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DUN & BRADSTREET (UK) PENSION PLAN
ANNUAL REPORT
FOR THE YEAR ENDED 5 APRIL 2019

Scheme Registration Number: 18079702

Dun & Bradstreet (UK) Pension Plan

Annual Report for the year ended 5 April 2019

Contents

Trustee, Principal Employer and Advisers

Trustee
Dun & Bradstreet (UK) Pension Plan Trustee Company Limited

Employer-nominated Trustee Directors
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Alan Batley
Greg Connell
Piers Woolston

Member-nominated Trustee Directors
Richard Archer
Gary Lucas
George Prior
Martin Read

Principal Employer
D & B Europe Limited

Plan Actuary
S Aries, FIA
Towers Watson Limited

Independent Auditor
RSM UK Audit LLP

Administrators

Defined Benefit Section
Mercer Limited

Defined Contribution Section
Aviva Life & Pensions UK Limited

Plan Investment Consultant
Towers Watson Limited

Investment Managers

Defined Benefit Section
Legal & General Investment Management Limited
Towers Watson Investment Management Limited
BlackRock Investment Management (UK) Limited

Defined Contribution Section
Aviva Life & Pensions UK Limited

Additional Voluntary Contribution (AVC) Provider
Aviva Life & Pensions UK Limited

Life Assurance Company
Canada Life Assurance Company

Bank
Barclays Bank plc

Legal Adviser
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Introduction

The Trustee of the Dun & Bradstreet (UK) Pension Plan (the Plan) is pleased to present its report together with the audited financial statements for the year ended 5 April 2019. The Plan is a hybrid scheme, comprising a Defined Benefit Section and a Defined Contribution Section.

With effect from 31 March 2004 members of the Defined Benefit Section of the Plan transferred to the Career Average Revalued Earnings (CARE) Section and benefits earned within this section are accrued on a CARE basis. The CARE Section is closed to new members.

Constitution

The Plan was established on 6 April 1993 and is governed by Trust Deeds which have been replaced or amended from time to time since the definitive deed dated 26 April 1993, the current definitive deed being dated 16 March 2018.

Management of the Plan

Trustee

The Trustee who served during the year is listed on page 1.

In accordance with the trust deed, the Principal Employer, D & B Europe Limited, has the power to appoint and remove the Trustee of the Plan.

In accordance with the Occupational Pension Schemes (Member-nominated Trustees and Directors) Regulations 2006, members have the option to nominate and vote for Member-nominated Trustee Directors.

The four Member-nominated Trustee Directors, as shown on page 1, are nominated by the members under the rules notified to the members of the Plan. They may be removed only by agreement of all the remaining Trustee Directors, although their appointment ceases if they cease to be members of the Plan.

The Employer-nominated Trustee Directors of Dun & Bradstreet (UK) Pension Plan Trustee Company Limited are appointed and removed in accordance with the Company's Articles of Association.

The Plan has two sub committees, the Governance and Communications Committee and the Investment and Funding Committee. Both of these met four times (2018: four) during the year.

The Trustee has met four times (2018 : four) during the year.

Statement of Trustee's Responsibilities

The Statement of Trustee's Responsibilities is set out on page 27 and forms part of this Trustee's Report.

Governance and risk management

The Trustee has in place a business plan which sets out its objectives in areas such as administration, investment and communication. This, together with a list of the main priorities and timetable for completion, helps the Trustee run the Plan efficiently and serves as a useful reference document.

The Trustee has also focused on risk management. A risk register has been put in place which sets out the key risks to which the Plan is subject along with the controls in place to mitigate these. This register is regularly reviewed and updated by the Trustee.

The covenant is reviewed on an ongoing basis, at least quarterly, by the Investment and Funding Committee. The covenant strength is assessed by a suitably qualified Trustee Director and during the course of this year, the covenant review process has been strengthened by referring to an external professional covenant adviser, who has confirmed that the correct processes are being followed. Improvements to the review procedure have also been recommended and acted upon.

Trustee knowledge and understanding

The Pensions Act 2004 requires trustees to have sufficient knowledge and understanding of pensions and trust law and be conversant with the Plan documentation. The Pensions Regulator has published a Code of Practice on Trustee Knowledge and Understanding to assist trustees on this matter which became effective from 6 April 2006 and which was revised and reissued in November 2009. The Trustee has agreed a training plan to enable it to meet these requirements.

Sale of the parent Company Dun & Bradstreet

In August 2018 the Company entered into a definitive merger agreement with a group of investors to take Dun & Bradstreet into private ownership.

The sale transaction was approved by Dun & Bradstreet's stockholders at a special meeting of shareholders held in November 2018. As mentioned in the business press, the privatisation completed on 8 February 2019 when the investor group led by CC Capital Partners, LLC, Cannae Holdings, Inc., Bilcar, LLC, Black Knight, Inc. and funds affiliated with Thomas H. Lee Partners, L.P. along with a group of other investors announced the acquisition of Dun & Bradstreet for $145 per share. Throughout the process the new owners stressed their ongoing support for the D&B (UK) Pension Plan.

As a private company, the new owners under the leadership of CEO Anthony Jabbour believe strongly that there is now greater flexibility to build a competitive edge in the marketplace to help customers leverage critical data and insights to improve their own business performance, leading to sustained growth for the Company going forward.

Coming as it did in the middle of the 2018 triennial valuation, the privatisation transaction created an additional challenge for the Plan. The Trustee worked closely with the new owners and management team throughout the period and the Trustee is pleased to confirm that the 2018 valuation is now complete and that the Company has demonstrated their continued support for the Plan by agreeing to an additional £8m payment into the Plan over the period to April 2021. This additional investment together with the Investment principles that the Trustee adopt is projected to keep the Plan securely funded in order to pay members' pensions as they become due.

Principal Employer

The Plan is provided for all eligible employees of the Principal Employer whose registered address is D & B Europe Limited, Marlow International, Parkway, Marlow, Buckinghamshire, SL7 1AJ.

Financial development

The financial statements on pages 30 to 44 have been prepared and audited in accordance with the Regulations made under Section 41 (1) and (6) of the Pensions Act 1995. They show that the value of the fund increased from £282,870,387 at 5 April 2018 to £293,180,042 at 5 April 2019.

The increase shown above comprised net withdrawals from dealings with members of £6,652,751 together with net returns on investments of £16,962,406.

Report on actuarial liabilities

Under Section 222 of the Pensions Act 2004, every scheme 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. This is assessed using the assumptions agreed between the Trustee and the Principal 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 the Plan was carried out as at 5 April 2018. This showed:

	Actuarial Valuation 5 April 2018 £m
The value of Technical Provisions was:	292.5
The value of assets was:	282.9
Percentage of Technical Provisions	97%

Following the completion of the Actuarial Valuation as at 5 April 2018, the Trustee and Employer agreed a Recovery Plan that was designed to restore the Technical Provisions level to 100% by 5 April 2021, through a combination of returns on the Plan's assets and the payment of deficit contributions of:

- £4 million payable on or before 31 August 2019; plus
- £2 million payable on 5 April 2020; plus
- £2 million payable on 5 April 2021.

The agreement of the Actuarial Valuation was later than planned. By the statutory deadline for completing the Actuarial Valuation, i.e. 5 July 2019, the Trustee and sponsoring employer had reached agreement in principle, however, had not been able to complete the valuation due to the need to wait for formal agreement by the sponsoring employer at a board meeting on 30 July. The Scheme Actuary, on behalf of the Trustee, informed the Pensions Regulator of this short delay in on 5 July 2019. The valuation documents were subsequently formally signed on 12 August 2019.

The method and significant actuarial assumptions used to determine the technical provisions are as follows (all assumptions adopted are set out in the Appendix to the Statement of Funding Principles).

Method

The actuarial method to be used in the calculation of the technical provisions is the Projected Unit Method.

Significant actuarial assumptions

Principal actuarial assumptions for valuation as at 5 April 2018 (Main DB liabilities)	
Discount interest rate:	Nominal gilt curve plus 0.875% p.a. (average single equivalent 2.6% p.a.)
Future Retail Price inflation:	Gilt market breakeven inflation curve (average single equivalent 3.3% p.a.)
Future Consumer Price inflation:	RPI less 1.1% p.a.
Pay increases:	RPI plus 0.3% p.a.
Pension increases in payment:	In line with the appropriate index, with allowance for the caps and floors using a Black formula with assumed volatility of 2.4% p.a. and 1.9% p.a. applied to the relevant forward rates implied, respectively, by the RPI and CPI curves.
Mortality:	Male members: 78% S2PMA Female members: 82% S2PFA Male dependants: 103% S2PMA Female dependants: 87% S2PFA Improvements to 2018: CMI_2017, 1.5% p.a. long term trend. Improvements from 2018: CMI_2018, 1.5% p.a. long term trend, 0.4% p.a. initial addition parameter.

Report on actuarial liabilities - continued

The derivation of these key assumptions and an explanation of the other assumptions to be used in the calculation of the technical provisions are set out below.

Derivation of actuarial assumptions for valuation as at 5 April 2018	
Discount interest rate:	Discount rate equivalent to nominal gilt yield plus margin of 0.875% p.a.
Future Retail Price inflation:	Rates derived from the Bank of England fixed interest and indexlinked gilt curves at the valuation date.
Future Consumer Price inflation:	Fixed margin of RPI less 1.1% p.a.
Pay increases:	General pay increases of 0.3% p.a. above RPI.
Pension increases in payment:	Derived from the assumed RPI/CPI inflation allowing for future inflation volatility and the caps and floors on pension increases according to the provisions in the Plan's rules.
Mortality:	Base rates established from an updated mortality analysis of the population as at the 2018 valuation, with future improvements updated to reflect latest CMI information (2018).

Guaranteed Minimum Pension (GMP) equalisation

On 26 October 2018, the High Court handed down a judgment involving the Lloyds Banking Group's defined benefit pension schemes. The judgment concluded the schemes should be amended to equalise pension benefits for men and women in relation to guaranteed minimum pension benefits. The issues determined by the judgment arise in relation to many other defined benefit pension schemes. The Trustee of the Plan is aware that the issue will have a minimal effect on the Plan and will be considering this at a future meeting and decisions will be made as to the next steps. Under the ruling schemes are required to backdate benefit adjustments in relation to GMP equalisation and provide interest on the backdated amounts. It is expected these amounts will not be material to the Scheme's financial statements. However, at this stage the Trustee and employer have not agreed the equalisation methodology to be used and therefore the Trustee is not in a position to reach a reliable estimate of the backdated benefits and related interest. Therefore the cost of backdating pension benefits and related interest have not been recognised in these financial statements. They will be recognised once the Trustee is able to reach a reliable estimate.

Membership

The membership movements of the Plan for the year are given below:

Defined Benefit Section

	Actives	Deferreds	Pensioners	Total
At 6 April 2018	25	651	615	1,291
Retirements	(2)	(37)	39	-
Deaths	-	(3)	(10)	(13)
Transfers out	-	(13)	-	(13)
Spouses and dependants	-	-	5	5
Pensions commuted for cash	-	-	(1)	(1)
Pensions ceasing	-	-	(1)	(1)
Pensions set up for DC members	-	-	1	1
Reclassified from DC Section	-	3	-	3
At 5 April 2019	23	601	648	1,272

Defined Contribution Section

	Actives	Deferreds	Total
At 6 April 2018	389	923	1,312
Adjustments	(1)	-	(1)
New entrants	51	-	51
Re-entrants	5	(5)	-
Leavers with deferred benefits	(63)	63	-
Transfers out	(1)	(21)	(22)
Deaths	(1)	(1)	(2)
Retirements	(2)	(3)	(5)
Reclassified to DB Section	-	(3)	(3)
At 5 April 2019	377	953	1,330

Pensioners include 83 beneficiaries (2018: 80) receiving a pension.

