

Citrus Pension Plan

Plan Registration Number: 10185583

Annual Report and Financial Statements for the Year
Ended 31 March 2018



Confidential

Contents

The Trustee and Advisers	2
Trustee's Report	3
Plan Management	4
Investment Matters	11
Compliance Matters	15
Statement of Trustee's Responsibilities	16
Report on Actuarial Liabilities	17
DC Governance Statement	19
Independent Auditor's Report	24
Fund Account	26
Statement of Net Assets available for benefits	27
Notes to the Financial Statements	28
Appendix A - Statement of Investment Principles	44
Appendix B - Actuarial Certificates	53

The Trustee and Advisers

Trustee Company

Citrus Pension Plan Trustee Limited

Directors of the Trustee Company

See page 4 of the Annual Report

Secretary to the Trustee Company

P. Marks (to 28 February 2018)

L. Davies (from 1 March 2018)

Independent Auditors

PricewaterhouseCoopers LLP

Bankers

National Westminster Bank Plc

Barclays Bank Plc (from 21 September 2018)

Investment Managers

Legal & General Assurance (Pensions Management) Limited

BlackRock Inc

Newton Investment Management Limited

Mesirow Financial Holdings Inc. (to 31 December 2017)

Insight Investment Managers

M & G Limited

Investment Adviser

Aon Hewitt Limited (to 28 February 2018)

Hymans Robertson LLP (from 1 March 2018)

Plan Actuary

Mr K Taylor

Hymans Robertson LLP

Plan Administrator

Capita Employee Solutions (DC Section) (DB Sections to 30 September 2018)

Hymans Robertson LLP (DB sections from 1 October 2018)

Solicitors

Addleshaw Goddard LLP

Group Life Brokers

Lockton LLP

Employer Covenant Advisers

PricewaterhouseCoopers LLP

PPF Specialist Advisers - Ferguson Shipbuilders Section only (to 5 October 2018 entry to PPF)	PPF Specialists - Albemarle Section only (to 8 March 2018 entry into PPF)
Dalriada Trustees - Trustee Adviser	Dalriada Trustees - Trustee Adviser
Punter Southall - Actuarial Services	DWF - Legal Services
DWF - Legal Services	Johnston Carmichael - Auditor
	Spence & Partners - Administration

Trustee's Report

The Trustee is pleased to present the annual report, together with the actuarial statements and certifications, compliance statement and financial statements for the year ended 31 March 2018 of the Citrus Pension Plan ("Citrus").

Plan Management

The Plan

The Citrus Pension Plan was originally developed in the early 1990s for Local Authority Waste Disposal Companies (LAWDCs) which couldn't participate in the Local Government Pension Scheme. Since then, much has changed and new employers have joined that operate in different markets.

Citrus has provided Defined Benefit (DB) and Defined Contribution (DC) benefits in accordance with a Definitive Trust Deed and Rules. However, the DC Sections within the Plan are now all closed to future contributions and members' remaining DC benefits are in the process of being secured outside Citrus.

The Employers

Citrus is a multi-employer sectionalised pension scheme so that each employer has one or more 'segments' which effectively operate as a separate scheme. However, the core costs of administering the scheme are shared out amongst the segments, making Citrus a cost effective pension solution for employers.

Citrus offers a range of off-the-shelf final salary and, career average salary designs. Citrus benefit designs have in the past been certified as being broadly comparable to the relevant public sector scheme.

At 31 March 2018, 38 (2017: 42) companies were formally adhered as Principal Employers participating in the Plan. In addition, there are a number of associated and subsidiary companies who participate in the Plan.

The following changes in participating employers have occurred:

- (i) The Albemarle Section formally transferred to the PPF on 8 March 2018.
- (ii) Ferguson Shipbuilders section formally transferred to the PPF on 5 October 2018.

The following employer section is currently in a Pension Protection Fund (PPF) assessment period:

- (i) Premier Waste Management Company Limited

The Appointment and Role of the Trustee

The Trustee holds the assets of the Plan on behalf of members, and other beneficiaries in a trust fund ("the Fund") which is completely separate from the employers' assets. Acting impartially in the overall best interests of all members, the Trustee's role is to administer the Plan, maintain members' records, collect contributions, pay benefits, manage the investments of the Plan and seek to ensure that the assets of the Plan are sufficient to meet its liabilities.

Under the Articles of Association of the Trustee Company, the maximum number of members of the Trustee Board is eleven, of whom six are nominated by the Principal Employers through the mechanism of the Employers' Forum; four are nominated by the members plus an independent Chairman. In accordance with the Articles of Association of the Trustee Company, the Principal Employers appointed R.S. Hodge as an Independent Director and Chairman of the Board with effect from 1 June 2008. His continued appointment is formally reviewed every two years and was reconfirmed at the September 2017 Board meeting.

Trustee's Report (continued)

Plan Management (continued)

The Appointment and Role of the Trustee (continued)

At a General Meeting of the Trustee Company in March 2018 the Articles of Association were amended by Resolution to allow an Executive Trustee director, who need not be an employer nominated Trustee, to be appointed. That role is initially held by Michael Penny and the appointment will be reviewed at the March 2019 Board meeting.

The Employers' Forum has a membership comprising one representative from each of the Principal Employers. The Forum provides employers a valuable opportunity to learn about the Trustee's activity and future plans, and to input into the Plan's objectives and governance.

The Trustee Directors as at 31 March 2018 are named on page 4 of this Report.

Training is essential for the Trustee Directors, and it is a legal requirement that trustees have sufficient knowledge of pension issues and understanding of the Rules in particular in order to manage their Plan. The Trustee Directors meet the requirements for Trustee Knowledge and Understanding (TKU) by a variety of different methods. These include attendance at external seminars/conferences and through specific training sessions organised and delivered by the Plan's advisers which ensure that they remain conversant with the Plan's governing documents and maintain appropriate levels of knowledge and understanding of pensions law and the principle of funding and investment. Some Trustee Directors have successfully completed the Pensions Management Institute's Certificate of Essential Trustee Knowledge and The Pensions Regulator's Trustee Toolkit.

During the Plan year ended 31 March 2018 the Trustee Directors met on four occasions. The subject matter discussed at the Trustee meetings comes under the following broad categories:

- review of investment strategy and performance
- regular monitoring of the funding levels of the unitised sections
- general pensions matters
- individual cases requiring a discretion to be exercised
- amendments to the Plan Rules
- review of service providers

The Trustee Directors

The Directors

Hugh Anderson (from 9 May 2018)

Gary Astley* (from 14 July 2017)

Adele Barker (from 13 June 2017)

John Bentley* (to 13 June 2018)

Peter Byng* (to 22 June 2017)

David Ellis*

Tom Foot* (from 1 July 2018)

James Gostick* (to 22 June 2017)

Robert Hodge (*Chairman*)

Michael Penny (*Executive Trustee*)

Richard Price

Mike Quayle

Carol Ratcliffe* (from 14 July 2017)

Janet Swadling (to 22 June 2017)

* **Member Nominated Trustee Directors**

Trustee's Report (continued)

Plan Management (continued)

Plan Advisers

The Trustee uses various external organisations to assist it in carrying out its responsibilities. The services provided are covered by formal agreements between the Trustee and its advisers. These agreements comply with the requirements of the Pensions Act 1995.

Administration and management services are provided by Capita Employee Solutions, a trading division of Capita Business Services Limited, part of the Capita Group Plc.

The Fund's investment portfolio is the responsibility of five investment managers, Legal & General Assurance (Pensions Management) Limited, BlackRock Inc, Newton Investment Management Limited, Insight Investment Managers and M & G Limited.

Kenneth Taylor of Hymans Robertson LLP is the appointed Plan Actuary.

PricewaterhouseCoopers LLP is the appointed Plan Auditor and Employer Covenant Review specialist.

Addleshaw Goddard LLP are the appointed Plan solicitors.

Hymans Robertson took over from Aon Hewitt as the appointed Plan investment consultants from 1 March 2018.

Hymans Robertson also took over the Trustee Secretarial role with effect from 1 March 2018 and assumed the responsibility for the Plan's administration and management services for the DB Sections from Capita Employee Services on 1 October 2018.

Following the entry of the Ferguson Shipbuilders, and Albemarle Shoreham Airports Section's into the PPF Assessment process and in accordance with the requirements of the PPF for specialist advisers to be appointed from its Panel, the following additional appointments have been made in respect of the Ferguson Shipbuilders Section only until it transferred into the PPF on 5 October 2018:

Dalriada Trustees - Trustee Adviser

Spence and Partners - for panel actuarial services

DWF for the provision of legal services

The following additional appointments have been made in respect of Albemarle Shoreham Airport Section only until it transferred into the PPF on 8 March 2018:

Dalriada Trustees – Trustee Adviser

Johnston Carmichael – Auditor of the PPF assessment accounts for Albemarle Section

DWF for the provision of legal services

Punter Southall for panel actuarial services

Spence & Partners for the provision of administration services

Financial Position

The financial statements of the Plan are presented on 26 to 43. They have been prepared and audited in accordance with regulations made under section 41 (1) and (6) of the Pensions Act 1995 and show that the net assets of the Plan at 31 March 2018 amounted to £335,129k (2017: £329,770k).

Trustee's Report (continued)

Plan Management (continued)

Pension Increases

For the Levels 1, 5, 8 benefit tiers, annual pensions increase awards equal to increases under the Pension (Increases) Act 1971 (and subsequent legislation applicable to public sector schemes) are applied to pensions in payment (in excess of any guaranteed minimum pension required to be paid by the State Second Pension, also known as "S2P").

For joiners of the Level 9 benefit tier before 1 January 2012, annual pensions increase awards equal to the rise in the Retail Prices Index (RPI) are applied to pensions in payment (in excess of any guaranteed minimum pension required to be paid by S2P). For joiners of the Level 9 benefit tier on or after 1 January 2012, annual pensions increase awards equal to increases under the Pension (Increases) Act 1971 (and subsequent legislation applicable to public sector schemes) are applied to pensions in payment (in excess of any guaranteed minimum pension required to be paid by S2P).

For joiners of the Level 10 benefit tier between 1 April 2008 and 1 July 2011 (1995 members), annual pensions increase awards equal to the rise in the Retail Prices Index (RPI) are applied to pensions in payment (in excess of any guaranteed minimum pension required to be paid by S2P). For joiners of the Level 10 benefit tier outside this period, annual pensions increase awards equal to increases under the Pension (Increases) Act 1971 (and subsequent legislation applicable to public sector schemes) are applied to pensions in payment (in excess of any guaranteed minimum pension required to be paid by S2P).

For the Levels 2 benefit tiers, annual pensions increase awards are equal to the rise in RPI (subject to a 5% cap).

For members of the Viridor Waste (Somerset) Limited Section, pensions in respect of service before 1 June 2000 are increased annually at the rate of 5% each year. Pensions in respect of service from 1 June 2000 are increased annually at the rate of RPI capped at 5% each year.

For members of the Cardiff International Airport Limited Section, pensions in respect of service before 6 April 2006 are increased annually at the rate of RPI capped at 5% each year. Pensions in respect of service from 6 April 2006 are increased annually at the rate of RPI capped at 2.5% each year.

For members of the Premier Waste Limited Section, Albemarle Shoreham Airport Section (prior to transfer to PPF on 8 March 2018) and the Ferguson Shipbuilders Limited Section, pensions are increased in line with requirements set out by the PPF for Schemes in the Assessment Period.

The following pensions increase awards were made during 2018:

- Levels 1, 5, 8 and 10 – 3.0% from 10 April 2018 (2017: 1.0%) (when LGPS pensions were increased) being the rise in the Consumer Prices Index during the year ended 30 September 2017;
- Level 2 – 4.1% from 1 April 2018 (2017: 2.5%) being the rise in the Retail Prices Index during the year ended 31 December 2017;
- Level 9 – 4.1% from 1 April 2018 (2017: 2.5%) being the rise in the Retail Prices Index during the year ended 31 December 2017.

Trustee's Report (continued)

Plan Management (continued)

Pension Increases (continued)

Several employers have chosen to cap increases awarded at the Retail Prices Index capped at 2.5% in line with Limited Price Index (LPI) for their unitised sections of the Plan as follows:

Employer	Effective Date	2018 LPI Increase
Amey Services Limited (Level 2)	28.11.2005	2.5%
Amey Services Limited (Level 5)	06.04.2006	2.5%
Babcock Training Limited (Level 1 & 5)	01.04.2007	2.5%
FCC Environment (UK) Limited (Level 1)	06.04.2006	2.5%
FCC Environment (UK) Limited (Level 2)	01.04.2006	2.5%
ISS Mediclean Limited (Level 5)	06.04.2006	2.5%
Scotland's Rural College (Level 2)	28.11.2005	2.5%
Suez Recycling UK Ltd Level 1 & 5	06.04.2006	2.5%
Suez Recycling UK Ltd Level 2	28.11.2005	2.5%

Pensions in payment, or deferred, for less than twelve months are increased proportionally.

No discretionary increases have been awarded under any Section of the Plan during the year ended 31 March 2018 (or 31 March 2017).

Transfers

Transfer values are paid ("cash equivalents" within the meaning of Part I of Schedule 5 to the Pension Schemes Act 1993), and service credits given for transfers received, calculated in accordance with methods and assumptions approved by the Trustee on the advice of the Plan Actuary and based on the guidelines issued by the Institute and Faculty of Actuaries. Where appropriate cash equivalents may be reduced where a section is underfunded.

There have been no discretionary benefits included in any transfer values paid.

Trustee's Report (continued)

Plan Management (continued)

Plan Membership

Details of the Plan's active membership and beneficiaries at 31 March are as follows:

Defined Benefit

The total membership of the DB Sections of the Plan as at 31 March 2018 was 3,817 (2017: 3,920). The table below shows how this was made up.

