where disputes remain unresolved, they can be referred to The Pensions Ombudsman who may investigate and determine any complaint or dispute in fact or law regarding a pension scheme.

Website: pensions-ombudsman.org.uk/making-complaint

Post: The Pensions Ombudsman, 10 South Colonnade, Canary Wharf, London E14 4PU

The Pensions Regulator may intervene in the running of the schemes where trustees, employers or professional advisers have failed in their duties.

Website: thepensionsregulator.gov.uk

Post: The Pensions Regulator, Telecom House, 125-135 Preston Road, Brighton BN1 6AF

Privacy notice

People's Partnership

People's Financial Services Limited and The People's Pension Trustee Limited are data controllers who use personal information about members of The People's Pension. The services of People's Administration Services Limited are provided to run The People's Pension. All personal data is held and processed in line with applicable data protection legislation.

How we use the information we collect

This information is used for the purposes of:

- providing and servicing The People's Pension and your entitlements under it
- providing you with information about products and services we offer
- complying with legal and regulatory requirements.

Further information

For more details on how we use your information, including how to set your marketing preferences, please take a look at our privacy notice at thepeoplespension.co.uk/privacy



Where can I get guidance and advice?

We are not authorised to give financial advice. If you have any questions about your personal circumstances, please consider speaking to a professional adviser authorised to give financial advice. Advisers may charge for any help or advice they give you. If you don't have a financial adviser, you can find one in your local area by visiting unbiased.co.uk

If you're approaching retirement and choosing what to do with your pension savings, it's important that you seek guidance and advice.

Visit thepeoplespension.co.uk/guidance-and-advice-for-members

Information about The People's Pension

If you have any questions, or if you would like further information about The People's Pension, such as a copy of the Rules of the Scheme or the Scheme's Annual Report and Accounts, please contact us.

→ thepeoplespension.co.uk

✉ info@peoplespartnership.co.uk

☎ 0300 2000 444

Scheme benefits can only be conferred by the Trust Rules (as amended from time to time), which form the legal basis of the Scheme, and any overriding requirements from legislation or HM Revenue & Customs. If there is a difference between this booklet and the Trust Rules or any legislation, the Trust Rules/legislation will override the booklet. The information in this Member Booklet is correct as at May 2024 and may be subject to change.



Is your personal information up to date?

Make sure we have your correct email address and phone number, so we can update you about your pension pot. You can view and update your personal details in your account at thepeoplespension.co.uk/onlineaccount

PLAIN
LANGUAGE
COMMISSION

CLEAR
ENGLISH
STANDARD

If you would like this booklet in another language or format such as braille, large print, audio or easy read, please call us on **0333 2301 399**.