These membership figures do not include movements notified to the Administrator after the completion of the annual renewal, which represent 'adjustments' shown above.

Certain members of the Defined Contribution Section of the Plan have a Defined Benefit Section benefit. For accounting purposes these members are only shown as Defined Benefit Section members. During the year a full reconciliation of these members was undertaken which resulted in classification changes between the sections as highlighted above.

In addition to the above, there was 4 (2018: 1) member included in the Plan for life assurance benefits only.

Included within the above is 1 (2018: 1) pensioner annuitant.

Pension increases

As at 6 April 2018, post 1988 Guaranteed Minimum Pensions were increased by 3.0% (2017: 1.0%) and pensions accrued after 5 April 1997 were increased by 3.0% (2017: 1.0%). Pensions accrued after 1 April 2004 were increased by 3.9% (2017: 2.0%). Pensions accrued after 6 April 2005 were increased by 2.5% (2017: 2.0%).

Preserved pensions were increased in accordance with statutory requirements.

Calculation of transfer values

Transfer values paid during the year were calculated and verified in the manner required by the Regulations made under Section 97 of the Pension Schemes Act 1993 and do not include discretionary benefits. None of the transfer values paid was less than the amount provided by the Regulations.

Investment management

General

All investments have been managed during the year under review by the investment managers and AVC provider detailed in the list of Plan advisers on pages 1 to 2. 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, which specifies the target proportions of the fund which should be invested in the principal market sectors, the day-to-day management of the Plan's asset portfolio, which includes full discretion for stock selection, is the responsibility of the investment managers.

Investment principles

The Trustee has produced a Statement of Investment Principles (SIP) in accordance with Section 35 of the Pensions Act 1995. A copy of the SIP is available on request. The main priority of the Trustee when considering the investment policy for the Defined Benefit Section is to ensure that the promises made about members' pensions may be fulfilled. The main priority of the Trustee when considering the investment policy for the Defined Contribution Section is to make available investment funds which serve to meet the varying investment needs and risk tolerances of the members.

Responsible investment and corporate governance

The Trustee believes that good stewardship and environmental, social and governance (ESG) issues may have a material impact on investment returns. The Trustee has given the investment managers full discretion when evaluating ESG issues and in exercising rights and stewardship obligations attached to the Plan's investments.

Similarly, the Plan's voting rights are exercised by its investment managers in accordance with their own corporate governance policies, and taking account of current best practice including the UK Corporate Governance Code and the UK Stewardship Code.

Equity managers who are regulated by appropriate UK (or other relevant) authorities are expected to report on their adherence to the UK Stewardship Code on an annual basis.

The Pension Regulator's Code of Practice No 13

Following a consultation earlier in 2013, the Pensions Regulator's Code of Practice No 13 Governance and Administration of Occupational Defined Contribution Trust based Pension Schemes (the DC code) has now come into effect. The regulator has also published final 'Regulatory guidance for defined contribution schemes' (the regulatory guidance) which is to be read in conjunction with the DC code. Both documents give practical guidance to trustees of DC pension schemes on how they can give effect to the 31 DC quality features that the Regulator considers essential to good member outcomes. The DC code deals with those quality features that are underpinned by actual legislation while the regulatory guidance relates more to best practice standards of governance. The regulator intends on monitoring the extent to which the quality features are embedded in DC schemes and has introduced a 'comply or explain' framework for trustees in order to help it supervise activity.

The Trustee has assessed each quality feature with regard to the Plan and has created an action plan to address any areas of concern.

Investment report

Defined Benefit Section

Asset allocation

The Plan's high level strategic asset allocation remained constant throughout the year, the Plan aims to have a 45% return seeking and 55% matching strategic asset allocation. As at 31 March 2019, the Plan's asset allocation was underweight return seeking assets by 2.6% versus its strategic asset allocation.

Over the year period from 31 March 2018 to 31 March 2019, equity market returns were broadly positive. Equities performed strongly from the end of the first quarter to the end of the third quarter in 2018, before falling sharply in the fourth quarter of 2018. The sell-off experienced in equities can be attributed to a variety of factors including; rising US central bank interest rates, a sharp slowdown in eurozone business confidence, weaker Chinese growth and rising geopolitical concerns (including Brexit, Italian politics and the ongoing trade conflict between the US and China). However, since the end of the fourth quarter of 2018 the Federal Reserve has taken a more dovish stance on interest rate rises than expected, causing equities to rebound from their December lows.

During this period most central banks raised interest rates marginally whilst also unwinding quantitative easing programs. However, Bond yields are still at relative low levels compared to history, as central banks remain cautious about the strength of the global economy and continuing growth.

The Plan's actual allocation relative to the strategic allocations as at 31 March 2019 is shown below.

Asset Class	Plan Weight (%)	Benchmark Weight (%)	Difference (%)
Diversified Growth Funds	42.4	45.0	-2.6
LDI Portfolio	57.6	55.0	2.6

Source: Investment Managers, Willis Towers Watson. Please note that the above table is subject to rounding errors.

Since 2016, the Plan has had dynamic de-risking triggers in place to take advantage of being ahead of its Journey Plan. Over the year, no de-risking triggers were breached. Consequently the Plan has maintained an allocation of 45% return-seeking assets and 55% matching assets.

The Plan's current strategic asset allocation to return seeking assets is 45% and is invested across two diversified growth funds, 32.5% of assets are invested in TWIM Partners Fund and 12.5% of assets are invested in LGIM Diversified Fund DGF. The remaining 55% of matching assets are invested in a Liability Driven Investment portfolio with BlackRock.

Investment Performance

The Trustee regularly monitors the performance of its investment managers against agreed benchmarks. The table below compares the Plan's performance against the benchmark.

Period to 31 March 2019	Plan (% p.a.)	Benchmark (% p.a.)	Relative (% p.a.)
1 year	5.2	5.6	-0.4
3 years	9.7	7.9	1.8

Source: Panda Connect. Please note that the above table is subject to rounding errors.

Market update

Summary

In the UK, the Bank of England (BoE) raised policy rates in August 2018, moving the base rate to 0.75%. The Monetary Policy Committee stated that, were the economy to develop in line with its projections, an ongoing tightening of monetary policy would be appropriate and any future increases in the base rate are likely to be at a gradual pace and to a limited extent.

The future outcome for the UK's withdrawal from the EU remains highly uncertain. In the second quarter of 2018 there was heightened political uncertainty with David Davis (Brexit secretary), Boris Johnson (Foreign Secretary) and Steven Baker (Department for exiting EU) quitting Prime Minister Theresa May's cabinet. On 12 March, the UK Parliament rejected the Brexit deal negotiated by Prime Minister May for the second time. Parliament then went on to reject leaving the European Union without any deal. The UK and the EU have agreed to a short-term Brexit extension – until 22 May if the UK parliament backs May's deal or 12 April, to provide indicative next steps, if May's deal is rejected.

In the US, The Federal Reserve (the Fed) has raised rates three times over the year. On 13 June there was a raise of its rate by 25bps to 1.75-2.00%. Also in June, President Trump implemented $34 billion in tariffs on Chinese goods and the move prompted China to retaliate in equal measure. These tariffs will not have a significant impact on either country's growth but the risk of escalation creates significant uncertainty. At the end of September, the Fed raised the target range for its benchmark policy rate by 0.25% to 2.00-2.25% and then again in December by 0.25% to 2.25-2.50%. The Federal Open Market Committee commented that some further gradual increases in the target range for the federal funds rate will be consistent with sustained expansion of economic activity, strong labour market conditions, and inflation near the Committee's symmetric 2.00% objective over the medium term.

Over the year to 31 March 2019 Sterling has depreciated against the US Dollar and Japanese Yen by 7.1% and 3.3% respectively. Over the same year, it has appreciated against the Euro by 1.7%.

Equity markets

Equity market returns have been broadly positive over the year period, with the FTSE World Index returning 11.1% in Sterling terms. North American equities were the best performing developed region, returning 17.5% in Sterling terms. Emerging market equities lagged developed, with the FTSE Emerging Index returning 1.9% in Sterling terms.

Bond markets

UK Government Bond yields (which move inversely to Bond price) have fallen over the year. Long maturity UK gilts have returned 4.7% over the period (as measured by FTSE-A Gilts Over 15 Years Index). Inflation-linked gilt yields have also decreased with the FTSE-A Index-Linked Gilts Over 15 Years Index returning 5.7%.

Over the past year, local currency emerging market debt had negative absolute performance returning -0.5%, however hard currency emerging market debt returned a positive performance of 2.2% (as measured by JPMorgan).

Investment report - continued

Defined Contribution Section

Investment options

The following report refers to the investments of the Defined Contribution (DC) Section of the Plan, including Additional Voluntary Contributions (AVC).

The DC Section offers members a range of investment options through Aviva. The initial fund range was selected by the Trustee following advice from Willis Towers Watson (Towers Watson Limited).

During the year, members had the option of four lifestyle strategies or alternatively, they could select from a range of individual investments funds. A summary of the four lifestyle strategies is provided below.

- **The Diversified Lifestyle Annuity Investment Programme (DLAIP)** – the DLAIP is the nominated default investment option and is invested as follows:

→ Whilst members are more than 25 years from their retirement date, it invests 100% in the Av BlackRock (30:70) Currency Hedged Global Equity Index fund.

→ Then, over the next 5 years, members are gradually switched into the Av LGIM Diversified fund so that during the period whilst they are between 20 and 10 years from their retirement date they are invested 100% in this fund.

→ Finally, during the 10 years immediately preceding a member's retirement date, their investments are gradually switched into a mixture of the Av LGIM Diversified fund (20%), the Av BlackRock Over 5 Year Index-Linked Gilt Index fund (27%), the Av Legal & General All Stocks Gilts Index fund (28%) and the Av Money Market fund (25%).

- **The World Equity Lifestyle Annuity Investment Programme (WELAIP)** – the WELAIP is invested as follows:

→ Whilst members are more than 5 years from their retirement date, it invests 100% in the Av BlackRock (30:70) Currency Hedged Global Equity Index fund.

→ Then, during the 5 years immediately preceding a member's retirement date, their investments are gradually switched into a mixture of the Av LGIM Diversified fund (20%), the Av BlackRock Over 5 Year Index-Linked Gilt Index fund (27%), the Av Legal & General All Stocks Gilts Index fund (28%) and the Av Money Market fund (25%).

- **The Diversified Lifestyle Drawdown Investment Programme (DLDIP)** – the DLDIP is invested as follows:

→ Whilst members are more than 25 years from their retirement date, it invests 100% in the Av BlackRock (30:70) Currency Hedged Global Equity Index fund.

→ Then, over the next 5 years, members are gradually switched into the Av LGIM Diversified fund so that during the period whilst they are between 20 and 10 years from their retirement date they are invested 100% in this fund.

→ Finally, during the 10 years immediately preceding a member's retirement date, their investments are gradually switched into a mixture of the Av LGIM Diversified fund (60%), the Av BlackRock Over 5 Year Index-Linked Gilt Index fund (7%), the Av Legal & General All Stocks Gilts Index fund (8%) and the Av Money Market fund (25%).

- **The World Equity Lifestyle Drawdown Investment Programme (WELDIP)** – the WELDIP is invested as follows:

→ Whilst members are more than 5 years from their retirement date, it invests 100% in the Av BlackRock (30:70) Currency Hedged Global Equity Index fund.