	31 March 2018	31 March 2017
Active Members		
DB – Active employees who contributed to the DB Sections	903	1,047
Pensioners		
Retired employees who are drawing their benefits from the DB Sections, and the dependants of deceased members in receipt of pensions	1,455	1,392
Deferred Pensioners/Options Pending		
DB – Former active members who have deferred their benefits in the DB Sections until Retirement	1,459	1,481
Total	3,817	3,920

Member Movements

	Active	Pensioners	Deferred Pensioners/ Options Pending
Members as at 31 March 2017	1,047	1,392	1,481
Late adjustments*	(5)	3	4
	1,042	1,395	1,485
New joiners	41	-	-
Retirements	(22)	68	(46)
Deaths	(2)	(25)	(7)
New contingents' pensions	-	21	-
Leavers with a refund/transfer option	(96)	-	96
Leavers taking a refund	-	-	(96)
Leavers taking a deferred pension	(60)	-	60
Transfers to other schemes	-	-	(16)
No longer eligible/commuted	-	-	(3)
Group transfers to other schemes	-	(4)	(14)
Suspended pensioner	-	(3)	-
Reinstated pensioner	-	3	-
Members as at 31 March 2018	903	1,455	1,459

* Late adjustments relate to late notifications of membership movements.

Pensioners include 168 (2017: 152) in respect of spouses/ dependants and no members (2017: 1) in receipt of annuity.

Trustee's Report (continued)

Plan Management (continued)

Membership and Beneficiaries

Defined Contribution

The total membership of the DC Sections of the Plan as at 31 March 2018 was 776 (2017: 1,486). The table below shows how this was made up.

	31 March 2018	31 March 2017
Deferred Pensioners/Options Pending		
DC – Former active members who have deferred their benefits in the DC Sections until Retirement	776	1,486

Membership and Beneficiaries

Member Movements

	Deferred Pensioners/ Options Pending
Members as at 31 March 2017	1,486
Late adjustments*	20
	1,506
Retirements (including commutation)	(199)
Leavers taking a refund	(143)
Transfers to other schemes	(385)
Joined in error	(3)
Members as at 31 March 2018	776

Rule Changes

During the period, the following Rule changes were effected:

- Deed of amendment dated 5 April 2017 to reflect the end of contracting out for defined benefit schemes.
- Deed of amendment dated 7 September 2017 in relation to surviving partners benefits (removing the need for a nomination form for unmarried partners).
- Deed of amendment dated 9 January 2018 in relation to early retirement and incapacity provisions in a specific employer section of the Citrus Pension Plan

Section Wind Ups

During the year, work continued on the winding up of the following sections;

- Greater Manchester Waste Limited. This wind up relates only to the deferred and pensioner members of this section (the active section members having transferred to the ongoing Viridor section). A limited number of issues remain to be resolved, including reconciliation of Guaranteed Minimum Pensions which is part of a wider exercise being undertaken on behalf of the Trustee.

Trustee's Report (continued)

Plan Management (continued)

Death in Service Benefits Insurance

Eight of the employer Sections with employees who are currently active members in the Plan pay insurance premiums to provide death in service cover for benefits payable under the Plan Rules.

The table below shows the dates when the current Schedule of Contributions for each section were certified or approved, copies of the actuarial certificates are shown in the Appendix to the financial statements.

	Date of Certification of Schedules of Contributions in force.	Date Payment Commenced under Recommendations of the Actuary, including lump sum back payments.
15BILLION	21/06/16	
3C Asset Management Ltd	30/06/15 & 20/08/18	
Albemarle Shoreham Airport Limited	06/01/14	
Amey Services Limited	21/06/16	
Babcock Training Limited	21/06/16	
Babcock Flagship Limited	30/06/16	
BAM Nuttall Limited	30/06/15 & 19/06/18	
Brighton City Airports Limited	25/10/16	
Cardiff International Airport Limited	30/06/15 & 19/06/18	
Enterprise (AOL) Limited	21/06/16	
FCC Environment (UK) Limited	11/07/17	
Ferguson Shipbuilders Limited	-	
Geraud (UK) Limited	06/07/16	
Greenwich Leisure Limited	21/06/16	
Hargreaves (UK) Services Limited	31/07/17	
Inspace Property Service Limited	30/06/16	
ISS Mediclean Limited	03/10/16	
Leidos Innovations UK Limited	04/11/15 & 19/06/18	
Lockheed Martin UK Strategic Systems Limited	13/06/17	
Lunchtime	13/06/17	
Mersey Waste Holdings Limited	29/06/16	
Olympic (South) Limited	24/06/16	
Parkwood Holdings Plc	30/06/15 & 29/03/18	
Pinnacle Housing Limited	10/06/16	
Premier Waste Management Limited	11/10/10	
Residential Management Group Ltd	13/06/17	
Runwood Homes Limited	-	11/11/15
Scotland's Rural College	30/06/15	
Suez Recycling Limited	30/06/15 & 29/06/18	
Sodexo Limited	01/08/17	
South Bank Employers Group Limited	24/06/16	
Sure Start Hounslow	25/06/13	
Thames Ambulance Service Limited	11/06/17	
The Cornwall Council	21/06/16	
Veolia Es Merseyside & Halton Limited	04/07/17	
Viridor Waste (Greater Manchester) Limited	30/06/15 & 28/06/18	
Viridor Waste (Somerset) Limited	13/08/15 & 29/06/18	
Westerleigh Group Holdings Limited	30/06/16	
Anglian Community Enterprise	-	06/06/13*
Nottingham City Healthcare	-	20/03/13*
City Healthcare Partnership	-	03/04/13*

*DC Payment Schedules

Trustee's Report (continued)

Investment Matters

Overview

The Trustee, with the assistance of its appointed investment adviser Aon Hewitt Limited and Hymans Robertson LLP, and in consultation with the Plan employers, determines the overall investment strategy for the Plan and sets out the broad policy to be adopted by each of the appointed fund managers.

Investment managers

The names of those who have managed the plan's investments during the year are listed below.

The Trustee Directors accept that they are not experts in the area of investments, and have therefore engaged Hymans Robertson as professional investment consultants. There is a degree of delegation of responsibility for investment decisions. The investment strategy is agreed by the Trustee after taking appropriate advice. Subject to complying with the agreed strategy, day-to-day management of the Plan's assets, which includes full discretion for stock selection, is the responsibility of the investment managers.

The Plan's current investment mandates are summarised below:

Manager	Appointed	Mandate
Legal & General	June 1999	Multi Asset (Passive)
BlackRock	November 2011	Absolute Return
Newton	November 2011	Absolute Return
BlackRock	June 2015	Liability Driven Investment
BlackRock	December 2015	Absolute Return Bonds
Insight	January 2016	Alternative Credit
M&G Limited	February 2016	Multi Asset Credit

The managers' duties include the consideration of social, environmental or ethical issues in the selection, retention and realisation of investments as well as voting and corporate governance in relation to the Plan's assets.

Investment strategy overview

The short term volatility of asset classes is addressed by spreading the exposure across an extensive range of UK and overseas equities, bonds, property and cash.

For the DB sections of the Plan, although the assets are managed on a collective basis, separate unitised sub-funds are operated by the Trustee for each of the sections. The investment target adopted for each unitised section can vary according to the characteristics of that section. In allocating each section to the available investment benchmarks, the Trustee took account of the nature of the liabilities of different Plan sections (as provided in the latest valuation report and taking account of any major changes since then), the strength of the employer covenant, the current funding position and the aggregate contribution rate payable.

Under the current investment strategy, the Trustee allocates the Plan's assets between a growth portfolio and a bond ("matching") portfolio. The growth portfolio invests in a diversified portfolio of return-seeking growth assets and aims to grow the Plan's assets until such time that each section has sufficient assets to invest wholly in matching assets. The matching portfolio looks to reduce the risks associated with the Plan's liabilities. In aggregate as at 31 March 2018 the Plan currently held approximately 43% of its assets in the growth portfolio and 57% in the matching portfolio. The current matching portfolio projects sections of the Plan to differing degrees against both interest rate and inflation risk. Interest rate protection ranges from 6% to 62% across all sections, whilst protection against inflation risk ranges from 3% to 67%.

Trustee's Report (continued)

Investment Matters (continued)

Investment strategy overview

For the DC sections of the Plan, in deciding upon the nature of the investments and the range of choice available to individual members, the Trustee has adopted a strategy towards funding for retirement benefits, which varies over the working lifetime of members to suit their investment needs. The Trustee has agreed the asset allocation benchmark, the performance target and the various controls adopted by each fund in which members' funds are invested. These reflect the Trustee's views on the appropriate balance between maximising the long-term return on investments during a member's working lifetime and minimising the volatility and risk in the years leading up to a member's retirement date. The Trustee offers an investment option using a lifestyling approach. This gradually switches members' funds into lower risk matching assets as they approach retirement. Members have the option of investing in the following Legal & General funds; Global Equity, Over 15 Year Corporate Bonds, Cash Fund, UK Equity, Fixed Interest Gilts and Index Linked Gilts, in the absence of self-selecting members are defaulted into the lifestyle approach which comprises the Global Equity, Over 15 Year Corporate Bonds and a Cash Fund

Investment principles

In accordance with section 114 of the Pensions Act 2004, the Trustee has produced a Statement of Investment Principles (SIP). The SIP covers the Trustee's policy on the following matters:

- Ensuring compliance with the current investment requirements
- The kinds of investment and the balance between different kinds of investment
- Investment risk
- Expected return on investments
- Realisation of investments

Departures from investment principles

The Trustee is currently undertaking a review of its investment strategy and following this an updated version of the SIP will be issued. Currently the latest version of the SIP is dated to July 2015. The Plan recently fully disinvested from Mesirow Fund of Hedge Funds in December 2017.

Investment returns

The table below shows the actual return achieved by each section's assets against its target return (rather than the benchmark). A number of the funds in which the Plan invests have absolute return targets which means that the target returns are always positive and are less dependent on market conditions. These funds typically underperform a rising market but outperform a falling market. However, the funds are expected to achieve the target returns over the longer term.

Trustee's Report (continued)

Investment Matters (continued)

Investment returns

	1 yr return		3 yr return (p.a.)	
	Actual	Target Return	Actual	Target Return
15BILLION	0.80%	0.90%	3.00%	4.50%
3C Asset Management Limited	1.00%	1.00%	4.10%	4.30%
Albemarle Shoreham Airport Limited	-0.30%	1.30%	3.50%	4.70%
Amey Services Limited	2.10%	2.70%	5.60%	7.00%
Babcock Training	1.80%	3.00%	4.50%	6.30%
Babcock Lewisham Limited	1.40%	2.50%	4.00%	5.50%
BAM Nuttall Limited	0.80%	2.80%	8.70%	9.00%
Brighton City Airports Limited	1.60%	1.60%	1.80%	6.60%
Cardiff International Airport Limited	2.00%	2.90%	5.10%	6.90%
Enterprise AOL Limited	1.80%	3.10%	4.30%	6.40%
FCC Environmental (UK) Limited	2.00%	2.90%	5.40%	6.90%
Ferguson Shipbuilders Limited	0.80%	1.00%	5.20%	5.70%
Geraud (UK) Limited	0.40%	0.40%	0.20%	0.20%
Greater Manchester Waste Limited	n/a	n/a	n/a	n/a
Greenwich Leisure Limited	1.40%	2.50%	3.90%	5.40%
Hargreaves (UK) Services Limited	1.30%	2.60%	4.80%	6.10%
Inspace Property Service Limited	1.00%	1.70%	3.80%	4.90%
ISS Mediclean Limited	1.20%	2.10%	4.00%	5.20%
Lockheed Martin UK Strategic Systems Limited	1.00%	1.30%	3.90%	4.50%
Leidos Innovations UK Limited	2.10%	1.30%	4.40%	4.50%
Lunchtime	1.50%	2.50%	n/a	n/a
Mersey Waste Holdings Limited	1.00%	1.70%	3.40%	5.00%
Olympic (south) Limited	1.00%	1.70%	3.70%	4.80%
Parkwood Holdings Plc	1.80%	3.10%	4.50%	6.30%
Pinnacle Housing Limited	1.80%	3.10%	4.50%	6.40%
Premier Waste Management Company Limited	0.80%	1.00%	5.90%	6.30%
Residential Management Group Limited	1.30%	2.20%	3.70%	5.00%
Runwood Homes	1.40%	2.40%	n/a	n/a
Scotland's Rural College	1.70%	3.10%	4.90%	6.60%
Suez Recycling Limited	1.90%	2.90%	4.80%	7.00%
Sodexo Limited	1.00%	1.20%	4.00%	4.40%
South Bank Employers Group Limited	0.90%	1.20%	3.40%	4.20%
Thames Ambulance Service Limited	0.40%	0.40%	0.20%	0.20%
The Cornwall Council	2.00%	2.80%	5.80%	7.10%
Veolia Es Mersersyde & Halton Limited	1.70%	3.10%	4.60%	6.40%
Viridor Waste (Greater Manchester) Limited	1.80%	3.00%	4.30%	6.30%
Viridor Waste (Somerset) Limited	1.90%	3.10%	4.70%	6.40%
Westerleigh Group Holdings Limited	1.30%	2.10%	4.10%	5.20%

Trustee's Report (continued)

Investment Matters (continued)

Custodial arrangements

The assets managed by all investment managers are invested in pooled funds, which give the Trustee a right to the cash value of the units rather than to the underlying assets.

The investment managers of the pooled funds are responsible for the appointment and monitoring of the custodian of the funds' assets. The encashment of the units can only occur in a manner complying with the Scheme's Trust Deed. Assets can only be transferred to another party on the written instructions of the Trustee.

The Plan holds units in the following pooled funds with the following custodians:

- Legal and General equity and corporate bond funds, the custodians for which are HSBC Bank Plc. and Citibank N.A.
- The BlackRock Dynamic Diversified Growth Fund, the custodian is J.P. Morgan Chase Bank N.A., Jersey Branch.
- The Newton Real Return Fund, the custodian is Bank of New York Mellon, London.
- The BlackRock LDI funds, the custodian is the Bank of New York Mellon, London.
- The BlackRock Absolute Return Bond Fund, the custodian is Bank of New York Mellon, London.
- The Insight LIBOR Plus Fund, the custodian is Northern Trust.
- The M&G Alpha Opportunities Fund, the custodian is State Street

The custodians are independent of the employer.

Remuneration basis of the Investment Managers

Legal & General charges fees as follows:

▪ UK Equity Index Fund	0.080% p.a.
▪ North America Equity Index Fund	0.152% p.a.
▪ Europe (ex-UK) Equity Index	0.211% p.a.
▪ Japan Equity Index Fund	0.194% p.a.
▪ Asia Pacific (ex-Japan) Developed Equity Index Fund	0.248% p.a.
▪ World Emerging Markets Equity Index Fund	0.508% p.a.
▪ All Stocks Gilts Index Fund	0.100% p.a.
▪ AAA-AA-A Corporate Bond All Stocks Index Fund	0.150% p.a.
▪ All Stocks Index-Linked Gilts Index Fund	0.062% p.a.
▪ The Cash Fund	0.125% p.a.

The Plan's other investment manager's charge as follows:

▪ BlackRock Dynamic Diversified Growth Fund	0.550% p.a.
▪ Newton Real Return Fund	0.800% p.a.
▪ BlackRock Liability Matching Funds	0.150% p.a.
▪ BlackRock Absolute Return Bond Fund	0.500% p.a.
▪ Insight LIBOR plus 200 Fund	0.400% p.a.
▪ M&G Alpha Opportunities Fund	0.500% p.a.

The above fees are the total expense ratio and include other payable amounts (e.g. for custody, accounting, etc.).

Trustee's Report (continued)

Compliance Matters

The purpose of this statement is to provide information, which is required to be disclosed in accordance with Schedule 3 of The Occupational Pension Schemes (Disclosure of Information) Regulations 1996 or voluntarily by the Trustee. The information deals with matters of administrative routine.

The Pensions Advisory Service ("TPAS")

TPAS is available to assist members and beneficiaries of the Plan on pension matters.

TPAS may be contacted at 11 Belgrave Road, London, SW1V 1RB.

Telephone: 0800 011 3797

Pensions Ombudsman

The Pensions Ombudsman will assist members and beneficiaries of the Plan in connection with difficulties which they have failed to resolve with the Trustee or Administrator of the Scheme and may investigate and determine any complaint or dispute of fact or law in relation to an occupational pension scheme

The Pensions Ombudsman may be contacted at 1st Floor, 10 South Colonnade, Canary Wharf, London, E14 4PU.

Telephone: 0800 917 4487

Early resolution email: helpline@pensions-ombudsman.org.uk

Email: enquiries@pensions-ombudsman.org.uk

Pensions Regulator

The Pensions Regulator is able to intervene in the running of the Plan where the Trustee, employers or professional advisers have failed in their duties.

The Pensions Regulator may be contacted at Napier House, Trafalgar Terrace, Brighton, BN1 4DW

Telephone: 0345 600 7060

Pension Tracing

A Pensions tracing service is carried out by the Department for Work and Pensions.

The Pension Tracing Service can be contacted at The Pension Service 9, Mail Handling Site A, Wolverhampton, WV98 1LU.

Telephone: 0800 731 0193

Further Plan Information

Members, and trade unions recognised for the purposes of collective bargaining in relation to members, are entitled to inspect copies of documents giving information about the Plan. In some circumstances, copies of the documents can be provided but a charge may be incurred.

Details of the Plan, including the address where the Trustee can be contacted, have been lodged with the Pension Tracing Service. The Registry's prime role is to provide a "tracing and information service" for former members of pension schemes.

The Trustee has a formal Internal Dispute Resolution Procedure. Anyone requiring information about the procedure should request details from the Secretary to the Trustee, whose address can be found on page 18.

Any enquiries about the Annual Report and the Plan, including requests from individuals for information about their benefits, should be addressed to the Secretary at the address on page 18 of the Annual Report.

Trustee's Report (continued)

Statement of Trustee's Responsibilities

Trustee's responsibilities in respect of financial statements

The financial statements, which are prepared in accordance with UK Generally Accepted Accounting Practice including the Financial Reporting Standard applicable in the UK and Republic of Ireland ("FRS 102"), are the responsibility of the Trustee. Pension scheme regulations require, and the Trustee is responsible for ensuring that those financial statements.

- show a true and fair view of the financial transactions of the Plan during the Plan year and of the amount and disposition at the end of the Plan year of its assets and liabilities, other than liabilities to pay pensions and benefits after the end of the Plan year; and
- contain the information specified in the Regulations 3A of the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996 including making a statement whether the financial statements have been prepared in accordance with the relevant financial reporting framework applicable to occupational pension schemes.

In discharging the above responsibilities, the Trustee is responsible for selecting suitable accounting policies to be applied consistently, making any estimates and judgements on a going concern basis unless it's inappropriate to presume that the Scheme will continue as a going concern on a prudent and reasonable basis.

The Trustee is also responsible for making available certain other information about the Plan in the form of an annual report.

The Trustee also has a general responsibility for ensuring that adequate accounting records are kept and for taking such steps as are reasonably open to it to safeguard the assets of the Plan and to prevent and detect fraud and other irregularities, including the maintenance of an appropriate system of internal control.

The Trustee is responsible for the maintenance and integrity of the www.citruspensions.co.uk website legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Trustee's responsibilities in respect of contributions

The Trustee is also responsible under pensions legislation for preparing, and from time to time reviewing and if necessary revising, a Schedule of Contributions showing the rates of contributions payable towards the Plan by or on behalf of the defined benefit employers and the active members of the defined benefit sections of the Plan and the dates on or before which such contributions are to be paid, and the payment schedules for the defined contribution sections of the Plan.

The Trustee is also responsible for keeping records in respect of contributions received in respect of any active member of the Plan and for adopting risk-based processes to monitor whether contributions that fall due to be paid are paid into the Plan in accordance with the schedule of contributions.

When breaches of the schedule occur, the Trustee is required by the Pensions Acts 1995 and 2004 to consider making reports to the Pensions Regulator and to members.

Trustee's Report (continued)

Report on Actuarial Liabilities

Under Section 222 of the Pensions Act 2004, every defined benefit section of the Plan is subject to the Statutory Funding Objective, which is to have sufficient and appropriate assets to cover its technical provisions. The technical provisions represent the present value of the benefits members are entitled to based on pensionable service to the valuation date, assessed using the assumptions agreed between the Trustee and the Employer and set out in the Statement of Funding Principles, which is available to Plan members on request.

The most recent full actuarial valuation of each of the Plan sections and result shown at that date are included in aggregate below:

	<i>Sections</i>	<i>Aggregate Liability of the relevant valuation year £000</i>	<i>Aggregate Assets of the relevant valuation year £000</i>	<i>Comments</i>
31 March 2009 Valuation	Premier Waste	8,520	14,390	Premier Waste has entered the PPF assessment period.
31 March 2013 Valuation	Ferguson	11,230	9,530	The Ferguson Section's 2013 valuation was not completed after the section entered into a PPF assessment period. Preliminary results of the valuation have been included in these figures.
31 March 2015 Valuation	15billion Amey Babcock Training Brighton City Airport BSF Lewisham Cornwall Council Enterprise AOL FCC Environment Geraud Markets UK Greenwich Leisure Inspace ISS Mediclean Mersey Waste Olympic South Pinnacle Group South Bank Employers Group Thames Ambulance Services Westerleigh	116,962	96,950	

Trustee's Report (continued)

Report on Actuarial Liabilities (continued)

31 March 2016 Valuation	Residential Management Group Veolia Hargreaves Sodexo Lunchtime Lockheed Martin SSL Runwood Homes	13,666	14,344	
31 March 2017 Valuation	Suez Recycling Viridor Bam Nuttall Scottish Rural College 3C ASSET Management Parkwood Holdings Viridor Somerset Leidos Innovations UK Cardiff Airport	188,066	155,299	The valuation results have been finalised for all Sections with the exception of the Scottish Rural College. We have included the preliminary results of the valuation for this Section in the aggregate liability.

Significant Actuarial Financial Assumptions used

Discount rate – term dependent rates set by reference to the fixed interest gilt curve (as derived from Bank of England data) at the valuation date plus additions of:

- in the period before retirement - 2.5%/1.5%/0.75% pa. set specific to each employer section based on their employer covenant rating, investment strategy and objectives.
- in the period following retirement – 0.75% p.a.

Pay increases – specific to each section and set with input from employers. These range from Consumer Price Inflation to Retail Price Inflation plus 1% p.a.

Contact for Further Information

Any enquiries regarding this Report, the Plan or entitlement to benefits should be addressed to:

Mr L Davies
Secretary
Citrus Pension Plan Trustee Limited
One London Wall
London
EC2Y 5EA

Tel: 020 7082 6000

Fax: 020 7082 6082

Email: CitrusSchemeSecretarialGroup@hymans.co.uk

Signed on behalf of the Board of Directors of Citrus Pension Plan Trustee Limited on

25 October 2018 by;



DC Governance Statement

New governance rules set out in Regulation 23 of the occupational Pension Schemes (Scheme Administration) Regulations 1996 (the 'Administration Regulations'), as amended by the Occupational Pension Schemes (Charges and Governance) Regulations 2015, apply to defined contribution ('DC') pension arrangements like the Citrus Pension Plan (Citrus) from 6 April 2017. These are designed to help members achieve a good outcome from their pension savings.

The Trustee has to provide members with a yearly statement which explains what steps they have taken, with help from professional advisers, to meet the new governance standards. The law sets out what information

This statement covers the period 1 April 2017 to 31 March 2018 and details information on:

1. The investment strategy relating to the Plan's default investment arrangement;
2. The processing of core financial transactions;
3. Charges and transactions within the Plan;
4. The Trustee's compliance with the statutory knowledge and understanding (TKU) requirements; and
5. The Trustee's compliance with the Code of Practice 13: governance and administration of occupational defined contribution trust-based schemes and associated regulatory guidance for Defined Contribution Schemes.

A review was carried out in 2014 with support from advisers into the increased governance requirements for the DC Sections, associated costs which would fall on the existing DC employers, and the fact that DC is not a core offering of the Citrus Plan. The Trustee agreed following the review that the Citrus Plan should cease to have any DC Sections and to assist the existing DC employers to transition to an alternative scheme. These employers, having taken their own advice, have all now withdrawn from the Plan, and have ceased further contributions. The Trustee is currently taking advice regarding the winding up of the DC Sections, having selected with independent advice a buy-out policy to secure members' benefits. The Trustee expects members' benefits to be secured in the latter part of 2018 and formal wind up of the DC sections then to be completed.

Default investment strategy

The Trustee is responsible for setting the Plans investment strategy and for appointing investment managers to implement that strategy. They must also establish a default investment arrangement for members who do not select their own investment options from the fund range that is available. In accordance with the Administration Regulations, the Trustee has appended the latest copy of the Statement of Investment Principles (the 'SIP') prepared for the plan and this statement can be found on pages 44 to 52.

The default investment arrangement was last reviewed by the Trustee in December 2014 as part of its regular review of the DC section and following the announcement of the new pension flexibilities in the March 2014 budget. Given that the Budget changes allow members to take their total value of their pension pot as cash, and given the membership age profile and pot size, it was expected that many members would now take this option. As such it was agreed to amend the default investment option so that it was more appropriate for those members who will take cash (or drawdown) as it was expected that the number of members buying an inflation linked annuity would substantially decrease. The Trustee agreed to leave the life-style strategy as is, (ie targeting an annuity), due to the planned winding up of the DC Sections.

DC Governance Statement (continued)

Default investment strategy (continued)

The default investment strategy comprises a passively managed global equity fund. From 10 years prior to a member's selected retirement date, the funds are gradually switched into an allocation of 75% bonds and 25% cash. The approach is known as 'lifestyling' and the target allocation has been selected to match the way in which evidence suggest most people have historically elected to take their benefits, i.e. 25% as tax-free cash, with the remaining 75% used to purchase an annuity.

The performance of the underlying investment funds are reviewed by the Trustee on a quarterly basis, and a more detailed review of the overall strategy is conducted every three years.

Requirements for processing financial transactions

The Trustee is responsible for ensuring the core financial transactions with the Plan have been processed promptly and accurately. This includes, but is not limited to the following:

- Monitoring the receipt of contributions from the employer
- Investment of contributions and transfers in
- Payment of benefits on death or retirement
- Payment of transfers out of the plan
- Investment switches

In accordance with this, the Trustee has agreed Service Level Agreements (SLAs) with the Plan Administrator and reviews performance of this every quarter via a report. Following review of this, they flag any concerns with the Service Delivery Manager responsible for Plan administration and if this continues will invite them to their quarterly meeting to understand the issues.

As part of the audit, the Plan auditor will check the following on a scheme wide basis:

- Processes for contributions
- Review contributions to ensure that they are in line with the Payment Schedules
- Contribution sampling of members to ensure that the correct levels of contributions are being deducted
- Sample of transfers/payments out agreed back to source documentation
- Key reconciliation controls reviewed with a focus on reconciliations.

DC Governance Statement (continued)

Charges and transaction costs

All the self-selected funds offered by the Plan are managed by Legal & General and are predominantly passively managed.

Charges relating to investment management are deducted from members' funds as set out in the table below. All other costs associated with running the Plan, including advisory and member communication costs, are paid by the Principal Employers.

The Plan complies with regulations on charge controls introduced from April 2015. Specifically, all of the funds in the Plan's current default investment option, have a combined charge that is significantly below the charge cap of 0.75% p.a. of savings as follows:

	AMC (% p.a.)
L&G Global Equity Fixed Weights (60:40) Index Fund	0.160
L&G AAA-AA-A Corporate Bonds – Over 15 year – Index Fund	0.150
L&G Cash Fund	0.125
L&G UK Equity Index Fund	0.100
L&G All Stocks Index-Linked Gilts Index Fund	0.100
L&G Over 15 Years Gilts Index Fund	0.100

Transaction costs

In addition to ongoing charges, members may also incur transaction costs when switching their investment funds between the investment funds that are available. These costs are typically implicit in nature i.e. they are captured through a fund pricing approach arising from cash flow either in or out of the fund.