→ Then, during the 5 years immediately preceding a member's retirement date, their investments are gradually switched into a mixture of the Av LGIM Diversified fund (60%), the Av BlackRock Over 5 Year Index-Linked Gilt Index fund (7%), the Av Legal & General All Stocks Gilts Index fund (8%) and the Av Money Market fund (25%).

Investment report - continued

DC Section and AVCs Values

In March 2019, members' AVC accounts were combined with members' accounts under the DC Section. Accordingly, the table below shows the combined distribution of investments for the combined DC Section and AVCs at 5 April 2019:

Fund	DC section (£)	AVC (£)
Av Artemis UK Special Situations	1,115,369	21,786
Av BlackRock UK Equity Index	1,804,833	59,912
Av BlackRock World (ex UK) Equity Index	2,100,046	201,408
Av Threadneedle Pension Property	930,054	15,974
D&B Global Equity Active	1,182,762	41,530
Av Money Market	464,222	17,430
Av BlackRock Over 15 Years UK Gilt Index	217,867	323
Av L&G All Stocks Gilt Index	836,052	16,068
Av BlackRock Over 5 Years Index Linked Gilt Index	1,146,667	16,777
Av BlackRock 30:70 Currency Hedged Global Equity Index	13,697,530	344,760
Av BlackRock Over 15 Years Corporate Bond Index	229,338	-
Av LGIM Diversified	16,003,787	454,958
Total	**39,728,527**	**1,190,926**

Source: Aviva

D&B Lifestyle Strategy Values

The D&B Lifestyle Strategy was established as part of a consolidation exercise undertaken during 2010 and represents members' accounts in the Old Money Purchase Section of the Plan that have a Guaranteed Minimum Pension / Reference Scheme Test underpin. In April 2018, the underlying funds of the D&B Lifestyle Strategy were changed and the table below shows the revised funds as at 5 April 2019.

Fund	DC Section (£)	AVC (£)
Av BlackRock 30:70 Currency Hedged Global Equity Index	1,049,688	-
Av LGIM Diversified	27,037,914	699,712
Av L&G All Stocks Gilt Index	1,771,588	113,802
Av BlackRock Over 5 Years Index-Linked Gilt Index	1,789,262	115,128
Av Money Market	405,141	35,245
Total	**32,053,593**	**963,887**

Source: Aviva

Investment return

The investment returns for each of the funds over the year to 31 March 2019, compared with the relevant benchmarks, is set out in the table below. The Trustees, on an ongoing basis, use the performance tables to review the fund performance with the investment advisers and, if they feel necessary, will replace underperforming funds.

Fund	Investment Return			Benchmark Return			Benchmark
	1 yr %	3 yrs % p.a.	5 yrs % p.a.	1 yr %	3 yrs % p.a.	5 yrs % p.a.	
Av Artemis UK Special Situations	-1.9	2.6	2.0	6.4	9.5	6.1	FTSE All Share Index
Av BlackRock UK Equity Index	5.5	9.1	5.7	5.8	9.5	6.1	FTSE Custom All Share Index
Av BlackRock 30:70 Currency Hedged Global Equity Index*	5.4	10.7	7.8	5.1	10.9	7.9	Composite
D&B Global Equity Active	17.0	14.0	11.8	12.6	15.0	12.8	MSCI World Index
Av BlackRock World (ex UK) Equity Index	11.2	14.3	12.5	11.6	14.7	12.9	FTSE Custom Developed ex UK Index
Av LGIM Diversified*	6.0	8.7	-	4.3	4.1	-	LIBOR + 3.5%
Av Threadneedle Pensions Property	4.2	5.7	9.3	4.8	6.1	9.1	MSCI/AREF UL All Balanced Quarterly Property Fund
Av BlackRock Over 15 Yrs UK Gilt Index	4.8	6.0	9.4	5.0	6.3	9.6	FTSE Actuaries UK Conventional Gilts Over 15 Year Index
Av L&G All Stocks Gilt Index*	3.4	3.2	5.1	3.7	3.6	5.5	FTSE UK Gilts All Stocks Index
Av BlackRock Over 5 Yrs UK Index-Linked Gilt Index*	6.1	8.7	9.5	6.4	9.1	9.9	FTSE Actuaries UK IndexLinked Gilts Over 5 Year Index
Av BlackRock Over 15 Yrs Corp Bond Index	5.2	7.5	8.0	5.1	7.3	8.2	iBoxx £ NonGilt Over 15 Year Index
Av Money Market	0.4	0.2	0.2	0.5	0.3	0.3	7 day Sterling London Interbank Bid Rate

D&B Lifestyle Strategy

	Investment Return			Benchmark Return			Benchmark
	1 yr %	3 yrs % p.a.	5 yrs % p.a.	1 yr %	3 yrs % p.a.	5 yrs % p.a.	
Av Global Equity 30:70 Index	5.5	7.2	9.1	6.3	7.7	9.8	Composite
Av L&G over 5 Yrs Index Linked Gilt Index	0.2	7.2	7.1	0.7	7.8	7.7	FTSE UK Gilts Index Linked Over 5 Year Index

* These funds are also the underlying funds for the D&B Lifestyle Strategy

Notes:
- Performance data sourced from Aviva.
- Passive fund performance is subject to price swings causing fund performance to deviate from the benchmark.
- The individual fund performance figures above are shown net of charges.
- Performance is only shown for periods where a fund has been part of the investment options under the DC Section. Where a fund has been available for less than a year, no performance is shown.

Custodial arrangements

The Plan's managed fund units are held under managed fund policies in the name of the Trustee and the policy documents are held by the Trustee.

Cash is held in the name of the Trustee with Barclays Bank plc.

Bases of investment managers' fees

The investment managers are remunerated by reference to the value of assets under management. In addition, one of the Plan's DGF managers has a performance element to its fee. This is reviewed periodically by the Trustee.

Approved on behalf of Dun & Bradstreet (UK) Pension Plan Trustee Company Limited on 31/10/19

Signed on behalf of Dun & Bradstreet (UK) Pension Plan Trustee Company Limited

.... Trustee Director

.... Trustee Director

Default Arrangement

A copy of the latest Statement of Investment Principles prepared in accordance with regulation 2A of the Occupational Pension Schemes (Investment) Regulations 2005 is attached as Appendix I to this statement.

No review of the default strategy was undertaken during the year covered by this statement. The last full review of the default strategy was completed in 2016, with the next full review due to be undertaken by the Trustee in late 2019/early 2020. A summary of the outcome of this review will be provided in next year's governance statement. Between full reviews, the Trustee's Investment and Funding Committee regularly reviews the performance of the default strategy and it remains satisfied that it is performing in line with its objectives.

Core Financial Transactions

The requirements of regulation 24 of the Regulations have been met and core financial transactions have been processed promptly and accurately by Aviva during the Plan year. The completion of all core financial transactions are subject to Aviva's agreed service levels that cover tasks such as contributions and payments, investment fund switches and benefit payments for retirements, leavers and deaths. The Trustee monitors performance against these through its Governance Committee, which receives quarterly reports from Aviva that detail any core financial transactions that are completed outside of the agreed service level. The Plan's auditors also review core financial transactions as part of the annual audit.

Charges and Transaction Costs

The explicit fund charges, known as each fund's Total Expense Ratio (TER), applicable to the Plan's investment options are shown in Appendix II to this statement.

In addition to these explicit fund charges, transaction costs are incurred by fund managers as a result of buying, selling, lending or borrowing investments. Where available, details of the total transaction costs incurred by each fund for the year ending 31 December 2018 (the most recent figures available from Aviva at the time of preparing this statement) are also provided in Appendix II.

Whilst Aviva has been working with the underlying investment managers in order to obtain the required information, it has confirmed that for some of the funds it has been unable to obtain the transaction costs information at the time of preparing this statement. The Trustee will therefore continue to liaise with Aviva and provide this information in future statements as and when it becomes available.

Appendix II also includes a number of illustrations produced by Aviva that provide an indication of how charges and transaction costs impact member's benefits. The Trustee confirms that it believes that Aviva has taken account the statutory guidance when preparing these illustrations.

The Trustee has assessed the extent to which the charges set out in Appendix II represent good value for members, using market comparison and obtaining external advice. As part of this and with the assistance of its advisers, the Trustee regularly monitors the competitiveness of the charges incurred by members along with the performance of the investment funds compared to each fund's investment objective. For the year ending 5 April 2019, the Trustee concluded that the Plan's charges and transaction costs represented good value to the members.

Trustee Knowledge and Understanding

The requirement under section 248 of the Pensions Act 2004 (requirement for knowledge and understanding) has been met during the Plan year by the Trustee Directors undertaking regular training at each quarterly board meeting and targeted attendance at external training courses. In particular:

- There is an agreed induction process for new Trustee Directors (although there were no new appointments during the year covered by this statement)
- Training needs are identified by self-assessment undertaken by individual Trustee Directors or collectively by the Trustee identifying a specific need for the group as a whole
- The Trustee has a dedicated budget to meet the costs associated with the provision of the required training and this was fully utilised during the year ending 31 March 2019
- Plan documents are available to the Trustee Directors on a dedicated Trustee site that allows them to maintain a working knowledge of the Plan's key documents, including the Trust Deed and Rules, the Statement of Investment Principles and the Trustee's current policies, which is supplemented by relevant training as required.

All Trustee Directors have also successfully completed all sections of the Pensions Regulator's trustee toolkit.

The Plan benefits from a very stable and experienced Trustee board. This, combined with the knowledge and understanding of the Trustee Directors and the advice available to them from their professional advisers, enables them to properly exercise their functions as Trustee Directors by formulating a suitable investment framework and providing rigorous governance for the Plan.

Signed for and on behalf of Dun & Bradstreet (UK) Pension Plan on 31 October 2019
by

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Chair of Trustees

Appendix I - Statement of Investment Principles (July 2019)

Introduction

1 This document is the Statement of Investment Principles ('the Statement') made by the Trustee of the Dun & Bradstreet (UK) Pension Plan (the 'Plan') in accordance with the requirements of Section 35 of the Pensions Act 1995 (as amended by the Pensions Act 2004 and regulations made under it).

2 The Trustee will review this Statement at least every three years and without delay after any significant change in investment policy. Before finalising this Statement, the Trustee took written advice from the Plan's Investment Consultant (Towers Watson Limited) and consulted the Principal Employer. The Investment Consultant's written advice will consider the issues set out in the Pensions Act, the Occupational Pension Schemes (Investment) Regulations 2005 and the principles contained in this Statement.

3 When choosing investments, the Trustee and the investment managers (to the extent delegated) are required to have regard to the criteria for investment (including diversification and suitability of investments) set out in the Occupational Pension Schemes (Investment) Regulations 2005 and the principles contained in this statement. Additionally the Trustee will obtain advice on whether its existing investments remain satisfactory on a regular basis.

4 The ultimate power and responsibility for deciding investment policy lies solely with the Trustee.

Investment managers

5 In accordance with the Financial Services and Markets Act 2000, the Trustee will set general investment policy, but will delegate the responsibility for selection of specific investments to an appointed investment manager or managers. The investment managers shall provide the skill and expertise necessary to manage the investments of the Plan competently.

6 The Trustee is not involved in the investment managers' day-to-day method of operation and does not directly seek to influence attainment of their performance targets. The Trustee will maintain processes to ensure that performance is assessed on a regular basis against a measurable objective for each investment manager, consistent with the achievement of the Plan's long-term objectives, and an acceptable level of risk. In order to do this, the Trustee will monitor both the performance of the Plan's asset classes and its investment managers quarterly. In addition, the Trustee will meet with the Plan's investment managers periodically and review the Investment Consultant's views on the investment managers. These views are typically summarised by the Plan's Investment Consultant in a rating system, along with other summary documents.