The charges stated above do not include transaction costs, such as the investment manager's expenses associated with trading a fund's underlying securities, including commissions and stamp duty. Fund managers and platform providers are required to provide annual transaction data calculated on the 'slippage' methodology, as outlined by the FCA in its September 2017 statement.

Other ongoing costs could include commissions and stamp duty, which would also be outside of the charges noted above and the transaction costs. Below are the transaction costs relating to each of the invested funds with Legal & General for the last year ending on 31 March 2018.

	Transaction Costs (% p.a.)
L&G Global Equity Fixed Weights (60:40) Index Fund	-0.020
L&G AAA-AA-A Corporate Bonds – Over 15 year – Index Fund	-0.050
L&G Cash Fund	0.000

Value for Money

When assessing the charges and transaction costs which are payable by members, the Trustee is required to consider the extent to which these represent good value for members. The Trustee, with support from its advisers, had considered the following:

- Annual management charges
- Net of cost performance
- Governance arrangements
- Fund range available to members
- Administration services performance

DC Governance Statement (continued)

Value for Money (continued)

The Trustee concluded that the Plan's overall range of investment options prior to closure is sufficient and represents good value for money in relation to the member-borne charges for those options. The reasons underpinning this conclusion include:

- Charges for the Plan's default investment arrangement are significantly below the charge cap of 0.75% per annum;
- Long term performance figures are positive and have matched respective benchmarks within an acceptable degree of tracking error.
- Legal & General have a strong track record as capable administrators
- Members receive effective communication on their investments and the range of options that are available to them.

As a result, the Trustee believes that overall the Plan has delivered good value for money in respect of member-borne charges. Furthermore, additional services such as Trustee governance, adviser fees and additional communications that are paid for by participating Employers, provide additional good value for members at a Plan-wide level.

Trustee knowledge and understanding

The Trustee directors understand that the Trustee must have sufficient knowledge and understanding to run the Citrus Plan effectively, and as such take training and development responsibilities seriously. All of the Trustee directors have completed the relevant sections of The Pensions Regulator's Trustee Toolkit. They also receive formal training from professional advisers on a quarterly basis.

There is a Trustee Training Log in place, which is maintained and reviewed on an annual basis, to consider any areas where more training is required or would be useful.

As a result of the training activities that have been completed by the Trustee directors, both individually and collectively as the Trustee board, and taking into account the professional advice available the Trustee is confident that the combined knowledge and understanding of the Trustee board enables it to properly exercise its functions and responsibilities as the trustee of the Citrus Plan.

Relevant multi employer schemes

There is a requirement that the majority of trustee directors and the chair be non-affiliated, i.e. independent of any undertaking which provides advisory, administration, investment or other services in respect of the Citrus Plan. This has been met throughout the year and will continue to be monitored to ensure the Citrus Plan remain compliant.

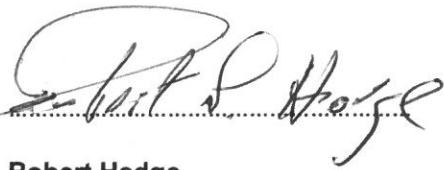
Five Trustee directors were appointed over the course of the year, with the Trustee also appointing a new Scheme Secretary. There was an open and transparent appointment process in order to appoint the new directors. This involved writing to all active and pensioner members of the Citrus Plan, inviting them to put themselves forward to be considered for the member nominated director vacancy.

DC Governance Statement (continued)

Relevant multi employer schemes (continued)

In addition to the member nominated director process, members are also invited to make their views on matters relating to the DC Sections known to the Trustee whom invite questions or comments to be directed in the first instance to Capita. Where appropriate, Capita has then passed these on to the Trustee.

Signed for and on behalf of Citrus Pension Plan Trustee Limited by Robert Hodge in my capacity as Chairman of the trustee board

A handwritten signature in black ink, appearing to read 'Robert Hodge', written over a horizontal dotted line.

Robert Hodge
Chairman of the Board of Citrus Pension Plan Trustee Limited

Independent Auditors' Report to the Trustee of the Citrus Pension Plan

Report on the audit of the financial statements

Opinion

In our opinion, Citrus Pension Plan's Financial Statements:

- show a true and fair view of the financial transactions of the Plan during the year ended 31 March 2018, and of the amount and disposition at that date of its assets and liabilities, other than liabilities to pay pensions and benefits after the end of the year;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards comprising FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", and applicable law); and
- contain the information specified in Regulation 3A of the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996.

We have audited the Financial Statements, included in the Annual Report, which comprise: the Statement of Net Assets available for benefits as at 31 March 2018; the Fund Account for the year then ended; and the Notes to the Financial Statements, which include a description of the significant accounting policies.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities under ISAs (UK) are further described in the Auditors' responsibilities for the audit of the Financial Statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We remained independent of the Plan in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, which includes the FRC's Ethical Standard, and we have fulfilled our responsibilities in accordance with these requirements.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which ISAs (UK) require us to report to you when:

- the Trustee's use of the going concern basis of accounting in the preparation of the Financial Statements is not appropriate; or
- the Trustee has not disclosed in the Financial Statements any identified material uncertainties that may cast significant doubt about the Plan's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the Financial Statements are authorised for issue.

However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the Plan's ability to continue as a going concern.

Reporting on other information

The other information comprises all the information in the Annual Report other than the Financial Statements and our auditors' report thereon. The Trustee is responsible for the other information. Our opinion on the Financial Statements does not cover the other information and, accordingly, we do not express an audit opinion or any form of assurance thereon.

In connection with our audit of the Financial Statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the Financial Statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of the Financial Statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report based on these responsibilities.

Independent Auditors' Report to the Trustee of the Citrus Pension Plan (continued)

Responsibilities for the Financial Statements and the audit

Responsibilities of the Trustee for the financial statements

As explained more fully in the statement of Trustee's responsibilities, the Trustee is responsible for ensuring that the financial statements are prepared and for being satisfied that they show a true and fair view. The Trustee is also responsible for such internal control as it determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In the preparation of the financial statements, the Trustee is responsible for assessing the Plan's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustee either intends to wind up the scheme, or has no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the FRC's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditors' report.

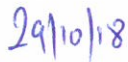
Use of this report

This report, including the opinion, has been prepared for and only for the Trustee as a body in accordance with section 41 of the Pensions Act 1995 and for no other purpose. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.



PricewaterhouseCoopers LLP

Chartered Accountants and Statutory Auditors
Manchester



Fund Account for the year ended 31 March 2018

	Note	Total 2018 £'000	Total 2017 £'000
Contributions and benefits			
Employer contributions		11,941	19,932
Employee contributions		1,310	2,058
Total contributions	4	13,251	21,990
Transfers in	5	-	33
Other income	6	192	-
		13,443	22,023
Benefits paid or payable	7	(7,564)	(7,064)
Payments to and on account of leavers	8	(350)	(225)
Transfers to other plans	9	(4,068)	(69,696)
Administrative expenses	10	(1,593)	(1,782)
Other payments	11	(236)	(118)
		(13,811)	(78,885)
Net withdrawals from dealings with Members		(368)	(56,862)
Returns on investments			
Investment income	12	424	670
Change in market value of investments	13	5,308	53,997
Investment management expenses	16	(5)	(345)
Net returns on investments		5,727	54,322
Net increase/(decrease) in the fund during the year		5,359	(2,540)
Net assets of the Plan at start of year		329,770	332,310
Net assets of the Plan at end of year		335,129	329,770

The accompanying notes on pages 28 to 43 are an integral part of these financial statements.

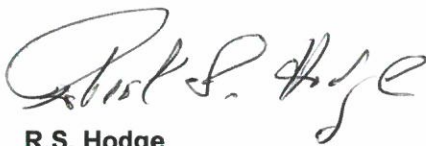
Statement of Net Assets available for benefits as at 31 March 2018

	Note	Total 2018 £'000	Total 2017 £'000
Investment assets:	13		
Pooled investment vehicles - DB	17	303,410	314,654
Pooled investment vehicles - DC	17	9,727	13,033
AVC investments	18	195	204
Other investment balances		634	-
Total net investments		313,966	327,891
Current assets	21	22,569	2,768
Current liabilities	22	(1,406)	(889)
Net assets available for benefits		335,129	329,770

The financial statements summarise the transactions of the Plan and deal with the net assets at the disposal of the Trustee. They do not take account of obligations to pay pensions and benefits which fall due after the end of the Plan year. The actuarial position of the Plan, which takes into account such obligations for the defined benefit section, is dealt with in the Report on Actuarial Liabilities on pages 17 and 18 of the Annual Report and these financial statements should be read in conjunction with this report.

The notes on pages 28 to 43 form an integral part of these financial statements.

The financial statements on pages 26 to 43 were approved by the Trustee and signed on behalf of the Board of Directors of Citrus Pension Plan Trustee Limited on *25 October* 2018 by:



R.S. Hodge
Chairman



L.J. Davies
Secretary

Notes to the Financial Statements

1. Basis of preparation

The individual financial statements of Citrus Pension Plan have been prepared in accordance with the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, Financial Reporting Standard 102 – The Financial Reporting Standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council (“FRS 102”) and with guidance set out in the Statement of Recommended Practice “Financial Reports of Pension Schemes” (Revised November 2014) (“the SORP”). The Trustee has elected to early adopt the changes proposed by the FRS in Amendments to FRS 102 (amended December 2017)

2. General Information

The Citrus Pension Plan was originally developed in the early 1990s and provides both Defined Benefit (DB) and Defined Contribution (DC) benefits. The registered office of the Citrus Pension Plan is One London Wall, London EC2Y 5EA

The Plan is a registered Pension Scheme under Chapter 2 of Part 4 of the Finance Act 2004 and is therefore exempt from income tax and capital gains tax.

3. Accounting policies

The principal accounting policies of the Plan are as follows:

Contributions

Employee contributions, including AVCs, are accounted for by the Trustee when they are deducted from pay by the Employer, except for the first contribution due where the employee has been auto-enrolled by the Employer in which case it is accounted for when received by the Plan.

Employer normal contributions that are expressed as a rate of salary are accounted for on the same basis as the employees’ contributions, in accordance with the Schedule of Contributions in force during the year.

Employer augmentation contributions are accounted for in accordance with the agreement under which they are payable.

Employer deficit funding contributions are accounted for on the due dates on which they are payable under the Schedule of Contributions or on receipt if earlier with the agreement of the employer and Trustee.

Employer S75 debt contributions are accounted for when a reasonable estimate of the amount receivable can be determined.

Employer contributions in respect of employers in the PPF assessment period are accounted for on receipts basis and accrued when it is reasonably expected that a claim of the amounts will be received to the plan.

Notes to the Financial Statements (continued)

3. Accounting policies (continued)

Payments to members

Benefits are accounted for in the period in which the member notifies the Trustee of their decision on the type or amount of benefit to be taken, or if there is no member choice, on the date of retiring or leaving.

Pensions in payment are accounted for in the period to which they relate.

Opt-outs are accounted for when the Plan is notified of the opt-out.

Individual transfers in or out of the Plan are accounted for when member liability is accepted or, discharged which is normally when the transfer amount is paid or received.

Group transfers are accounted for in accordance with the terms of the transfer agreement.

Expenses

Expenses are accounted for on an accruals basis

Investment income

Income from cash and short term deposits is accounted for on an accruals basis.

Income from pooled investment vehicles is accounted for when declared by the fund manager.

Receipts from annuity policies are accounted for as investment income on an accruals basis.

Investments

The change in market value of investments during the year comprises all increases and decreases in the market value of investments held at any time during the year, including profits and losses realised on sales of investments during the year.

Investments are included at fair value as described below:

Unitised pooled investment vehicles have been valued at the latest available bid price or single price provided by the pooled investment manager. Shares in other pooled arrangements have been valued at the latest available net asset value (NAV), determined in accordance with fair value principles, provided by the pooled investment manager.

The Trustee has decided to exclude the valuation of Annuities from the financial statements as the value is not considered to be material.

Presentation currency

The Plan functional and presentation currency is pounds sterling. Monetary items denominated in foreign currency are translated into sterling using the closing exchange rates at the Plan year end. Foreign currency transactions are recorded in sterling at the spot exchange rate at the date of the transaction.

Notes to the Financial Statements (continued)

4. Contributions

	2018 £'000	2017 £'000
Employer contributions		
Normal – Defined Benefit	6,951	7,374
Normal – Defined Contribution	-	748
Deficit funding	3,865	4,371
Expenses	372	327
Augmentation	748	1,215
Special	-	17
Section 75 debt	-	5,880
Other	5	-
	<u>11,941</u>	<u>19,932</u>
Employee contributions		
Normal – Defined Benefit	1,271	1,400
Normal – Defined Contribution	-	609
Additional	39	33
Additional voluntary contributions	-	16
	<u>1,310</u>	<u>2,058</u>
	<u>13,251</u>	<u>21,990</u>

During 2017 S75 debt contributions of £3,000,000 was received in respect of Cardiff Airport Section and £2,880,000 in respect of Leidos Innovations UK Section.

Deficit funding contributions are being paid in accordance with the Schedules of Contributions or recommendations of the Actuary to cover the shortfall in the sections of the Plan.

5. Transfers in

	2018 £'000	2017 £'000
Individual transfers in from other schemes	-	33
	<u>-</u>	<u>33</u>

Individual Transfers in includes £nil (2017 £7,000) in respect of the DC Sections.

Notes to the Financial Statements (continued)

6. Other income

	2018 £'000	2017 £'000
Claims on term insurance policies	183	-
Administration income	9	-
	<u>192</u>	<u>-</u>

Claim on term insurance includes £nil (2017 £nil) in respect of the DC Sections.

7. Benefits paid or payable

	2018 £'000	2017 £'000
Pensions	5,052	5,553
Commutations of pensions and lump sum retirement benefits	2,275	1,416
Purchase of annuities	44	35
Lump sum death benefits	193	60
	<u>7,564</u>	<u>7,064</u>

Commutations includes £965,000 (2017 £99,000), Annuities includes £44,000 (2017 £35,131) in respect of the DC Sections.

8. Payments to and on account of leavers

	2018 £'000	2017 £'000
Refunds of contributions	<u>350</u>	<u>225</u>

Refunds includes £199,000 (2017 £199,000) in respect of the DC Sections.

9. Transfers to other plans

	2018 £'000	2017 £'000
Group transfers out to other schemes	69	67,392
Individual transfers out to other schemes	3,999	2,304
	<u>4,068</u>	<u>69,696</u>

Individual transfers includes £2,329,000 (2017 £326,000) in respect of the DC Sections.

Group transfers is made up £67,399 Albemarle transfer to the Pension Protection fund and a small residual balance of £1,369 for AECOM from fee rebates transferred to AECOM Group Pension Scheme.

Group transfers in 2017 were made up of £67,323,000 in respect of AECOM Group Pension Scheme and £69,000 in relation to the Sure Start transfer to the Pension Protection fund.

Notes to the Financial Statements (continued)

10. Administrative expenses

	2018 £'000	2017 £'000
Administration and processing	689	627
Actuarial fees	387	546
Audit fee	43	51
Legal and professional fees	349	357
Investment consultancy fees	125	201
	<u>1,593</u>	<u>1,782</u>

Expenses are divided between those which relate to the general management of the Plan amounting to £1,001,000 (2017: £988,000) and those which are specific to individual unitised sections amounting to £592,000 (2017: £760,000). Administration includes £39,000 (2017: £34,000) and legal and professional includes £23,000 (2017: £nil) in respect of the DC sections.

11. Other payments

	2018 £'000	2017 £'000
Premiums for death in service insurance cover	94	112
Pensions Protection Fund levies in respect of sections in wind up and DC sections and old invoices written off.	142	6
	<u>236</u>	<u>118</u>

Pension Protection levy includes £nil (2017 £1,000) in respect of the DC sections.

12. Investment income

	2018 £'000	2017 £'000
Interest on cash deposits	-	6
Annuity income	3	11
Income from pooled investment vehicles	421	653
	<u>424</u>	<u>670</u>

No Investment income is in respect of the DC sections.

Notes to the Financial Statements (continued)

13. Reconciliation of investments

	Value at 1 April 2017 £'000	Purchases at cost £'000	Sales proceeds £'000	Change in market value £'000	Value at 31 March 2018 £'000
Pooled investment vehicles - DB Section	314,654	8,781	(24,963)	4,938	303,410
Pooled investment vehicles - DC Section	13,033	-	(3,674)	368	9,727
AVC investments	204	-	(11)	2	195
	<u>327,891</u>	<u>8,781</u>	<u>(28,648)</u>	<u>5,308</u>	<u>313,332</u>
Cash deposits and other cash instruments DB Section	-				558
Cash deposits and other cash instruments DC Section	-				76
	<u>327,891</u>				<u>313,966</u>

The pooled investment vehicle funds held by the Plan are unquoted, although the underlying investments of the funds comprise quoted equities, bonds and cash.

All investments are considered readily marketable.

Cash deposits and other cash instruments include cash in transit between manager and the Plan.

Change in market value in 2017 of £53,997k included £2,593k in relation to DC Sections Investments.

Transaction costs

Transaction costs are included in the cost of purchases and sale proceeds. Direct transaction costs include costs charged to the Plan such as fees, commissions and stamp duty.

Indirect transaction costs are incurred through the bid-offer spread on investments within pooled investment vehicles and charges made within those vehicles.

14. Defined Contribution Section

Included within the financial statements are assets relating to the Defined Contribution Sections of the Plan as follows:

	2018 £'000	2017 £'000
Designated to Members		
Pooled investment vehicles – DC Sections	8,350	11,916
Cash in transit	76	-
Creditors	(936)	(76)
Cash	922	64
	<u>8,412</u>	<u>11,904</u>
Not Designated to Members		
Cash	-	3
Pooled investment vehicles – DC Sections	1,377	1,117
	<u>9,789</u>	<u>13,024</u>

Notes to the Financial Statements (continued)

14. Defined Contribution Section (continued)

Money purchase assets are allocated to provide benefits to the individuals on whose behalf the contributions were paid. Assets identified as designated to members in the net assets statement accordingly do not form part of the common pool of assets available for members generally. Members in the Defined Contribution section receive an annual statement confirming the contributions paid on their behalf and the value of their money purchase rights

15. Concentration of Investments

The following Pooled investment vehicles represent more than 5% of the net assets of the Plan.

	2018 £'000	%	2017 £'000	%
Legal & General - UK Equity Index	27,854	8	26,900	8
Newton - Real Return Fund	33,216	10	33,812	10
BlackRock - BNF Dynamic Dividend	34,182	10	32,717	10
Mesirow - Hinsdale Avenue Fund	-	-	18,555	6
Legal & General - All-stock Index Limited	30,206	9	26,903	8
Blackrock Ass Return Bond Fund	31,758	9	30,948	9
Blackrock - LMF IL Gilt Flex	41,094	12	16,166	5
Insight – Libor Plus Fund	30,205	9	29,350	9
M& G – Alpha Opportunities Fund	23,515	7	22,832	7

16. Investment management expenses

	2018 £'000	2017 £'000
Investment management expenses	5	345

Investment management expenses in 2017 included an accrual for £163,000 in respect of Blackrock invoices raised. The Trustee subsequently agreed with the manager to amend the invoicing process. The invoices were reversed in the current year effectively leaving an over accrual which flows through the 2018 accounts period.

17. Pooled investment vehicles

	2018 £'000	2017 £'000
Defined Benefit Section (Managed Funds)		
Equities	63,365	61,157
Bonds	139,034	42,312
Hedge Funds	31,758	102,586
Diversified growth	67,398	107,916
Cash	1,855	683
	303,410	314,654

Assets of £23,515 (2017: £22,832) were reflected as Diversified growth in 2017 but reflected in Bonds in 2018. Assets of £71,300 (2017: £71,368) were reflected as Hedge Funds in 2017

Notes to the Financial Statements (continued)

17. Pooled investment vehicles (continued)

	2018 £'000	2017 £'000
Defined Contribution Section (Managed Funds)		
Equities	7,545	11,914
Bonds	770	1,004
Cash	1,412	115
	<u>9,727</u>	<u>13,033</u>

18. AVC investments

The Trustee has appointed The Equitable Life Assurance Society, Clerical Medical and Prudential to provide arrangements for members to pay additional voluntary contributions ("AVCs") in accordance with the requirements of the Pension Schemes Act 1993. Only the Clerical Medical arrangement is open to new members. Members participating in this arrangement each receive an annual statement made up to 31 March confirming the amounts held in their account and the movements in the year.

The aggregate amounts of AVC investments are as follows:

	2018 £'000	2017 £'000
The Equitable Life Assurance Society		
With-profits funds guaranteed value	19	18
Unit-linked funds	4	7
Clerical Medical		
With-profits funds	36	36
Unit-linked funds	111	111
Prudential		
With-profits funds	7	15
Unit-linked funds	18	17
	<u>195</u>	<u>204</u>

Notes to the Financial Statements (continued)

19. Fair value determination

The fair value of financial instruments has been determined using the following fair value hierarchy:

Level 1	The unadjusted quoted price in an active market for identical assets or liabilities that the entity can access at the measurement date.
Level 2	Inputs other than quoted prices included within Level 1 that are observable (i.e. developed using market data) for the asset or liability, either directly or indirectly.
Level 3	Inputs are unobservable (i.e. for which market data is unavailable) for the asset or liability.

The Plan's investment assets and liabilities have been fair valued using the above hierarchy levels as follows:

As at 31 March 2018	Level 1 £'000	Level 2 £'000	Level 3 £'000	Total £'000
Defined Benefit Section				
Pooled investment vehicles	-	303,410	-	303,410
Other investment balances	558	-	-	558
AVCs	-	-	195	195
	558	303,410	195	304,163
Defined Contribution Section				
Pooled investment vehicles	-	9,727	-	9,727
Other investment balances	76	-	-	76
	76	9,727	-	9,803
As at 31 March 2017	Level 1 £'000	Level 2 £'000 (as restated)	Level 3 £'000 (as restated)	Total £'000
Defined Benefit Section				
Pooled investment vehicles	3	296,096	18,555	314,654
Other investment balances	-	-	-	-
AVC's	-	-	204	204
	3	296,096	18,759	314,858
Defined Contribution Section				
Pooled investment vehicles	-	13,033	-	13,033

The trustee has reviewed and updated their opinion on the classification of Pooled investment vehicles of £63,422 (2017: £63,162) which have been reclassified from level 3 to level 2.

Pooled investments vehicles which are traded regularly are generally included in level 2. Where the absence of regular trading or the unsuitability of recent transaction process as a proxy for fair values applies, valuation techniques are adopted and the vehicles are included in level 3 as appropriate.

The value of other pooled investment vehicles which are unquoted or not actively traded on a quoted market, is estimated by the Trustee. Where the value of the pooled investment vehicle is primarily driven by fair value of its underlying assets, the net asset value advised by the fund manager is normally considered a suitable approximation to fair value unless there are restrictions or other factors which present realisation at that value, in which case adjustments are made. No such adjustments have been made to the valuations at 31 March 2018 or 31 March 2017.

Notes to the Financial Statements (continued)

20. Investment risk disclosures

FRS 102 requires the disclosure of information in relation to certain investment risks. These risks are set out by FRS 102 as follows:

Credit risk: the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation.

Market risk: the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency risk, interest rate risk and other price risk.

- **Currency risk:** the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates.
- **Interest rate risk:** the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates.
- **Other price risk:** the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk), whether those changes are caused by factors specific to the financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market.

The Trustee determines the overall investment strategy after taking advice from a professional investment adviser and after consulting with Plan employers. The Plan has exposure to these risks because of the investments it makes following the investment strategy set out below. The Trustee manages investment risks, including credit risk and market risk, within agreed risk limits which are set taking into account the Plan's strategic investment objectives. These investment objectives and risk limits are implemented through the investment management agreements in place with the Plan's investment managers and monitored by the Trustee by regular reviews of the investment portfolio.

The following table summarises the extent to which the various classes of investments are affected by financial risks:

	Credit risk	Market risk			2018 Value £'000	2017 Value £'000
		Currency	Interest rate	Other price		
Defined benefit section						
Pooled investment vehicles:						
Direct	■	□	□	□		
Indirect	■	■	■	■	303,410	314,654
Cash deposits and other net investment assets	■	□	□	□	558	-
AVCs					195	204
Total DB section investments					304,163	314,858
Defined contribution section						
Pooled investment vehicles	■	■	■	■	9,727	13,033
Cash deposits and other net investment assets	■	□	□	□	76	-
Total DC section investments					9,803	-

In the above table, the risk noted affects the asset class [■] significantly, [■] partially or [□] hardly/not at all.

Notes to the Financial Statements (continued)

20. Investment risk disclosures (continued)

The Trustee has appointed The Equitable Life Assurance Society, Clerical Medical and Prudential to provide arrangements for members to pay additional voluntary contributions ("AVCs") in accordance with the requirements of the Pension Schemes Act 1993.

Further information on the Trustee's approach to risk management, credit and market risk is set out below. This does not include the legacy insurance policies nor AVC investments as these are not considered significant in relation to the overall investments of the Plan.

Defined Benefit Sections**Investment Strategy**

The investment objective of the Defined Benefit sections (DB section) is to maintain a portfolio of suitable assets of appropriate liquidity which will generate investment returns to meet, together with future contributions, the benefits of the DB sections payable under the trust deed and rules as they fall due.

The Trustee sets the overall investment strategy for the DB sections taking into account considerations such as the strength of the employer covenant, the long term liabilities of the DB section and the funding agreed with the employers. The Statement of Investment Principles (SIP) will be updated following the review of the investment strategy from the Trustee.

Overall, the Plan holds around:

- a. 29% in investments that move in line with the long term liabilities of the Plan. This consists of 14% in Liability Driven Investment (LDI) and 15% in UK government and corporate bonds. The LDI portfolio invests in gilt repurchase agreements. The purpose of this is to hedge against the impact of interest rate movement on long term liabilities.
- b. 71% in return seeking investments, comprising 22% in multi asset funds, 28% in absolute return bond funds, 21% in a mixture of UK and overseas equity funds and.

The strategy of each individual section will depend on a number of factors including: maturity, funding level, employer covenant and attitude to risk.

The Trustee considers absolute return bond funds as 'matching' assets. Therefore, the 'matching' portfolio comprises 28% in absolute return bonds, 14% in

LDI and 15% in UK government and corporate bonds, a total of 57% of the portfolio as at 31 March 2018. The remaining assets (43%) are held as part of the growth portfolio.

Credit risk

The Plan invests in pooled investment vehicles and is therefore directly exposed to credit risk in relation to the instruments it holds in in some of the pooled investment vehicles. The Plan is indirectly exposed to credit risks arising on the financial instruments held by the pooled investment vehicles.

DB investments exposed to credit risk

	2018 £'000	2017 £'000
Pooled investment vehicles		
Bond and cash funds (direct and indirect risk)	172,647	168,412
Other funds (direct risk only)	130,763	146,242
	303,410	314,654

Cash is held within financial institutions which are at least investment grade credit rated.