A. Defined benefit section

Plan objectives

7 To guide it in its strategic asset management, the Trustee (in consultation with the Principal Employer) has considered its key investment objectives. The primary objective is that the Plan's assets are held to meet the Plan's liabilities as and when they fall due. At the time of the last review of long-term investment strategy, the Trustee's policy in this regard was summarised as follows:

(i) To invest in a range of suitable assets of appropriate liquidity which will generate, in the most effective manner possible, income and capital growth to ensure that, with any new contributions from members and the Principal Employer, there are sufficient assets to meet the cost of the current and future benefits which the Plan provides as part of its Defined Benefit sections.

(ii) To minimise the long-term costs to the Principal Employer by maximising the return on the assets, whilst having regard to the risk objectives described above.

(iii) To minimize exposure to excessive short-term volatility of investment returns.

Investment strategy

8 In setting the long-term asset allocation to achieve its stated objective, the Trustee has, with the help of its Scheme Actuary and Investment Consultant, evaluated the degree of risk associated with various asset allocation strategies taking account of the Plan's liability profile.

9 The investment strategy makes use of three key types of investments:

(i) using a range of instruments that provide a reasonable match to changes in liability values, which may include gilts, corporate bonds, derivatives and annuities

(ii) a diversified range of return-seeking assets, including (but not limited to) a number of diversified growth funds

(iii) actively and passively managed portfolios.

10 The balance within and between these investments will be determined from time to time with regard to maximising the chance of achieving the Plan's investment objectives.

11 The Trustee will monitor the liability profile and funding level of the Plan and will regularly review, in conjunction with the Investment Consultant and the Scheme Actuary, the appropriateness of its investment strategy. The Trustee has adopted a journey plan whereby the Plan has set an objective to reach a 100% funding level on a gilt flat funding basis. This is being implemented via an investment strategy which reduces investment risk over time but is expected to reach this goal by 2030. This objective is measured using an alert tool designed to automatically track the Plan's assets and liabilities on a daily basis, enabling dynamic management of the investments by the Trustee in conjunction with its advisors.

12 The expected return of investments will be monitored regularly and will be directly related to the Plan's investment objective. When setting investment strategy the Trustee will take advice from its advisors, including regular Asset Liability Modelling undertaken by the Plan's Investment Consultant, and will consult with the Principal Employer. Specifically, this Asset Liability Modelling will consider the expected return required to reach the Plan's end goal and the level of expected risk being taken.

13 The Trustee's policy is that there will be sufficient investments in liquid or readily realisable assets to meet cashflow requirements in foreseeable circumstances so that the realisation of assets will not disrupt the Plan's overall investments, where possible. The Trustee, together with the Plan's administrators, will hold sufficient cash to meet benefit and other payment obligations. The Trustee does not borrow money and does not permit the investment managers to borrow money for the purpose of providing liquidity.

Sustainable investment

14 ESG factors and stewardship policies have an impact on the Plan's financial and non-financial outcomes. These are considered amongst other risk factors when making investment decisions.

15 The Trustee's view is that relevant ESG factors and stewardship policies should be included amongst the criteria taken into account when considering decisions relating to investment strategy, selection of investment managers and the purchase, retention or sale of the underlying investments. The Trustee expects there to be a positive impact on the Plan's financial and non-financial outcomes when ESG factors and stewardship policies are considered in decisions relating to investment strategy.

16 The Trustee's policy is to delegate the extent to which ESG factors and stewardship policies (including voting rights) are taken into account in the purchase, retention or sale of underlying investments to the investment managers. The Trustee will review the investment managers ESG and stewardship policies regularly to ensure that the investment managers are carrying out their delegated responsibilities.

Statement of Funding Principles

17 A Plan specific Statement of Funding Principles ('SFP') has been prepared by the Trustee and the Principal Employer after taking advice from the Scheme Actuary, and will be updated after each actuarial valuation. The Trustee considers that this Statement of Investment Principles is consistent with the SFP.

Other matters

18 The Plan is a Registered Pension Scheme for the purposes of the Finance Act 2004.

19 The Trustee recognises a number of risks involved in the investment of the Plan's assets:

Deficit risk:

- is measured through a qualitative and quantitative assessment of the expected development of the liabilities relative to the current and alternative investment policies
- is managed through assessing the progress of the actual development of the Plan's funding level and ongoing consideration of the Plan's asset allocation.

Liquidity risk:

- is measured by the level of cashflow required by the Plan over a specified period
- is managed by the Plan's administrators assessing the level of cash held in order to limit the impact of cash flow requirements on the investment policy and through holding assets of appropriate liquidity.

Currency risk:

- is measured by the level of exposure to non-Sterling denominated assets
- is managed by reducing the translation risk of investing overseas, by hedging a proportion of the overseas investments' currency translation risk, for those overseas currencies that can be hedged efficiently.

Interest rate and inflation risk:

- is measured by comparing the likely movement in the Plan's liabilities and assets due to movements in inflation and interest rates
- is managed by holding a portfolio of matching assets that enable the Plan's assets to better-match movements in the value of the liabilities due to inflation and interest rates.

Political risk:

- is measured by the level of concentration of any one market leading to the risk of an adverse influence on investment values arising from political intervention
- is managed by regular reviews of the actual investments relative to policy and through the level of diversification within the existing policy.

Sponsor risk:

- is measured by receiving regular financial updates from the Principal Employer and periodic covenant assessments
- is managed through an agreed contribution and funding schedule.

Manager risk:

- is measured by the expected deviation of the return relative to the benchmark set
- is managed by limiting exposure to any one investment manager, consideration of the appropriate amount of the Plan to allocate to each active portfolio and by monitoring the actual deviation of returns relative to the benchmark and factors supporting the managers' investment process.

Derivatives risk

- Counterparty and operational risk – this risk is mitigated through collateral management, diversifying exposure across counterparties, and the use of robust ISDA, GMRA or other relevant derivatives documentation and appropriate advice. This is managed by the Plan's hedging manager.
- Liability risk – pension liabilities can only be estimated and there is a risk of divergence between the performance of the derivatives and the actual value of the liabilities (for example, due to changes in assumptions or demographics). This risk is mitigated by updating the liability hedging benchmark at appropriate regular intervals.

Buy-in insurer risk

- This is the risk that the buy-in insurer(s) fail to pay the benefits secured under the buy-in contract. This is addressed by having selected a regulated insurer, reliance on the insurance regulatory regime and with appropriate termination rights which have been agreed with the insurers and written into the contracts.

B. Defined contribution (DC) section

DC section objectives

20 The primary investment objective of the DC section is to offer members a range of investment options that accommodate different investment objectives and attitudes to investment risk. The Trustee also feels that it is important to offer a choice of 'lifestyle' options whereby, as a member approaches retirement, their investments are automatically switched from higher risk/higher potential return investments to lower risk investments that are aligned with how they intend to take their retirement benefits. The Trustee operates four lifestyle options, two offering a choice between a diversified or passively managed global equity investment strategy during the growth phase, which then de-risk to an investment split appropriate for a member planning to purchase an annuity on retirement and two offering the same choice during the growth phase, which then de-risk to an investment split appropriate for a member planning to take a flexible income during retirement via pension income drawdown.

21 The Trustee monitors the ongoing suitability and performance of all the lifestyle options and investment fund range in line with the Pension Regulator's Code of Practice No. 13 (as updated in July 2016), 'Governance and administration of occupational trust-based schemes providing money purchase benefits.

Default investment strategy

22 The Diversified Lifestyle Annuity Investment Programme (DLAIP) is the nominated default investment option for members who are auto-enrolled in to the Plan. The aims and objectives of the DLAIP are to provide members with a medium to high risk investment strategy that potentially offers good levels of growth whilst they are more than 10 years from retirement but then de-risks to a mix of lower risk investments appropriate for a member who, on retirement, intends to take part of their retirement savings as a tax-free lump sum and use the balance to purchase an annuity.

In order to meet the aims and objectives of the DLAIP, the adopted investment strategy is as follows:

- To provide members with higher levels of growth when they are more than 25 years from retirement, the DLAIP invests entirely in passively managed global equities, split 30% in the UK and 70% overseas. During this period, annual long term growth is expected to be in line with a benchmark of 30% FTSE All Share Index, 60% FTSE All-World Developed (ex-UK) Index and 10% MSCI Emerging Markets Index.
- To provide members with good levels of growth during the middle years of their membership but with lower volatility (risk) compared to wholly investing in global equities by investing in a more diversified range of investments whilst a member is between 20 and 10 years from retirement. During this period, annual long term growth is expected to be 3.5% above the London Interbank Offered Rate (LIBOR).
- To consolidate a member's investments and provide some protection against fluctuations in annuity rates during the 10 years immediately before their retirement by switching to a lower risk mix of diversified, UK Government bonds (both fixed interest and index-linked) and cash investments. During this period, annual long term growth is expected to be in line with the relevant combination of each individual fund's benchmark / performance objective, namely the FTSE UK Index-Linked Gilts Over 5 Years index, the FTSE UK Gilts All Stocks Index, 3.5% above LIBOR and the 1 week London Interbank Bid Rate (LIBID).

23 In order to ensure compliance with the restriction on charges applicable to default investment options, the Trustee predominately use passively managed investment funds for the default investment strategy.

24 For the default investment option, to the extent that they are relevant, the Trustee's policy on investment risks, social, environmental or ethical considerations and voting rights are the same as those set out under paragraphs 31, 32 and 34 below.

25 The default investment option invests in pooled investment funds to ensure that in foreseeable circumstances the Trustee can realise a member's retirement account in order to provide benefits on retirement or earlier withdrawal from the Plan.

26 The Trustee believes that the above aims and objectives of the default investment option together with the associated investment policies are in the best interests of those members who do not select an alternative investment option. This is because in combination they provide the relevant members with an investment strategy that:

- provides good prospects for growth without undue costs thereby trying to ensure that members achieve a good level of pension savings at retirement
- manages the risks faced by the members throughout their membership
- targets a secure level of income in retirement.

27 The Trustee reviews the default investment option, including its performance, at least every three years or earlier following a significant change in investment policy or the demographic profile of the members invested in the option.

Overall investment strategy

28 The retirement benefits to be provided for each member of the DC section of the Plan are directly linked to the accumulated value at retirement of the contributions paid by them and the Principal Employer on their behalf. The level of pension benefits for a given level of total contributions will principally depend on three factors:

(i) The return on the contributions invested over the period to date of retirement, and

(ii) The level of annuity prices at retirement if a fixed pension is purchased, or

(iii) The level of income withdrawn if a flexible pension is taken through pension income drawdown.

Members are also able to take the whole of their retirement savings as a lump sum (part tax-free).

29 Members can choose from a number of investment options for the investment of ongoing contributions.

30 The Trustee offers passively and actively managed investment funds. Use of passive management minimises the risk of underperformance attributable to manager skill in asset selection. The Trustee has decided to make available actively managed funds across a range of asset classes.

Sustainable investment

31 The Trustee's view is that relevant ESG factors and stewardship policies should be included amongst the criteria taken into account when selecting investment funds for inclusion in the default lifestyle strategy, the alternative lifestyle strategies and the self-select fund range.

32 The Trustee's policy is to delegate the extent to which ESG factors and stewardship policies (including voting rights) are taken into account to the platform provider (in relation to the monitoring of the funds and fund managers available on its platform) and to the investment managers (in relation to the purchase, retention or sale of underlying investments). The Trustee will review the platform provider's and the investment managers' ESG and stewardship policies regularly to ensure that they are carrying out their delegated responsibilities.