Notes to the Financial Statements (continued)

20. Investment risk disclosures (continued)

The Plan's holdings in pooled investment vehicles are unrated. Direct credit risk arising from pooled investment vehicles is mitigated by the underlying assets of the pooled arrangements being ring-fenced from the pooled manager, the regulatory environments in which the pooled managers operate and diversification of investments amongst a number of pooled arrangements. The Trustee carries out due diligence checks on the appointment of new pooled investment managers and on an ongoing basis monitors any changes to the regulatory and operating environment of the pooled manager.

Indirect credit risk primarily arises in relation to underlying investments held in the bond pooled investment vehicles. At the year end the total value of underlying investments subject to credit risk was £172.6m (2017: £168.4m) as advised by the pooled managers. This risk is mitigated by requiring pooled managers to invest in at least investment grade credit rated investments.

The information about exposures to and mitigation of credit risk above applied at both the current and previous year end.

Currency risk

The Plan is subject to indirect currency risk because some of the Plan's investments are held in overseas markets via pooled investment vehicles.

The Plan's total net unhedged exposure by major currency at the year end was as follows:

	Direct exposure £'000	2018 Net exposure after hedging £'000	2017 Net exposure after hedging £'000
Currency			
Pounds sterling (GBP)	303,410	263,013	274,549
Euros (EUR)	-	6,272	6,968
US Dollars (USD)	-	13,475	12,817
Japanese Yen (JPY)	-	4,826	4,778
Other currencies	-	15,824	15,542
Total	303,410	303,410	314,654
Unhedged foreign currency exposure		13.32%	12.71%

Interest rate risk

The Plan is subject to indirect interest rate risk because some of the Plan's investments are held in bonds and LDI and cash, through pooled vehicles. The Trustee has set a benchmark for total investments in bonds and LDI, which is the aggregate of each of the individual sections' benchmarks. Additional indirect interest rate risk arises from some of the Plan's return seeking assets, which also invest in bonds.

Under this strategy, if interest rates fall, the value of the bonds and LDI investments will rise to help match the increase in actuarial liabilities arising from a fall in the discount rate. Similarly, if interest rates rise, the bonds and LDI investments will fall in value, as will actuarial liabilities because of an increase in the discount rate. At the year end the indirect interest rate risk exposure of the Plan's assets was £172.6m (2017: £168.4m).

Notes to the Financial Statements (continued)

20. Investment risk disclosures (continued)

Other price risk

Other price risk arises principally in relation to the Plan's return seeking portfolio which includes equities, held in pooled vehicles. It also arises from index-linked gilts held in pooled vehicles.

At the year end the value of assets exposed to indirect other price risk was £161.0m (2017: £203.3m). The Plan manages this exposure to overall price movements by constructing a diverse portfolio of investments across various markets.

Defined Contribution Sections

Investment strategy

The Trustee's objective is to make available to members of the Defined Contribution (DC) Sections of the Plan an appropriate range of investment options designed to generate income and capital growth, which together with new contributions from members and their employer, will provide a retirement amount with which the member can purchase a pension annuity (or other type of retirement product). The Statement of Investment Principles (SIP) outlines the investment objectives and strategy for the Defined Contribution assets of the Plan.

The investment funds offered to members are provided by Legal & General. The available funds are as follows:

- a. Global Equity
- b. Corporate Bonds
- c. Cash
- d. UK Equity
- e. Fixed Interest Gilts
- f. Index Linked Gilts

The Trustee has an investment management agreement in place with Legal & General that sets out guidelines for the underlying investments held by the funds. The day to day management of the underlying investments of the funds is the responsibility of Legal & General, including the direct management of credit and market risks.

The Trustee monitors the underlying risks by receiving quarterly investment reports from its investment consultant, which includes the performance of the funds.

The risks disclosed here relate to the DC Section's investments as a whole. Members are able to choose their own investments from a range of funds offered by the Trustee and therefore may face a different profile of risks from their individual choices compared with the Section as a whole.

Credit risk

The DC sections are subject to direct credit risk in relation to Legal & General through its holding in unit linked funds provided by Legal & General.

Legal & General is regulated by the Financial Conduct Authority and maintains separate funds for its policy holders. The Trustee monitors the creditworthiness of Legal & General by reviewing published credit ratings. Legal & General invests all the Plan's funds in its own investment unit linked funds and it does not use other investment funds or reinsurance arrangements. In the event of default by Legal & General the Plan is protected by the Financial Services Compensation Scheme.

Notes to the Financial Statements (continued)

20. Investment risk disclosures (continued)

The DC section is also subject to indirect credit and market risk arising from the underlying investments held in the white label funds. Member level risk exposures will be dependent on the funds invested in by members.

At the year end the Corporate Bonds and Cash funds were exposed to underlying credit risk.

Market risk

The Plan's DC Section is also subject to indirect foreign exchange, interest rate and other price risk arising from the underlying financial instruments held in the funds managed by Legal & General, as set out below:

Fund	Foreign exchange risk	Interest rate risk	Other price risk
Global Equity fund	Y	-	Y
Corporate Bonds fund	-	Y	Y
Cash fund	Y	Y	-

In the above table, the risks noted applied in 2018 and 2017.

21. Current assets

	2018 £'000	2017 £'000
Contributions due from employer in respect of:		
Employer	763	896
Employee	93	115
Monies due back from employers	124	305
VAT	1	28
Other	184	98
Cash	21,404	1,326
	22,569	2,768

Amounts due from employers include the March employers' and employees' contributions of £708,309 (2017: £781,211) and £93,420 (2017: £113,819) respectively outstanding in the normal course of collection at the year end, except for employers' and employees' contributions of £22,930 (2017: £6,170) and £497 (2017: £252) respectively which were paid to the Plan later than the date stipulated by the Schedules of Contributions.

22. Current liabilities

	2018 £'000	2017 £'000
Accrued expenses	230	554
Unpaid benefit	1,102	214
Other	74	121
	1,406	889

Accrued expenses includes £4,000 (2017 £nil), Unpaid Benefits includes £923,000 (2017: £37,000) and Other includes £9,000 (2017: £39,000) in respect of the DC sections. Unpaid benefits are increased due to an exercise to wind up the DC section which crossed over the year end.

Notes to the Financial Statements (continued)

23. Employer related investments

During the year there were 98 (2017: 116) instances of late payments of contributions, at the year end late contributions still due represented 0.02% of the schemes total net assets.

24. Related party transactions

Three Trustee Directors are in receipt of retirement pensions from the Plan which are paid in accordance with the Plan rules and one Trustee Director is an active member of the Plan accruing benefits.

During the year £46,649 (2017: £27,759) was paid in respect of Independent Chairman fees. In addition £28,664 (2017: £35,321) was paid to a Trustee Director in respect of Strategic Review consultancy services.

PPF Levies are met directly by Employers with the exception of those relating to DC Employers which are met out of their undesignated assets.

Administrative expenses for DC sections are met directly by the Employers.

25. Contingent assets/liabilities

In the opinion of the Trustee the Plan had no contingent liabilities as at 31 March 2018 and 31 March 2017.

Notes to the Financial Statements (continued)

26. Unitisation

The constitution of the Citrus Pension Plan restricts the obligations of each participating employer to the provision of pensions and other Plan benefits to those members of its unitised section.

This "own cost" principle requires the Trustee to unitise the Plan, by allocating to separate memorandum accounts all transactions relating to individual participating employers, so that the total net assets of the Plan at the end of every financial year can be attributed to each employer section.

The allocation by value of units to participating employers at 31 March is shown in the statement below:

EMPLOYER SECTION	2018 £'000	2017 £'000
15BILLION	578	550
3C Asset Management Ltd	462	438
Albemarle Shoreham Airport limited	-	256
Amey Services Limited	7,672	7,733
Babcock Training Limited	26,454	26,144
Babcock Flagship Limited	275	292
BAM Nuttall Limited	13,550	13,630
Brighton City Airports	18	3
Cardiff International Airport Limited	12,627	12,418
Enterprise (AOL) Limited	6,264	6,365
FCC Environmental (UK) Limited	46,471	45,366
Ferguson Shipbuilders Limited	9,884	10,316
Geraud (UK) Limited	110	73
Greater Manchester Waste Limited	241	246
Greenwich Leisure Limited	2,072	1,718
Hargreaves (UK) Services Limited	115	86
Inspace Property Service Limited	147	141
ISS Mediclean Limited	807	588
Lockheed Martin UK Strategic Systems Limited	2,454	2,179
Leidos Innovations UK Limited	7,250	6,803
Lunchtime	275	163
Mersey Waste Holdings Limited	1,869	1,825
Olympic (South) Limited	232	240
Parkwood Holdings PLC	13,371	13,290
Pinnacle Housing Limited	8,904	8,634
Premier Waste Management Company Limited	24,733	25,105
Residential Management Group Limited	5,290	5,074
Runwood Homes Limited	1,157	1,099
Scotland's Rural College	29,309	28,123
Suez Recycling Limited	10,855	10,681
Sodexo Limited	890	887
South Bank Employers Group Limited	956	964
Thames Ambulance Service Limited	48	36
The Cornwall Council	5,982	6,458
Veolia Es Merseyside & Halton Limited	8,447	8,204
Viridor Waste (Greater Manchester) Limited	52,503	49,346
Viridor Waste (Somerset) Limited	22,258	20,560
Westerleigh Group Holdings Limited	384	344
	<hr/>	<hr/>
	324,914	316,378
AVC investments	195	204
Defined Contribution Sections	9,789	13,024
Citrus Trustee	231	164
	<hr/>	<hr/>
TOTAL	335,129	329,770
	<hr/>	<hr/>

APPENDIX A
STATEMENT OF INVESTMENT PRINCIPLES

Statement of Investment Principles

This is the Statement of Investment Principles ("the Statement") made by the Trustee Directors of the Citrus Pension Plan ("the Plan") in accordance with Section 35 of the Pensions Act 1995 (as amended by the Pensions Act 2004, the Occupational Pension Scheme (Investment) Regulations 2005) and the Occupational Pension Schemes (Charges and Governance) Regulations 2015). It is subject to periodic review by the Trustee Directors.

In preparing the Statement, the Trustee Directors have consulted with the participating employers in the Plan and have taken written advice from Aon Hewitt, who are authorised and regulated by the Financial Conduct Authority.

The Plan comprises both Defined Benefit and Defined Contribution Sections.

Details concerning the broad governance of the Plan and the nature of the mandates for investment management and other service providers are contained in the Myners Adherence document which should be read in conjunction with this Statement of Investment Principles.

The Trustee Directors review the performance of the Plan's investments on a regular basis.

Defined Benefit Section

Scheme objective

The primary objective of the Plan is to provide pension and lump sum benefits for members on their retirement and/or benefits on death, before or after retirement, for their dependants, on a defined benefits basis.

The Trustee Directors' over-riding funding principles for the Plan are to set employers' contributions at levels which are sufficient:

- To build up assets to provide for new benefits of active members as they are earned;
- To recover any shortfall in assets relative to the value placed on accrued liabilities over the longer term; and
- To ensure that there are always sufficient assets of the Plan (at their realisable value) to meet 100% of benefits as they fall due for payment to members.

For employee members, benefits are based on service completed but take account of expected future salary increases. The value of liabilities is calculated on the basis agreed by the Trustee Directors and the Actuary; the Trustee Directors also consider the Plan's funding positions on a more stringent minimum risk basis. The funding positions are monitored regularly by the Trustee Directors and are formally reviewed at each triennial actuarial valuation, or more frequently as required by the Pensions Act 2004.

All sections have their own Statements of Funding Principles which set out how the Trustee Directors and sponsoring employer aim to fund each section of the Plan.

Statement of Investment Principles (continued)

Investment strategy

There are multiple employer sections within the Plan each with different objectives and strategic asset allocation benchmarks. To facilitate these strategic asset allocations the Trustee Directors have implemented a single growth fund consisting of investments in a diversified range of asset classes in underlying pooled funds. The liability matching portfolio consists of six asset classes including nominal gilts, index-linked gilts, Liability Driven Investment ("LDI") funds, investment grade corporate bonds, alternative credit and cash.

The LDI funds are being allocated to all employer sections with more than £5 million assets on an 'opt-out' basis. Employer sections with less than £5 million assets have the opportunity to opt-in to make use of the LDI funds. For each employer section, the Trustee Directors set an investment strategy and strategic asset allocation benchmark between the growth fund and the appropriate matching funds. The relevant employer for each section is consulted on the investment strategy.

The Trustee Directors consider the development of liabilities in conjunction with the assets of each of the employer sections of the Plan on at least a triennial basis in order to confirm the appropriateness of the chosen strategic asset allocation benchmark. The Trustee Directors have the power to change the allocation of the sections between the funds, to change the asset allocation of the single growth fund and introduce new matching funds as required. In the event of a likely wind-up of a particular employer section, the Trustee Directors will review the investment strategy for that specific section and make appropriate decisions.

All day to day investment decisions are delegated to a number of authorised investment managers. The objectives for the growth and matching funds have been translated into different benchmarks for the individual managers and/or a different allocation of assets across the different managers, consistent with the overall objective of each fund. Each employer section's strategic asset allocation is consistent with the Trustee Directors' views on finding an appropriate balance between seeking an enhanced long-term return on investments and accepting greater short-term volatility and risk.

The strategic asset allocation adopted for each employer section takes due account of the maturity profile of each section within the Plan (in terms of the relative proportions of liabilities in respect of pensioners, deferred members and active members within each section), together with the level of disclosed surplus or deficit (relative to the funding basis used). The Trustee Directors monitor strategy relative to the agreed asset allocation benchmarks. It is intended that the investment strategy for each employer section will be reviewed at least every three years following actuarial valuations of the sections.

To achieve their objectives the Trustee Directors have agreed the following:-

Choosing investments:

The Trustee Directors have appointed investment managers which are authorised under the Financial Services and Markets Act 2000 (amended by the Financial Services Act 2012) to undertake investment business. Their regulatory status can be verified on the Financial Services Register at <https://www.fca.org.uk/firms/financial-services-register>. The Trustee Directors, after seeking appropriate investment advice, have given Legal & General Investment Management (L&G), specific directions as to the allocation of UK and overseas equities within the single growth fund and the allocation to the four matching funds (Fixed Interest Gilts, UK Corporate Bonds, Index-Linked Gilts and Cash). Investment choice is delegated to the manager, subject to the respective benchmarks and asset guidelines.