Investment risk

33 Under the DC section, it is the members, rather than the Principal Employer, who bear the investment risk. Members should therefore be particularly interested in the investment risk/volatility profiles of the lifestyle options and investment funds available.

34 The Trustee recognises a number of additional risks involved in the investment of assets of the DC section, including:

Inflation risk:

- is the risk that the real value of contributions made will erode over time and help lead to an inadequate amount of benefit at retirement. This could be by failing to achieve an adequate amount of return in excess of price inflation commensurate with the term of investment
- is managed by the provision of equity and index-linked gilt funds.

Pension conversion risk:

- is the risk that the value of a member's account when approaching retirement does not reflect the change in the cost of purchasing an annuity at retirement
- is managed by the provision of long index-linked gilt, fixed interest gilt and corporate bond funds as well as two lifestyle strategies that target annuity purchase at retirement.

Capital risk:

- the risk that the value of a member's account may fall in value over any period of time but particularly in the immediate period before retirement
- is managed by the provision of a cash fund.

Currency risk:

- the risk arising from the added volatility of members investments, due to the currency translation risk assumed from holding non-Sterling assets
- is managed through providing members with a blend of options that invest in Sterling and non-Sterling assets, including a currency hedged global equity fund.

Political risk:

- is measured by the level of concentration of any one market leading to the risk of an adverse influence on investment values arising from political intervention
- is managed by regular reviews of the actual investments relative to policy and through the level of diversification within the existing policy.

Manager risk:

- is measured by the expected deviation of the return relative to the benchmark set
- is managed by limiting exposure to any one investment manager, through offering passively managed investment funds, consideration of the appropriate number of actively managed investment funds to offer and by monitoring the actual deviation of returns relative to the benchmark and factors supporting the managers' investment process.

C. Old Money Purchase Section ("OMPS")

OMPS objectives

35 The primary investment objective of the OMPS is to provide members with an accumulated value of contributions at retirement that is at least sufficient to provide the contracting-out underpin (see paragraph 31). This is achieved by investing members' retirement savings under the OMPS in a 'lifestyle' strategy whereby members' investments are automatically switched from higher risk/higher potential return investments to lower risk (or more appropriate) investments as they approach retirement.

36 Where appropriate, the Trustee monitors the ongoing suitability and performance of the lifestyle option in line with the Pension Regulator's Code of Practice No. 13, 'Governance and administration of occupational defined contribution trust-based pension schemes.

Investment strategy

37 The retirement benefits to be provided for each member of the OMPS are directly linked to the accumulated value of the contributions that were paid by them and the Principal Employer on their behalf but are subject to a minimum benefit equal to the amount of contracting-out benefit accrued by a member during their membership of the OMPS (the 'contracting-out underpin').

Subject to the contracting-out underpin, the level of pension benefits for a given level of total contributions will principally depend on two factors:

- The return on the contributions invested over the period to date of retirement.
- The level of annuity prices at retirement when the pension is purchased.

38 Members do not have a choice in relation to the investment of their retirement savings under the OMPS.

39 The Trustee has selected a passively managed lifestyle strategy for the investment of members' funds under the OMPS.

Sustainable investment

40 The Trustee's view is that relevant ESG factors and stewardship policies should be included amongst the criteria taken into account when selecting investment funds for inclusion in the lifestyle strategy.

41 The Trustee's policy is to delegate the extent to which ESG factors and stewardship policies (including voting rights) are taken into account to the platform provider (in relation to the monitoring of the funds and fund managers available on its platform) and to the investment managers (in relation to the purchase, retention or sale of underlying investments). The Trustee will review the platform provider's and the investment managers' ESG and stewardship policies regularly to ensure that they are carrying out their delegated responsibilities.

Investment risk

42 Under defined contribution plans generally, it is the members, rather than the employer, who bear the investment risk. However, under the OMPS, the Trustee recognises that there is an element of risk for the Principal Employer because if on retirement, the value of a member's retirement savings under the OMPS are insufficient to provide the contracting-out underpin, the additional cost needed to provide the contracting-out underpin must be met by the Principal Employer.

43 In addition to the above risk faced by the Principal Employer, the Trustee recognises a number of further risks involved in the investment of assets of the OMPS, including:

Inflation risk:

- is the risk that the real value of contributions made will erode over time and help lead to an inadequate amount of benefit at retirement. This could be by failing to achieve an adequate amount of return in excess of price inflation commensurate with the term of investment.
- is managed by the use of a global equity and long index-linked gilt fund in the lifestyle strategy.

Pension conversion risk:

- is the risk that the value of a member's account when approaching retirement does not reflect the change in the cost of purchasing an annuity at retirement thereby increasing the likelihood of the contracting-out underpin applying.
- is managed by the use of a long index-linked gilt fund in the lifestyle strategy as a member approaches retirement.

Currency risk:

- the risk arising from the added volatility of members investments, due to the currency translation risk assumed from holding non-Sterling assets
- is managed by using a global equity fund that invest in Sterling and non-Sterling assets and is partly currency hedged.

Political risk:

- is measured by the level of concentration of any one market leading to the risk of an adverse influence on investment values arising from political intervention.
- is managed by regular reviews of the actual investments relative to policy and through the level of diversification within the existing policy.

Manager risk:

- is measured by the expected deviation of the return relative to the benchmark set.
- is managed by the use of passively managed investment funds and by monitoring the actual deviation of returns relative to the benchmark index.

D. Additional Voluntary Contributions ("AVCs")

Plan options

44 The Plan provides a facility for members of the CARE Section to pay AVCs to enhance their benefit at retirement. Members are offered a range of options which are identical to those available to the DC section.

The Trustee reviews the suitability of these arrangements when considered necessary.

Appendix II – Charges and transaction costs

Investment charges

The Default and Alternative Lifestyle Investment Programmes

The Total Expense Ration (TER) and transaction costs for each of the funds that make up the Plan's default and alternative lifestyle investment strategies were as follows:

Underlying fund names	AMC % p.a.	Additional Expenses % p.a.	TER % p.a.	Total Transaction costs * %
AP BlackRock (30:70) Currency Hedged Global Equity Index IE	0.35	0.00	0.35	0.0381
AP LGIM Diversified XE	0.54	0.00	0.54	-0.0460
AP BlackRock Over 5 Year Index-Linked Gilt Index Tracker IE	0.36	0.00	0.36	0.0211
AP L&G All Stocks Gilts Index IE	0.36	0.00	0.36	-0.0122
AP Money Market IE	0.36	0.00	0.36	N/A

* for the year ending 31 December 2018

The TER incurred by members invested in the lifestyle investment programmes depends on the mix of funds in which the member is invested at any point in time. The table below shows examples of how charges change over time for the Plan's default investment strategy (the Diversified Lifestyle Annuity Investment Programme) as well as each of the alternative lifestyle strategies.

Note: the DLAIP also applies to members who have benefits in the Old Money Purchase Section of the Plan.

	Annual TER					
Lifestyle strategy	25 yrs and over to retirement age	20 yrs to retirement age	15 yrs to retirement age	10 yrs to retirement age	5 yrs to retirement age	At retirement age
DLAIP (default)	0.35%	0.54%	0.54%	0.54%	0.47%	0.39%
WELAIP	0.35%	0.35%	0.35%	0.35%	0.35%	0.40%
DLDIP	0.35%	0.54%	0.54%	0.54%	0.50%	0.47%
WELDIP	0.35%	0.35%	0.35%	0.35%	0.35%	0.47%

DLAIP = Diversified Lifestyle Annuity Investment Programme (default)
WELAIP = World Equity Lifestyle Annuity Investment Programme
DLDIP = Diversified Lifestyle Drawdown Investment Programme
WELDIP = World Equity Lifestyle Drawdown Investment Programme

The self-select fund range

The Total Expense Ration (TER) and transaction costs for the self-select fund range under the Plan were as follows:

Underlying fund names	AMC % p.a.	Additional Expenses % p.a	TER % p.a.	Total Transaction Costs %
AP BlackRock (30:70) Currency Hedged Global Equity Index IE	0.35	0.00	0.35	0.0381
AP BlackRock World ex-UK Equity Index Tracker IE	0.36	0.00	0.36	0.0848
AP BlackRock UK Equity Index Tracker IE	0.36	0.00	0.36	0.0531
AP Artemis Special Situations IE	1.15	0.00	1.15	0.3578
Dun & Bradstreet Global Equity Active	1.15	0.00	1.15	N/A
AP LGIM Diversified XE	0.54	0.00	0.54	-0.046
AP BlackRock Over 15 Year Corporate Bond Index Tracker IE	0.36	0.00	0.36	0.0444
AP BlackRock Over 15 Year Gilt Index Tracker IE	0.36	0.00	0.36	0.0331
AP BlackRock Over 5 Year Index-Linked Gilt Index Tracker IE	0.36	0.00	0.36	0.0211
AP L&G All Stocks Gilts Index IE	0.36	0.00	0.36	-0.0122
AP Threadneedle Pensions Property IE	0.95	0.00	0.95	N/A
AP Money Market IE	0.36	0.00	0.36	N/A

* for the year ending 31 December 2018

The Impact of Charges and Transaction Cost

The following illustrations were produced by Aviva on behalf of the Trustee.

What are the illustrations for and how could they help you?

The information in this document is an 'illustration' only and is provided to show you the possible effect of costs and charges on your pension savings to help you plan for your retirement. The figures shown in it are not personal to you and do not show the actual pension benefits you could get from the Plan.

Your pension scheme benefits depend on many things such as contributions from you or the Company, how your chosen investment funds have performed, and costs and charges. You may get back less than you put in.

How charges affect the Plan's investment funds?

On the following pages are tables which show how different costs and charges can impact the pension pot over certain periods of time, based on a selection of investment funds. Table 1 shows typical funds for the Plan. Table 2 shows funds with different growth rate assumptions and charges.

Under each investment fund, there are two columns. The first shows the projected pension values assuming no charges are taken. The second shows the projected pension values after costs and charges are taken. By comparing the two you can see how much the charges over the years will impact your pension fund. So, for example, if you started your pension at age 30 and expect to retire at 65, the figures at the end of year 35 would give an idea of figures are based on a monthly investment of £100 – see page 3 for the assumptions Aviva has used.