Statement of Investment Principles (continued)

Choosing investments: (continued)

In addition to the above arrangements, the Trustee Directors have invested directly in the following pooled funds:

- Newton Real Return Fund;
- Mesirow Hinsdale Avenue Fund;
- BlackRock Dynamic Diversified Growth Fund;
- BlackRock Liability Matching Funds;
- BlackRock Absolute Return Bond Fund;
- Insight LIBOR Plus Fund; and
- M&G Alpha Opportunities Fund.

The Trustee Directors are satisfied that the pooled funds selected in conjunction with the above appointment are consistent with the objectives of the Plan, particularly in relation to diversification, risk, expected return and liquidity.

The Plan has a single growth fund and 15 matching funds (eight of which are pooled LDI funds). Each employer section can allocate its assets to the growth fund and appropriate matching funds in the desired proportions. The proportion invested in each matching fund is specific to each employer section and hence an overall allocation to each matching fund is not targeted. The Trustee Directors do not specify an overall allocation to growth and matching assets at the Plan level, however, this allocation is determined for each employer section.

Assets held to cover the Plan's technical provisions (the liabilities of the Plan) are invested in a manner appropriate to the nature and duration of the expected future retirement benefits payable under the Plan.

The assets of the Plan are invested predominantly on regulated markets (with investments not on regulated markets being kept to a prudent level) and properly diversified to avoid excessive reliance on any particular asset, issuer or group of undertakings so as to avoid accumulations of risk in the portfolio as a whole.

Investment in derivatives is only made in so far as derivatives contribute to the reduction of investment risks or facilitate efficient portfolio management and are managed so as to avoid excessive risk exposure to a single counterparty or other derivative operations.

Custody:

Investment in pooled funds gives the Trustee Directors a right to the cash value of the units rather than to the underlying assets. The investment managers are responsible for the appointment and monitoring of the custodians of the pooled funds.

Statement of Investment Principles (continued)

Kinds of investment to be held:

The Plan may invest in quoted securities of UK and overseas markets including equities, fixed interest and index-linked bonds, cash, property and pooled funds. The Plan may also make use of derivatives and contracts for difference for the purpose of efficient portfolio management and to reduce the Plan's exposure to interest rate and inflation risk in relation to the Plan's liabilities. The Trustee Directors consider all of these classes of investment to be suitable in the circumstances of the Plan.

Balance between different kinds of investments:

The Plan's investment managers will hold a mix of investments which reflects their views relative to their respective benchmarks or the benchmarks of their respective pooled funds. Within each major market, each manager will maintain a diversified portfolio of stocks through direct investment or pooled vehicles. As L&G adopts a passive (index-tracking) approach, they will hold a mix of investments within each pooled fund that reflects their respective benchmark indices.

Risk:

The Trustee Directors monitor risk in two ways. As indicated above, they have set a strategic asset allocation benchmark for each employer section of the Plan. They assess risk relative to those benchmarks by monitoring the asset allocations and investment returns relative to the benchmarks. They also assess risk relative to liabilities by monitoring the delivery of benchmark returns relative to liabilities.

The Trustee Directors provide a practical constraint on Plan investments deviating greatly from the Trustee Directors' intended approach by adopting a specific asset allocation benchmark and control ranges for the single growth fund. The strategic allocation can be found in the Plan's Myners Adherence document. This is considered on a quarterly basis through the investment reports prepared by the Trustee Directors' investment consultant, following which the Trustee Directors consider if any corrective action is required.

In appointing several investment managers, the Trustee Directors have considered the risk of underperformance of any single investment manager.

Expected returns on investments:

The investment strategy aims to achieve a return on Plan assets which taken in conjunction with contributions is sufficient over time to match growth in the Plan's pension liabilities.

Realisation of investment:

The Trustee Directors recognises the risk of holding assets that cannot be easily realised should the need arise. However, the majority of stocks held within the Plan may be realised quickly if required. The realisation (redemption) from the various plans assets are described by the dealing structure below:

The funds with BlackRock and Newton are all daily dealt;

The funds with LGIM and Insight deal weekly;

The fund with M&G deals monthly; and

The fund with Mesirow can accept subscriptions on a monthly basis and redemptions at each calendar quarter end (subject to a 95 calendar days' notice period).

Statement of Investment Principles (continued)

Social, environmental and ethical considerations:

The Trustee Directors recognise that social environmental and ethical considerations are among the factors which investment managers will take into account, where relevant, when selecting investment for purchase, retention or sale. The managers have been delegated by the Trustee Directors to act accordingly.

As the assets with Legal & General are invested on an index-tracking basis (which requires close replication of the appropriate index), it is understood by the Trustee Directors that these factors will not be given priority by the manager when selecting investments for purchase, retention or sale.

Exercising of voting rights:

The Trustee Directors have delegated the governance and exercise of voting rights to the investment managers on the basis that voting power will be exercised with the objective of preserving and enhancing long term shareholder value. Accordingly, the managers have produced written guidelines of their process and practice in this regard. The managers are encouraged to vote in line with their guidelines in respect of all resolutions at annual and extraordinary general meetings of companies.

Additional voluntary contributions (AVCs):

The Trustee Directors give members the opportunity to invest in a range of vehicles at the members' discretion.

Statement of Investment Principles (continued)

Defined Contribution Section

The Trustee Directors have appointed L&G to provide the funds in which the assets of the Defined Contribution Section are invested (which will be realised to meet the cost of buying-out members' benefits prior to the DC sections being wound up). L&G is authorised under the Financial Services and Markets Act 2000 (amended by the Financial Services Act 2012) to undertake investment business. It invests on a passive (index-tracking) basis.

The funds in which the assets are invested comprise a global equity fund, a bond fund (invested in long-dated UK corporate bonds), cash deposit fund, a UK equity index fund, an index-linked gilts index fund and long dated gilts index fund. Members have the option of investing their contributions either on a self-select option or according to an "automatic" life-styling matrix (the default strategy). If a member does not make an active decision regarding investment of their contributions they are put into the default strategy. Under the default strategy, members' funds are invested in the long term global equity fund when members are younger and are gradually switched (on a member by member basis) to the bond and cash funds to protect members' funds as they approach retirement. The default strategy assumes that members will take a quarter of their fund as tax free cash at retirement from the Plan and use the rest of their fund to purchase an annuity.

Unless otherwise specified, the Trustee Director's policies in relation to the default strategy in respect of matters mentioned in Regulation 2(3) of the Occupational Pension Scheme (Investment) Regulations 2005 are those set out below as they also apply to the default strategy.

The Trustee Directors have considered the asset allocation, performance benchmark and the various controls adopted by L&G in managing each fund in which members can invest. They believe that each of the funds provides an appropriate balance between maximising the return on investments and minimising short-term volatility and risk which is consistent with that fund's stated objective. It is intended that the range of funds, including the default strategy, will be reviewed on a regular basis.

The Trustee Directors have monitored investments and strategy on a regular basis. Advice has been received as required from professional advisers. In addition, the Trustee Directors have reviewed the performance of the Plan's investments on a quarterly basis.

Primary objective

The primary aim and objective of the Defined Contribution Section of the Plan has been as follows:-

To provide, on a defined contribution basis, benefits for members on their retirement or benefits for their dependants on death before retirement.

Choosing investments:

The investment options offered to members are deemed appropriate, given the nature of the membership. The default strategy was last reviewed in 2014 alongside the current membership of the Plan and the Trustee decided to maintain the current default strategy that is based upon annuity purchase at retirement.

Investment is made on a pooled basis, which the Trustee Directors believe is appropriate given the size and nature of the Plan. In addition, investment is made on a passive (index tracking) basis, whereby the investment manager seeks to match, rather than exceed, the performance of each fund's benchmark index. For each fund, the investment manager invests in individual stocks in such a way as to replicate, as closely as possible, the composition of that fund's benchmark index. In adopting this approach, the manager ensures a suitably diversified portfolio. The Trustee Directors are satisfied that the assets held in each fund are suitable in relation to the needs of members.

Statement of Investment Principles (continued)

Kinds of investment to be held:

Depending on the nature of each fund, the investment manager may invest in UK and overseas investments including equities, fixed and index-linked bonds and cash. Within each fund, the proportions held at any time in each asset class or geographic region will closely reflect the benchmark for that fund because of the passive (index-tracking) approach.

Balance between different kinds of investments:

Each fund has a defined benchmark or objective and the Trustee Directors have been satisfied that the benchmark or objective, taken in combination with other fund choices available, is appropriate for different categories of members.

Risk:

The Trustee Directors have provided a practical constraint on Plan investments deviating greatly from the intended approach by offering a range of pooled funds each of which has a defined objective, performance benchmark and the manager process which, taken in aggregate, constrain risk within the Trustee Directors' expected parameters. The decision to appoint an investment manager which follows a passive approach largely removes the risk arising from potential manager underperformance.

The main areas of risk within the investment strategy are as follows:-

Market fluctuations – where unit linked policies are used, the value of policies allocated for member benefits may fluctuate with the movement in the underlying asset values. This means that, at a member's retirement, there is the possibility that the fund will have to be realised at an inopportune time to provide retirement benefits. For those members invested in the default strategy, members' funds will automatically be switched into lower risk funds as they approach retirement with the aim of reducing market volatility. Where members are making their own investment choices, it should be noted that the risk profile of the members' assets will be affected by their choice of funds, and that the range of funds that are available includes funds that are aimed at offering relative security as retirement approaches.

Annuity purchase – the rates applied when pension funds are used to buy annuities may be more expensive than anticipated and the more expensive annuity rates could coincide with a time when retirement funds have lost value due to market fluctuations. For those members invested in the default strategy, members' funds will automatically be switched into the LGIM AAA-AA-A Corporate Bond Over 15 Years Index Fund with the aim of broadly protecting the value of the benefits that will be provided.

Inflation – the absolute return on investments and hence the value of the pension policy may be diminished by inflation. To help mitigate this risk, equity based funds are available which aim to provide real growth (in excess of inflation) over the long term.

Expected return on investments:

The Trustee Directors are satisfied that the objectives of the equity funds would be expected to allow them to achieve an attractive real return over the long term. The objective of the cash and bond funds has been to provide for the payment of the tax-free lump sum on retirement and to reduce the volatility of the annuity that may be purchased, rather than to achieve a specified 'real' or 'nominal' return.

Statement of Investment Principles (continued)

Realisation of investment:

The majority of assets held within the pooled funds are held in stocks, which are quoted on major stock markets and may be realised quickly if required.

Additional voluntary contributions (AVCs):

The Trustee Directors give members the opportunity to pay additional voluntary contributions into the same range of funds offered by the manager in which normal contributions of the member and sponsoring employer are invested.


Social, environmental and ethical considerations:

The Trustee Directors recognise that social, environmental and ethical considerations are among the factors which investment managers will take into account, where relevant, when selecting investments for purchase, retention or sale. The Trustee Directors have delegated authority to the manager to act accordingly. However, the manager adopts an index tracking basis which largely requires full replication of the index in which it invests.


Exercise of voting rights:

The Trustee Directors have delegated the exercise of voting rights to the investment manager on the basis that voting power will be exercised by the manager with the objective of preserving and enhancing long term shareholder value. Accordingly, the manager has produced written guidelines of its process and practice in this regard. The manager is encouraged to vote in line with its guidelines in respect of all resolutions at annual and extraordinary general meetings of companies.

Signed for and on behalf of the Trustee Directors of the Citrus Pension Plan



Director



Director

October 2018

APPENDIX B
ACTUARIAL CERTIFICATES

APPENDIX

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
3C Asset Management Section

Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2017 to be met by the end of the period specified in the Recovery Plan dated June 2018.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the Statement of Funding Principles dated June 2018.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Section's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature	
Date	30 June 2018
Name	Kenneth Taylor
Qualification	Fellow of the Institute and Faculty of Actuaries
Name of Employer	Hymans Robertson LLP
Address	20 Waterloo Street Glasgow G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
15billion Section

Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2015 to continue to be met by the period for which the Schedule of contributions is in force.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the statement of funding principles dated May 2016.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Section's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature



Date

21 June 2016

Name

Kenneth Taylor

Qualification

Fellow of the Institute and Faculty of Actuaries

Name of Employer

Hymans Robertson LLP

Address

20 Waterloo Street
Glasgow
G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
Albemarle Shoreham Airport Limited Section


Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2012 to be met by the end of the period specified in the Recovery Plan dated July 2013.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the Statement of Funding Principles dated February 2013.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Plan's liabilities by the purchase of annuities, if the Plan were to be wound up.