Table 1

Illustration of the effect of cost and charges for typical funds within the Plan

	Av LGIM Diversified XE		Av BlackRock (30:70) Currency Hedged Global Equity Index IE		Av BlackRock Over 5 Year Index-Linked Gilt Index IE		Av L&G All Stocks Gilts Index IE		Av BlackRock UK Equity Index IE	
	Assumed growth rate 4.3%		Assumed growth rate 5%		Assumed growth rate 2%		Assumed growth rate 2%		Assumed growth rate 5%	
	Assumed costs and charges 0.49%		Assumed costs and charges 0.39%		Assumed costs and charges 0.38%		Assumed costs and charges 0.35%		Assumed costs and charges 0.41%	
At end of year	Projected value assuming no charges are taken	Projected value after costs and charges are taken	Projected value assuming no charges are taken	Projected value after costs and charges are taken	Projected value assuming no charges are taken	Projected value after costs and charges are taken	Projected value assuming no charges are taken	Projected value after costs and charges are taken	Projected value assuming no charges are taken	Projected value after costs and charges are taken
1	£1,200	£1,190	£1,200	£1,200	£1,180	£1,180	£1,180	£1,180	£1,200	£1,200
2	£2,420	£2,400	£2,430	£2,420	£2,360	£2,350	£2,360	£2,350	£2,430	£2,420
3	£3,660	£3,630	£3,700	£3,670	£3,530	£3,510	£3,530	£3,510	£3,700	£3,670
4	£4,920	£4,870	£4,990	£4,950	£4,700	£4,660	£4,700	£4,670	£4,990	£4,950
5	£6,200	£6,120	£6,310	£6,250	£5,860	£5,800	£5,860	£5,810	£6,310	£6,240
10	£13,000	£12,600	£13,400	£13,200	£11,600	£11,400	£11,600	£11,400	£13,400	£13,100
15	£20,400	£19,600	£21,500	£20,800	£17,200	£16,700	£17,200	£16,700	£21,500	£20,800
20	£28,400	£27,000	£30,500	£29,300	£22,600	£21,800	£22,600	£21,800	£30,500	£29,200
25	£37,200	£34,800	£40,700	£38,600	£27,900	£26,600	£27,900	£26,800	£40,700	£38,500
30	£46,800	£43,200	£52,300	£49,000	£33,100	£31,300	£33,100	£31,500	£52,300	£48,800
35	£57,200	£52,100	£65,300	£60,400	£38,200	£35,800	£38,200	£36,000	£65,300	£60,200
40	£68,600	£61,600	£79,900	£73,100	£43,100	£40,100	£43,100	£40,300	£79,900	£72,700
45	£81,100	£71,700	£96,500	£87,200	£47,900	£44,200	£47,900	£44,500	£96,500	£86,600
50	£94,700	£82,400	£115,000	£103,000	£52,600	£48,100	£52,600	£48,500	£115,000	£102,000

Source: Aviva

Table 2

Illustration of effect of costs and charges for funds with different growth rates and charges within the Plan

	Av Money Market IE		Av L&G All Stocks Gilts Index IE		Av BlackRock UK Equity Index IE		Av Artemis UK Special Situations IE	
	Assumed growth rate 1.5%		Assumed growth rate 2%		Assumed growth rate 5%		Assumed growth rate 5%	
	Assumed costs and charges 0.36%		Assumed costs and charges 0.35%		Assumed costs and charges 0.41%		Assumed costs and charges 1.51%	
At end of year	Projected value assuming no charges are taken	Projected value after costs and charges are taken	Projected value assuming no charges are taken	Projected value after costs and charges are taken	Projected value assuming no charges are taken	Projected value after costs and charges are taken	Projected value assuming no charges are taken	Projected value after costs and charges are taken
1	£1,180	£1,180	£1,180	£1,180	£1,200	£1,200	£1,200	£1,190
2	£2,350	£2,340	£2,360	£2,350	£2,430	£2,420	£2,430	£2,400
3	£3,510	£3,490	£3,530	£3,510	£3,700	£3,670	£3,700	£3,610
4	£4,650	£4,620	£4,700	£4,670	£4,990	£4,950	£4,990	£4,830
5	£5,790	£5,730	£5,860	£5,810	£6,310	£6,240	£6,310	£6,070
10	£11,300	£11,100	£11,60	£11,40	£13,40	£13,100	£13,400	£12,400
15	£16,500	£16,100	£17,20	£16,70	£21,50	£20,800	£21,500	£19,100
20	£21,50	£20,800	£22,60	£21,80	£30,50	£29,200	£30,500	£26,000
25	£26,300	£25,200	£27,90	£26,80	£40,70	£38,500	£40,700	£33,300
30	£30,800	£29,300	£33,10	£31,50	£52,30	£48,800	£52,300	£40,900
35	£35,100	£33,100	£38,20	£36,00	£65,30	£60,200	£65,300	£48,800
40	£39,200	£36,700	£43,10	£40,30	£79,90	£72,700	£79,900	£57,200
45	£43,200	£40,10	£47,90	£44,50	£96,50	£86,600	£96,500	£65,900
50	£46,900	£43,200	£52,600	£48,500	£115,000	£102,000	£115,000	£75,000

Source: Aviva

How Aviva worked out the figures in the tables

It's important to understand how much or how little difference charges make to your pension savings, but Aviva can't predict exactly what will happen in the future so it has had to make some assumptions. The values shown are estimates and are not guaranteed.

These assumptions are:

1. Aviva has assumed that someone doesn't have anything in their pension pot when they start saving. Contributions are assumed to be paid £100 monthly increasing in line with assumed earnings inflation of 2.5% each year.
2. The figures illustrate the pension pot value in 'today's money' which means they take inflation into account by discounting values at 2.5% a year. Seeing the figures in this way shows you what they could be worth today. It's important to note that inflation reduces the worth of all savings and investments. The effect of this is shown in the illustration and could mean the fund may reduce as well as grow in 'today's money'.
3. Transaction costs may not have been included where data was not available from the fund managers.

Some important things to remember

The Plan offers other funds to those illustrated, with different growth potential and different charges, and also offers four lifestyle investment programmes. If you have selected one of the lifestyle investment programmes your pension pot will automatically be moved into different funds as you approach your retirement date and your scheme literature will provide details of how this works. As the individual funds used in the lifestyle investment programmes have different growth potential and different charges, the overall growth rate and overall charge will change over time.

For these reasons, Aviva has shown a range of funds with a range of charges which are available to you and which could apply to your pension pot during the life of your membership. A personal projection of your pension pot is included in your annual benefit statement and you should read that to get an individual view of your projected pension benefits. You'll also find details of the actual charges applicable to you in your scheme literature.

The figures shown here:

- Shouldn't be used to make investment decisions, so if you need to do that, we recommend that you take financial advice
- May not be relevant to your personal circumstances – for example, your money may be invested in different funds.

Statement of Trustee's Responsibilities

The financial statements, which are prepared in accordance with UK Generally Accepted Accounting Practice, including the Financial Reporting Standard applicable in the UK (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 Regulation 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 judgments on a prudent and reasonable basis, and for the preparation of the financial statements on a going concern basis unless it is inappropriate to presume that the Plan will not be wound up.

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 under pensions legislation for preparing, maintaining 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 employer and the active members of the Plan and the dates on or before which such contributions are to be paid. 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 are made to the Plan by the employer in accordance with the Schedule of Contributions. Where 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 the members.

Independent Auditor's Report to the Trustee of the Dun & Bradstreet (UK) Pension Plan

Opinion

We have audited the financial statements of the Dun & Bradstreet (UK) Pension Plan for the year ended 5 April 2019 which comprise the fund account and net asset statement (available for benefits) and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- show a true and fair view of the financial transactions of the Plan during the year ended 5 April 2019, and of the amount and disposition at that date of its assets and liabilities, other than the 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; 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, made under the Pensions Act 1995.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Plan in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

- 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 identifiable 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.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The Plan's Trustee is responsible for the other information. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion 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 such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement in 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 in this regard.

Responsibilities of Trustee

As explained more fully in the Trustee's Responsibilities statement set out on page 27, the Trustee is responsible for the preparation of financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustee determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing 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 intend to liquidate the Plan or to cease operations, or have no realistic alternative but to do so.

Auditor's 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 auditor's 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 Financial Reporting Council's website at http://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the Plan's Trustee as a body, in accordance with Regulation 3 of the Occupational Pension Schemes (Requirements to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996 made under the Pensions Act 1995. Our audit work has been undertaken so that we might state to the Plan's Trustee those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Plan and the Plan's Trustee as a body, for our audit work, for this report, or for the opinions we have formed.

RSM UK Audit LLP

RSM UK Audit LLP
Statutory Auditor
Chartered Accountant
St Philips Point
Temple Row
Birmingham
B2 5AF

Date: 1 November 2019

Fund Account

	Note	Defined Benefit Section £	Defined Contribution Section £	2019 Total £	Defined Benefit Section £	Defined Contribution Section £	2018 Total £
Employer contributions		1,281,634	2,913,423	4,195,057	4,618,977	2,938,844	7,557,821
Employee contributions		152,654	183,922	336,576	170,924	195,028	365,952
Total contributions	4	1,434,288	3,097,345	4,531,633	4,789,901	3,133,872	7,923,773
Transfers in	5	-	196,868	196,868	-	280,092	280,092
Other income	6	10,140	379,512	389,652	330	541,428	541,758
		1,444,428	3,673,725	5,118,153	4,790,231	3,955,392	8,745,623
Benefits paid or payable	7	(5,876,486)	(914,250)	(6,790,736)	(5,395,434)	(1,051,294)	(6,446,728)
Payments to and on account of leavers	8	(2,833,677)	(1,237,890)	(4,071,567)	(1,647,361)	(1,526,554)	(3,173,915)
Administrative expenses	9	(908,601)	-	(908,601)	(750,312)	-	(750,312)
		(9,618,764)	(2,152,140)	(11,770,904)	(7,793,107)	(2,577,848)	(10,370,955)
Net (withdrawals)/ additions from dealings with members		(8,174,336)	1,521,585	(6,652,751)	(3,002,876)	1,377,544	(1,625,332)
Returns on investments							
Investment income	10	13,993	-	13,993	11,332	-	11,332
Change in market value of investments	11	12,022,695	5,385,875	17,408,570	1,063,427	3,028,428	4,091,855
Investment management expenses	12	(93,027)	(367,130)	(460,157)	(86,236)	(273,956)	(360,192)
Net returns on investments		11,943,661	5,018,745	16,962,406	988,523	2,754,472	3,742,995
Net increase/ (decrease) in the fund during the year		3,769,325	6,540,330	10,309,655	(2,014,353)	4,132,016	2,117,663
Transfers between sections	14	846,627	(846,627)	-	1,470,676	(1,470,676)	-
Net assets at 6 April		214,862,694	68,007,693	282,870,387	215,406,371	65,346,353	280,752,724
Net assets at 5 April		219,478,646	73,701,396	293,180,042	214,862,694	68,007,693	282,870,387

The notes on pages 32 to 44 form part of these financial statements.

Statement of Net Assets available for benefits

	Note	Defined Benefit Section £	Defined Contribution Section £	2019 Total £	Defined Benefit Section £	Defined Contribution Section £	2018 Total £
Investment assets							
Pooled investment vehicles	15	**218,296,089**	**73,936,933**	**292,233,022**	213,723,096	68,157,123	281,880,219
Cash	17	**1,192**	**-**	**1,192**	197	-	197
Total investments	11	**218,297,281**	**73,936,933**	**292,234,214**	213,723,293	68,157,123	281,880,416
Current assets	22	**1,465,257**	**-**	**1,465,257**	1,265,487	-	1,265,487
Current liabilities	23	**(283,892)**	**(235,537)**	**(519,429)**	(126,086)	(149,430)	(275,516)
Net assets at 5 April		**219,478,646**	**73,701,396**	**293,180,042**	214,862,694	68,007,693	282,870,387

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 5 to 6 and these financial statements should be read in conjunction therewith.

The notes on pages 32 to 44 form part of these financial statements.

The financial statements on pages 30 to 44 were approved on behalf of Dun & Bradstreet (UK) Pension Plan Trustee Company Limited on ..31 October 2019.......

Signed on behalf of Dun & Bradstreet (UK) Pension Plan Trustee Company Limited

.... Trustee Director

.... Trustee Director

1. General information

The Dun & Bradstreet (UK) Pension Plan (the Plan) is an occupational pension scheme established in the United Kingdom under trust.

The Plan was established to provide retirement benefits to certain groups of employees of D & B Europe Limited. The address of the Plan's principal office is Marlow International, Parkway, Marlow, Buckinghamshire, SL7 1AJ.

The Plan is a hybrid scheme, comprising a Defined Benefit Section and a Defined Contribution Section.

2. Basis of preparation

The financial statements 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 (FRS 102) - The Financial Reporting Standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council (FRC) and the guidance set out in the Statement of Recommended Practice (SORP) (Revised 25 Nov 2014).

3. Accounting policies

The principal accounting policies are set out below. Unless otherwise stated, they have been applied consistently year on year.

3.1 Accruals concept

The financial statements have been prepared on an accruals basis.

3.2 Currency

The Plan's functional currency and presentational currency is Pounds Sterling (GBP).

3.3 Contributions

Employee contributions, including AVCs, are accounted for by the Trustee when they are deducted from pay by the Employer.

Employer normal contributions are accounted for in the period to which they relate in accordance with the Schedule of Contributions.

Employer deficit funding contributions are accounted for in the period to which they relate, in accordance with the Schedule of Contributions, or on receipt if earlier, with the agreement of the employer and Trustee.

Employer other contributions are accounted for in accordance with the agreement under which they are payable or, in the absence of an agreement, on a receipts basis.

3.4 Transfers

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.

3.5 Other income

Income is accounted for in the period in which it falls due on an accruals basis.

3.6 Payments in respect of members and on account of leavers

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

Other benefits, and any associated tax liabilities, are accounted for in the period in which they fall due for payment. Where there is a choice, benefits are accounted for on the later of the date of leaving, retirement or death and the date on which any option or notification is communicated to the Trustee. If there is no choice, they are accounted for on the date of retirement or leaving.

The Plan has purchased annuity policies to cover certain pensions in payment. The cost of acquiring these policies is included in the fund account in the year of purchase and represents the cost of discharging the obligations of the Plan to the relevant members at the time of purchase.

3.7 Administrative and other expenses

Administrative and investment management expenses are accounted for on an accruals basis. Administrative expenses and investment management expenses for the Defined Benefit Section of the Plan are met by the Defined Benefit Section of the Plan and are therefore ultimately met by the Principal Employer in the form of employer contributions.

Administrative expenses for the Defined Contribution Section of the Plan are met by the Defined Benefit Section of the Plan.

Investment management expenses for the Defined Contribution Section of the Plan are deducted from unit holdings at the investment manager.

Expenses, other than those set out in notes 9 and 12, are met directly by the Principal Employer.

3.8 Investment income

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

3.9 Change in market value of investments

The changes in investment market values are accounted for in the year in which they arise and include profits and losses on investments sold as well as unrealised gains and losses in the value of investments held at the year end.

3.10 Valuation of investments

Investments are included at fair value as follows:

The market value of the pooled investment vehicles with Towers Watson Investment Management Limited and Aviva Life & Pensions Limited are taken as the single unit price at the accounting date, as advised by the investment managers.

The market value of pooled investment vehicles with Legal & General Investment Management Limited and BlackRock Investment Management (UK) Limited are taken as the dealing price/bid price respectively operating at the year end, as advised by the investment managers.

The Trustee holds insurance policies that secure pensions payable to specified beneficiaries. These policies remain assets of the Trustee, but, as the value of these policies is not material, under current regulations and accounting practice, the Trustee has decided that these policies need not be valued in the Statement of Net Assets.

The AVC investments include policies of assurance. The market value of these policies has been taken as the surrender values of the policies at the year end, as advised by the AVC provider.

4. Contributions

	Defined Benefit Section £	**Defined Contribution Section £**	**2019 Total £**	Defined Benefit Section £	Defined Contribution Section £	2018 Total £
Employer contributions:						
Normal	**381,634**	**2,913,423**	**3,295,057**	427,310	2,938,844	3,366,154
Other	**900,000**	**-**	**900,000**	750,000	-	750,000
Deficit funding	**-**	**-**	**-**	3,441,667	-	3,441,667
	1,281,634	**2,913,423**	**4,195,057**	4,618,977	2,938,844	7,557,821
Employee contributions:						
Normal	**152,654**	**14,508**	**167,162**	170,924	22,169	193,093
Additional voluntary contributions	**-**	**169,414**	**169,414**	-	172,859	172,859
	152,654	**183,922**	**336,576**	170,924	195,028	365,952
	1,434,288	**3,097,345**	**4,531,633**	4,789,901	3,133,872	7,923,773

In accordance with the Schedule of Contributions certified by the Actuary on 31 January 2018, contributions are due in respect of administrative expenses totalling £750,000 per annum. A further contribution of £150,000, due from the Employer, has been accrued in these financial statements, in respect of additional expenses incurred during the year.

Under the Schedule of Contributions certified by the Actuary on 12 August 2019, contributions will continue to be due in respect of administrative expenses totalling £750,000 per annum. In addition, deficit contributions will be payable at rates of £4 million by 31 August 2019, £2 million by 5 April 2020 and £2 million by 5 April 2021.

Under the salary sacrifice arrangement introduced from 1 May 2010, members who take up the Pension Saver option do not actually contribute as listed in the Schedule of Contributions. The notional member contributions listed above are instead paid to the Plan by the Participating Employers, to the same time scales as specified in the Schedule of Contributions.

The Defined Contribution Section has a flexible contribution scale. The member must contribute between 1% and 5% of Contribution Salary, and the Employer contributes at the corresponding matching rates as specified in the Schedule of Contributions.

5. Transfers in

	Defined Benefit Section £	**Defined Contribution Section £**	**2019 Total £**	Defined Benefit Section £	Defined Contribution Section £	2018 Total £
Individual transfers in from other schemes	**-**	**196,868**	**196,868**	-	280,092	280,092

6. Other income

	Defined Benefit Section £	**Defined Contribution Section £**	**2019 Total £**	Defined Benefit Section £	Defined Contribution Section £	2018 Total £
Claims on term insurance policies	**-**	**379,512**	**379,512**	-	541,428	541,428
Interest on cash deposits held by the Trustee	**10,140**	**-**	**10,140**	330	-	330
	10,140	**379,512**	**389,652**	330	541,428	541,758

7. Benefits paid or payable

	Defined Benefit Section £	**Defined Contribution Section £**	**2019 Total £**	Defined Benefit Section £	Defined Contribution Section £	2018 Total £
Pensions	**4,238,893**	**-**	**4,238,893**	3,922,550	-	3,922,550
Commutations and lump sums on retirement	**1,637,593**	**113,147**	**1,750,740**	1,370,548	55,745	1,426,293
Lump sums on death in service	**-**	**379,512**	**379,512**	-	541,428	541,428
Lump sums on death in retirement	**-**	**-**	**-**	11,636	-	11,636
Refunds of contributions on death	**-**	**78,348**	**78,348**	10,132	340,714	350,846
Annuities purchased	**-**	**343,243**	**343,243**	80,568	113,407	193,975
	5,876,486	**914,250**	**6,790,736**	5,395,434	1,051,294	6,446,728

8. Payments to and on account of leavers

	Defined Benefit Section £	**Defined Contribution Section £**	**2019 Total £**	Defined Benefit Section £	Defined Contribution Section £	2018 Total £
Refunds to members leaving service	**-**	**288**	**288**	-	13,643	13,643
State scheme premiums	**7,915**	**-**	**7,915**	-	-	-
Individual transfer values paid to other schemes	**2,825,762**	**1,237,602**	**4,063,364**	1,647,361	1,512,911	3,160,272
	2,833,677	**1,237,890**	**4,071,567**	1,647,361	1,526,554	3,173,915

9. Administrative expenses

	Defined Benefit Section £	**Defined Contribution Section £**	**2019 Total £**	Defined Benefit Section £	Defined Contribution Section £	2018 Total £
Actuarial and consultancy fees	**487,026**	**-**	**487,026**	379,453	-	379,453
Administration fees	**217,351**	**-**	**217,351**	216,673	-	216,673
Trustee secretarial fees	**82,336**	**-**	**82,336**	80,420	-	80,420
Trustee fees	**55,528**	**-**	**55,528**	35,028	-	35,028
Legal fees	**54,003**	**-**	**54,003**	19,977	-	19,977
Audit fees	**11,465**	**-**	**11,465**	18,335	-	18,335
Miscellaneous expenses	**892**	**-**	**892**	426	-	426
	908,601	**-**	**908,601**	750,312	-	750,312

The increase in actuarial and consultancy fees was a result of work performed in respect of the Actuarial Valuation as at 5 April 2018 and the employer covenant during the year.

10. Investment income

	Defined Benefit Section £	**Defined Contribution Section £**	**2019 Total £**	Defined Benefit Section £	Defined Contribution Section £	2018 Total £
Interest on cash deposits	**2,203**	**-**	**2,203**	197	-	197
Annuity income	**11,790**	**-**	**11,790**	11,135	-	11,135
	13,993	**-**	**13,993**	11,332	-	11,332

11. Reconciliation of investments

Defined Benefit Section

	Market value at 6 April 2018 £	Cost of investments purchased £	Proceeds of sales of investments £	Change in market value £	**Market value at 5 April 2019 £**
Pooled investment vehicles	213,723,096	51,445,260	(58,894,962)	12,022,695	**218,296,089**
Cash	197			-	**1,192**
	213,723,293			12,022,695	**218,297,281**

Included within both purchases and sales are switches of monies between the pooled funds totalling £41,600,000. As the Plan's funding levels have been met, the switches have been made as part of the Plan's de-risking strategy.

Defined Contribution Section

	Market value at 6 April 2018 £	Cost of investments purchased £	Proceeds of sales of investments £	Change in market value £	**Market value at 5 April 2019 £**
Pooled investment vehicles	68,157,123	6,645,193	(6,251,258)	5,385,875	**73,936,933**

11.1 Transaction costs

Transaction costs include costs charged directly to the Plan such as fees, commissions, stamp duty and other fees. Direct transaction costs incurred during the year amounted to £NIL (2018: £NIL). In addition to the direct transaction costs disclosed above, indirect costs are incurred through the bid-offer spread on investments within the pooled investment vehicles. The amount of indirect costs is not separately provided to the Plan.

11.2 Defined contribution assets

Investments purchased by the Plan are allocated to provide benefits to the individuals on whose behalf corresponding contributions were paid. The investment provider designates the investment records by member. The Trustee may hold investment units representing the value of employer contributions that have been retained by the Plan that relate to members leaving the Plan prior to vesting.

	2019 £	2018 £
Designated to members	**73,936,933**	68,157,123
Not designated to members	**-**	-
	73,936,933	68,157,123

12. Investment management expenses

	Defined Benefit Section £	Defined Contribution Section £	2019 Total £	Defined Benefit Section £	Defined Contribution Section £	2018 Total £
Administration, management and custody fees	**93,027**	**367,130**	**460,157**	86,236	273,956	360,192

13. Taxation

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.

14. Transfers between sections

The financial statements include transfers between the Defined Contribution and Defined Benefit Sections of the Plan. Certain members of the Defined Contribution Section of the Plan have a Defined Benefit Section underpin, on exiting the Plan assets held in their Defined Contribution accounts are transferred to the Defined Benefit Section prior to being settled.

15. Pooled investment vehicles

	Defined Benefit Section £	Defined Contribution Section £	2019 Total £	Defined Benefit Section £	Defined Contribution Section £	2018 Total £
Equities *	**94,370,590**	**5,390,491**	**99,761,081**	100,690,409	34,110,880	134,801,289
Bonds	**119,176,663**	**6,252,871**	**125,429,534**	90,823,413	4,199,083	95,022,496
Diversified growth	**-**	**45,333,526**	**45,333,526**	-	15,741,454	15,741,454
Hedge Funds	**-**	**15,091,978**	**15,091,978**	-	12,780,352	12,780,352
Property	**-**	**946,029**	**946,029**	-	940,301	940,301
Cash	**4,748,836**	**922,038**	**5,670,874**	22,209,274	385,053	22,594,327
	218,296,089	**73,936,933**	**292,233,022**	213,723,096	68,157,123	281,880,219

* The Defined Benefit Section equity funds include the diversified growth funds.