Signature	
Date	6 January 2014
Name	Christine Cumming
Qualification	Fellow of the Institute and Faculty of Actuaries
Name of Employer	Hymans Robertson LLP
Address	20 Waterloo Street Glasgow G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
Amey Section

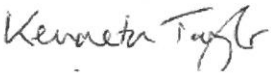
Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2015 to be met by the period for which the Schedule of Contributions is in force.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the statement of funding principles dated April 2016.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Section's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature	
Date	21 June 2016
Name	Kenneth Taylor
Qualification	Fellow of the Institute and Faculty of Actuaries
Name of Employer	Hymans Robertson LLP
Address	20 Waterloo Street Glasgow G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
Babcock Training Section

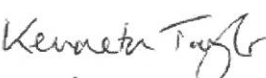
Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2015 to be met by the end of the period specified in the recovery plan dated May 2016.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the statement of funding principles dated May 2016.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Section's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature	
Date	21 June 2016
Name	Kenneth Taylor
Qualification	Fellow of the Institute and Faculty of Actuaries
Name of Employer	Hymans Robertson LLP
Address	20 Waterloo Street Glasgow G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
BAM Nuttall Section

Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective on 31 March 2017 can be expected to continue to be met for the period which Schedule of Contributions dated May 2018 is to be in force.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the Statement of Funding Principles dated May 2018.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Section's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature	
Date	19 June 2018
Name	Kenneth Taylor
Qualification	Fellow of the Institute and Faculty of Actuaries
Name of Employer	Hymans Robertson LLP
Address	20 Waterloo Street Glasgow G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
Brighton City Airport Section

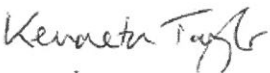
Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2015 to be met by the end of the period specified in the recovery plan dated September 2016.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the statement of funding principles dated September 2016.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Section's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature	
Date	25 October 2016
Name	Kenneth Taylor
Qualification	Fellow of the Institute and Faculty of Actuaries
Name of Employer	Hymans Robertson LLP
Address	20 Waterloo Street Glasgow G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
BSF Lewisham Section

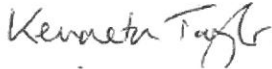
Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2015 to be met by the end of the period specified in the recovery plan dated May 2016.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the statement of funding principles dated May 2016.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Section's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature	
Date	30 June 2016
Name	Kenneth Taylor
Qualification	Fellow of the Institute and Faculty of Actuaries
Name of Employer	Hymans Robertson LLP
Address	20 Waterloo Street Glasgow G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
Cardiff International Airport Section

Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2017 can be expected to continue to be met for the period which Schedule of Contributions dated May 2018 is to be in force.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the Statement of Funding Principles dated May 2018.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Section's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature	
Date	19 June 2018
Name	Kenneth Taylor
Qualification	Fellow of the Institute and Faculty of Actuaries
Name of Employer	Hymans Robertson LLP
Address	20 Waterloo Street Glasgow G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
Cornwall County Council Section


Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2015 to be met by the end of the period specified in the recovery plan dated May 2016.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the statement of funding principles dated May 2016.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Section's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature	
Date	21 June 2016
Name	Kenneth Taylor
Qualification	Fellow of the Institute and Faculty of Actuaries
Name of Employer	Hymans Robertson LLP
Address	20 Waterloo Street Glasgow G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
Enterprise (AOL) Limited Section

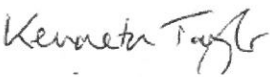
Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2015 to be met by the end of the period for which the Schedule of Contributions is in force.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the statement of funding principles dated April 2016.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Section's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature	
Date	21 June 2016
Name	Kenneth Taylor
Qualification	Fellow of the Institute and Faculty of Actuaries
Name of Employer	Hymans Robertson LLP
Address	20 Waterloo Street Glasgow G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
Geraud Markets Section

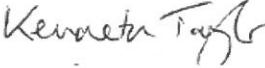
Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2015 to be met by the end of the period specified in the recovery plan dated July 2016.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the statement of funding principles dated July 2016.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Plan's liabilities by the purchase of annuities, if the Plan were to be wound up.

Signature	
Date	6 July 2016
Name	Kenneth Taylor
Qualification	Fellow of the Institute of Actuaries
Name of Employer	Hymans Robertson LLP
Address	20 Waterloo Street Glasgow G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
Greenwich Leisure Limited Section

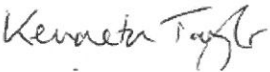
Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2015 to be met by the end of the period for which the Schedule of Contributions is in force.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the statement of funding principles dated May 2016.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Section's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature	
Date	21 June 2016
Name	Kenneth Taylor
Qualification	Fellow of the Institute and Faculty of Actuaries
Name of Employer	Hymans Robertson LLP
Address	20 Waterloo Street Glasgow G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
Hargreaves (UK) Services Limited Section

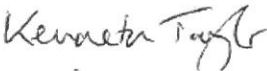
Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2016 to be met by the end of the period specified in the recovery plan dated July 2017.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the statement of funding principles dated June 2017.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Section's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature	
Date	31 July 2017
Name	Kenneth Taylor
Qualification	Fellow of the Institute and Faculty of Actuaries
Name of Employer	Hymans Robertson LLP
Address	20 Waterloo Street Glasgow G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
Inspace Property Services Limited Section

Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2015 to be met by the end of the period specified in the recovery plan dated May 2016.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the statement of funding principles dated May 2016.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Section's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature



Date

30 June 2016

Name

Kenneth Taylor

Qualification

Fellow of the Institute and Faculty of Actuaries

Name of Employer

Hymans Robertson LLP

Address

20 Waterloo Street
Glasgow
G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
ISS Mediclean Section

Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2015 to be met by the end of the period specified in the recovery plan dated June 2016.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the statement of funding principles dated June 2016.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Section's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature



Date

3 October 2016

Name

Kenneth Taylor

Qualification

Fellow of the Institute and Faculty of Actuaries

Name of Employer

Hymans Robertson LLP

Address

20 Waterloo Street
Glasgow
G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
Lockheed Martin Strategic Systems Section

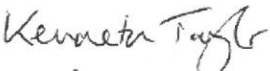
Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2016 to be continued to be met by the period for which the schedule of contributions is in force.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the statement of funding principles dated March 2017.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Section's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature	
Date	13 June 2017
Name	Kenneth Taylor
Qualification	Fellow of the Institute and Faculty of Actuaries
Name of Employer	Hymans Robertson LLP
Address	20 Waterloo Street Glasgow G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
Leidos Innovations UK Limited Section

Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective on 31 March 2017 can be expected to continue to be met for the period for which the schedule of contributions dated May 2018 is to be in force.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the statement of funding principles dated May 2018.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Section's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature



Date

19 June 2018

Name

Kenneth Taylor

Qualification

Fellow of the Institute and Faculty of Actuaries

Name of Employer

Hymans Robertson LLP

Address

20 Waterloo Street
Glasgow
G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Scheme: Citrus Pension Plan
Lunchtime Section

Adequacy of Rates of Contributions


1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2016 to be continued to be met by the period for which the Schedule of contributions is in force.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the statement of funding principles dated March 2017.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Section's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature



Date

13 June 2017

Name

Kenneth Taylor

Qualification

Fellow of the Institute and Faculty of Actuaries

Name of Employer

Hymans Robertson LLP

Address

20 Waterloo Street
Glasgow
G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
Mersey Waste Holdings Limited Section

Adequacy of Rates of Contributions

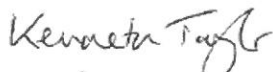
1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2015 to be met by the end of the period specified in the recovery plan dated June 2016.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the statement of funding principles dated June 2016.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Section's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature



Date

29 June 2016

Name

Kenneth Taylor

Qualification

Fellow of the Institute and Faculty of Actuaries

Name of Employer

Hymans Robertson LLP

Address

20 Waterloo Street
Glasgow
G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
Olympic (South) Limited Section

Adequacy of Rates of Contributions

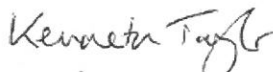
1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2015 to be met by the end of the period specified in the recovery plan dated June 2016.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the statement of funding principles dated June 2016.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Section's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature



Date

24 June 2016

Name

Kenneth Taylor

Qualification

Fellow of the Institute and Faculty of Actuaries

Name of Employer

Hymans Robertson LLP

Address

20 Waterloo Street
Glasgow
G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
Parkwood Holdings Section

Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2017 to be met by the end of the period specified in the Recovery Plan dated March 2018.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the Statement of Funding Principles dated March 2018.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Section's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature	
Date	29 March 2018
Name	Kenneth Taylor
Qualification	Fellow of the Institute and Faculty of Actuaries
Name of Employer	Hymans Robertson LLP
Address	20 Waterloo Street Glasgow G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
Pinnacle Group Section

Adequacy of Rates of Contributions


1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2015 to be continued to be met by the period for which the Schedule of Contributions is in force.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the statement of funding principles dated May 2016.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Section's liabilities by the purchase of annuities, if the section were to be wound up.

Signature



Date

10 June 2016

Name

Kenneth Taylor

Qualification

Fellow of the Institute and Faculty of Actuaries

Name of Employer

Hymans Robertson LLP

Address

20 Waterloo Street
Glasgow
G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
Premier Waste Management Limited Section

Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2015 to be met by the end of the period specified in the Recovery Plan dated May 2017.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the Statement of Funding Principles dated May 2017.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Section's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature



Date

11 July 2017

Name

Kenneth Taylor

Qualification

Fellow of the Institute and Faculty of Actuaries

Name of Employer

Hymans Robertson LLP

Address

20 Waterloo Street
Glasgow
G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
RMG Section

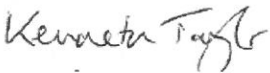
Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2016 to be met by the end of the period specified in the recovery plan dated March 2017.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the Statement of Funding Principles dated March 2017.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Section's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature	
Date	21 June 2016
Name	Kenneth Taylor
Qualification	Fellow of the Institute and Faculty of Actuaries
Name of Employer	Hymans Robertson LLP
Address	20 Waterloo Street Glasgow G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

To be Updated

Name of Plan: Citrus Pension Plan
SRUC Section

Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2014 to be met by the end of the period specified in the recovery plan dated June 2015.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the Statement of Funding Principles dated June 2015

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Plan's liabilities by the purchase of annuities, if the Plan were to be wound up.

Signature



Date

30 June 2015

Name

Kenneth Taylor

Qualification

Fellow of the Institute and Faculty of Actuaries

Name of Employer

Hymans Robertson LLP

Address

20 Waterloo Street
Glasgow
G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
Suez Recycling Section

Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2017 to be met by the end of the period specified in the Recovery Plan dated June 2018.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the Statement of Funding Principles dated June 2018.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Section's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature	
Date	29 June 2018
Name	Kenneth Taylor
Qualification	Fellow of the Institute and Faculty of Actuaries
Name of Employer	Hymans Robertson LLP
Address	20 Waterloo Street Glasgow G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
Sodexo Limited Section

Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2016 to continue to be met for the period for which the Schedule is to be in force.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the Statement of Funding Principles dated July 2017.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Plan's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature



Date

1 August 2017

Name

Kenneth Taylor

Qualification

Fellow of the Institute and Faculty of Actuaries

Name of Employer

Hymans Robertson LLP

Address

20 Waterloo Street
Glasgow
G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
South Bank Employers Group Section

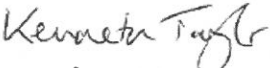
Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2015 to continue to be met for the period for which the Schedule of Contributions is in force.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the Statement of Funding Principles dated June 2016.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Plan's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature	
Date	24 June 2016
Name	Kenneth Taylor
Qualification	Fellow of the Institute and Faculty of Actuaries
Name of Employer	Hymans Robertson LLP
Address	20 Waterloo Street Glasgow G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
Thames Ambulance Services Limited Section

Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2015 to be met by the end of the period specified in the Recovery Plan dated May 2017.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the Statement of Funding Principles dated May 2017.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Section's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature



Date

11 June 2017

Name

Kenneth Taylor

Qualification

Fellow of the Institute and Faculty of Actuaries

Name of Employer

Hymans Robertson LLP

Address

20 Waterloo Street
Glasgow
G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
Westerleigh Group Holdings Section

Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2015 to be met by the end of the period specified in the recovery plan dated June 2016.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the Statement of Funding Principles dated June 2016.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Plan's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature



Date

30 June 2016

Name

Kenneth Taylor

Qualification

Fellow of the Institute and Faculty of Actuaries

Name of Employer

Hymans Robertson LLP

Address

20 Waterloo Street
Glasgow
G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
Veolia Section

Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could be expected on 31 March 2016 to be continued to be met for the period for which the Schedule of Contributions is to be in force.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the Statement of Funding Principles dated June 2017.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Section's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature



Date

4 July 2017

Name

Kenneth Taylor

Qualification

Fellow of the Institute and Faculty of Actuaries

Name of Employer

Hymans Robertson LLP

Address

20 Waterloo Street
Glasgow
G2 6DB

THIS CERTIFICATE IS PROVIDED TO MEET THE REQUIREMENTS OF REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
Viridor Section

Adequacy of Rates of Contributions

1. In my opinion, the contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2017 to be met by the end of the period specified in the Recovery Plan dated June 2018.

Adherence to Statement of Funding Principles

2. In my opinion, this schedule of contributions is consistent with the Statement of Funding Principles dated June 2018.

Please note that the adequacy of contributions statement in this certificate relates to the scheme's statutory funding objective. For the avoidance of doubt this certificate does not mean that the contributions shown in this schedule would be enough to secure the scheme's full liabilities with annuities if the scheme were to wind up.

Signature



Date

28 June 2018

Name

Kenneth Taylor

Qualification

Fellow of the Institute and Faculty of Actuaries

Name of Employer

Hymans Robertson LLP

Address

20 Waterloo Street
Glasgow
G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
Viridor Somerset Section

Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2017 to be met by the end of the period specified in the Recovery Plan dated June 2018.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the statement of funding principles dated June 2018.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Section's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature	
Date	29 June 2018
Name	Kenneth Taylor
Qualification	Fellow of the Institute and Faculty of Actuaries
Name of Employer	Hymans Robertson LLP
Address	20 Waterloo Street Glasgow G2 6DB

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS AS REQUIRED BY REGULATION 10(6) OF THE OCCUPATIONAL PENSION SCHEMES (SCHEME FUNDING) REGULATIONS 2005

Name of Plan: Citrus Pension Plan
FCC Section

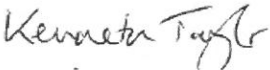
Adequacy of Rates of Contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2015 to be met by the end of the period specified in the recovery plan dated May 2017.

Adherence to Statement of Funding Principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the statement of funding principles dated May 2017.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Section's liabilities by the purchase of annuities, if the Section were to be wound up.

Signature	
Date	11 July 2017
Name	Kenneth Taylor
Qualification	Fellow of the Institute and Faculty of Actuaries
Name of Employer	Hymans Robertson LLP
Address	20 Waterloo Street Glasgow G2 6DB

MR55