The pooled investments are held in the name of the Plan. Income generated by these units is not distributed, but retained within the pooled investments and reflected in the market value of the units.

16. AVC investments

The Trustee holds assets within the main fund. These secure additional benefits, on a money purchase basis, for those members who have elected to pay additional voluntary contributions. Members participating in this arrangement receive an annual statement made up to 5 April each year, confirming the amounts held to their account and the movements during the year.

The total amount of AVC investments at the year end is shown below:

	Defined Benefit Section £	**Defined Contribution Section £**	**2019 Total £**	Defined Benefit Section £	Defined Contribution Section £	2018 Total £
Aviva Life & Pensions UK Limited	**-**	**2,154,813**	**2,154,813**	-	2,740,081	2,740,081

Following the transfer the majority of the AVC investments held for members participating in both the Defined Benefit Section and the Defined Contribution Section with The Equitable Life Assurance Society to Aviva Life & Pensions UK Limited it is no longer possible to provide a split of these AVC investments between members participating in the Defined Benefit Section and the Defined Contribution Section. As such, the AVC investments held with Aviva Life & Pensions UK Limited have been shown entirely as being in relation to the Defined Contribution Section.

17. Cash

Defined Benefit Section

	Assets £	**Liabilities £**	**2019 £**	Assets £	Liabilities £	2018 £
Sterling	**1,192**	**-**	**1,192**	197	-	197

18. Fair value determination

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

Level 1	Unadjusted quoted prices in active markets for identical assets or liabilities that the reporting entity can access at the measurement date.
Level 2	Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly. Observable inputs are inputs that reflect the assumptions market participants would use in pricing the asset or liability developed based on market data obtained from sources independent of the reporting entity.
Level 3	Unobservable inputs for the asset or liability. Unobservable inputs are inputs that reflect the reporting entity's own assumptions about the assumptions market participants would use in pricing the asset or liability developed based on the best information available.

The Plan's investment assets have been included at fair value using the above hierarchy levels as follows:

	2019 Level 1 £	**2019 Level 2 £**	**2019 Level 3 £**	**2019 Total £**
Defined Benefit Section				
Pooled investment vehicles	**-**	**218,296,089**	**-**	**218,296,089**
Cash	**1,192**	**-**	**-**	**1,192**
	1,192	**218,296,089**	**-**	**218,297,281**
Defined Contribution Section				
Pooled investment vehicles	**-**	**73,936,933**	**-**	**73,936,933**
	-	**73,936,933**	**-**	**73,936,933**
	1,192	**292,233,022**	**-**	**292,234,214**

Analysis for the prior year end is as follows:

	2018 Level 1 £	2018 Level 2 £	2018 Level 3 £	2018 Total £
Defined Benefit Section				
Pooled investment vehicles	-	213,723,096	-	213,723,096
Cash	197	-	-	197
	197	213,723,096	-	213,723,293
Defined Contribution Section				
Pooled investment vehicles	-	68,157,123	-	68,157,123
	-	68,157,123	-	68,157,123
	197	281,880,219	-	281,880,416

19. Investment risks

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: this is 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: this comprises currency risk, interest rate risk and other price risk.

- **Currency risk:** this is the risk that the fair value or future cash flows of a financial asset will fluctuate because of changes in foreign exchange rates.
- **Interest rate risk:** this is the risk that the fair value or future cash flows of a financial asset will fluctuate because of changes in market interest rates.
- **Other price risk:** this is the risk that the fair value or future cash flows of a financial asset 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 individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market.

The Trustee determines its investment strategy after taking advice from a professional investment adviser. The Plan has exposure to these risks because of the investments it makes in following the investment strategy set out below. The Trustee manages investment risks, including credit and market risk, within risk limits which are considered when setting the Plan's strategic investment objectives.

These investment objectives and risk limits are implemented through investments in pooled investment vehicles with the Plan's investment managers, and monitored by the Trustee by regular reviews of the investment portfolio.

Further information on the Trustee's approach to risk management, credit and market risk is set out below. This includes the investments within the defined benefit and defined contribution sections only, as other investments outside these sections are not considered significant in relation to the overall investments of the Plan.

Defined Benefit Section

Investment strategy

To guide it in its strategic asset management, the Trustee (in consultation with the Principal Employer) has considered its key investment objectives. The primary objective is that the Plan's assets are held to meet the Plan's liabilities as and when they fall due.

In setting the long-term asset allocation to achieve its stated objective, the Trustee has, with the help of the Plan's Actuary and Investment Consultant, evaluated the degree of risk associated with various asset allocation strategies taking account of the Plan's liability profile. The investment strategy makes use of three key types of investments.

(i) using a range of instruments that provide a reasonable match to changes in liability values, which may include gilts, corporate bonds and derivatives;

(ii) a diversified range of return-seeking assets, including (but not limited to) diversified growth funds; and

(iii) actively and passively managed portfolios.

The current strategy is to hold:

- 45% in return seeking investments comprising of diversified growth funds which include a range of different underlying strategies.
- 55% in investments that move in line with the long-term liabilities of the Plan. This is referred to as LDI and comprises UK and fixed and index-linked Government Bonds, and derivative instruments, the purpose of which is to hedge against the impact of interest rate and inflation movements on long term liabilities.

19. Investment risks - continued

Credit risk

Indirect credit risks arise in the Plan in relation to underlying investments held in pooled cash investment vehicles, LDI pooled funds and Diversified Growth Funds. This is predominately managed by investing in derivative instruments, gilts and pooled cashed funds from the Plan's LDI portfolio (£126.6m as at 31 March 2019) with BlackRock. Counterparty risk exposure is managed by the investment manager through diversification of counterparties and collateralising derivative exposure on a daily basis. The Plan has exposure to credit assets through its investments managed by TWIM and LGIM.

The Plan's holdings in pooled investment vehicles are unrated. 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.

Some of the Plan's pooled funds enter into FX (currency market) contracts which may not be collateralised and are therefore exposed to some credit risk through these contracts; the Trustee has delegated credit risk management to the investment managers.

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

Currency risk

The Plan is subject to currency risk because some of the Plan's investments are held in overseas markets via pooled investment vehicles. The Plan has allocated to overseas assets through the Legal and General Investment Management (LGIM) Diversified Fund and Towers Watson Investment Management (TWIM) Partners Fund (c. £22.0m and c. £72.1m respectively, as at 31 March 2019); these are all subject to currency risk.

However, the currency risks are mitigated through hedging the currency, which is subject to the managers' discretion. As at 31 March 2019, the LGIM Diversified Fund and TWIM Partners Fund had a net overseas currency exposure of 45.3% and 32.4% respectively.

Interest rate risk

The Plan is subject to interest rate risk because of the Plan's investments are held in LDI pooled funds and gilts funds. The types of instruments used in the Plan's LDI portfolio are used to reduce the impact of changes to interest rates on the Plan's overall position. Under this strategy, if interest rates fall the value of the liability matching assets will rise to help match the increase in liabilities from a fall in the discount rate. Similarly, if interest rates rise the investments will fall in value as will liabilities because of an increase in the discount rate. The Plan has set a target asset allocation to the LDI portfolio of 55% of total Plan assets. At the year-end the LDI portfolio represented 57.6% of the investment portfolio (2018: 54.0%).

The Plan is also subject to interest rate risk from investments in credit investments held within the Plan's Diversified Growth Funds, cash through pooled vehicles, and cash through the Trustee bank account. Whilst the value of these assets are influenced by changing interest rates, the impact is reduced due to the diversified and global nature of the Plan's assets.

Other price risk

Other price risk arises principally in relation to the Plan's return seeking assets which includes equities, credit, property and other alternative investments held in pooled vehicles. The Plan has set a target asset allocation of 45% of investments being held in return seeking investments; at the year-end the return-seeking portfolio represented 42.4% of the total investment portfolio (2018: 46.0%).

The Plan manages this exposure to overall price movements by constructing a diverse portfolio of investments across various markets.

19. Investment risks - continued

Defined Contribution (DC) Section

The Trustee's objective is to make available to members of the DC Section 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 outlines the investment objectives and strategy for the Defined Contribution assets of the Plan.

The investment funds offered are provided by Aviva and can be accessed by investing in one of the four lifestyle strategies (the Diversified Lifestyle Annuity Investment Programme, the World Equity Lifestyle Annuity Investment Programme, the Diversified Lifestyle Drawdown Investment Programme and the World Equity Lifestyle Drawdown Investment Programme) or by choosing them as a self-select option. The available funds include:

- Av Artemis UK Special Situations
- Av BlackRock Aquila UK Equity Index
- Av BlackRock Aquila World (ex UK) Index
- Av Threadneedle Pension Property
- D&B Global Equity Active
- Av Money Market
- Av BlackRock Aquila Over 15 Years UK Gilt Index
- Av L&G All Stocks Gilt Index
- Av BlackRock Aquila Over 5 Years Index Linked Gilt Index
- Av BlackRock Aquila Global Equity (30/70) Currency Hedged Index
- Av BlackRock Aquila Over 15 Years Corporate Bond
- Av L&G Diversified Fund

The policy for the DC Section of the Plan is held with Aviva and 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 the investment manager, including the direct management of credit and market risks.

The Trustee monitors the underlying risks through regular investment reviews.

Credit risk

The Defined Contribution Section (DC section) is subject to direct credit risk arising on the financial instruments held by the pooled investment vehicles.

Currency risk

The DC section of the Plan is subject to currency risk because some of investments are held in overseas markets in pooled investment vehicles. The Plan manages a proportion of this exposure through currency hedging.

Interest rate risk

The DC Plan's assets are subject to interest rate risk because some of the investments are held in bonds through the pooled investment vehicles. Relative to the exposure to interest rate risk of the Plan's actuarial Defined Benefit liabilities (ie members' benefits), the asset exposure to interest rate risk will contribute a partially matching effect which can minimise the Plan's exposure to interest rate risk.

Other price risk

Other price risk arises principally in relation to the DC Plan's return-seeking assets (such as equities) held through the pooled investment vehicles. The Plan manages this exposure to overall price movements by constructing a diverse portfolio of investments across various markets.

The Trustee has selected the above funds and has considered the indirect risks in the context of the investment strategy undertaken.

20. Concentration of investments

The following investments each account for more than 5% of the Plan's net assets at the year end:

	2019 £	**2019** %	2018 £	2018 %
Towers Watson Partners Fund Sterling A Shares	**72,050,093**	**24.6**	76,397,823	27.0
Av Pension LGIM Diversified Fund	**44,196,371**	**15.1**	14,318,390	5.1
BlackRock Aquila life 2060 Gilt Fund	**43,500,118**	**14.8**	21,296,438	7.5
L&G MAAA Diversified Fund	**22,320,497**	**7.6**	24,292,586	8.6
BlackRock LMF GBP 2060 Gilt Flex Fund	**17,838,009**	**6.1**	25,932,078	9.2
Aquila Life 2040 Index LD Gilt Fund Acc	**16,523,603**	**5.6**	N/A	N/A
Av Pension L&G Global Equity 30:70 Market Wts 75% GBP Hedge Fund	**15,091,978**	**5.1**	29,329,746	10.4
BlackRock LSF GBP Cash Fund	**N/A**	**N/A**	22,209,275	7.9

21. Employer-related investments

There was no employer-related investment at any time during the year.

22. Current assets

	Defined Benefit Section £	**Defined Contribution Section** £	**2019 Total** £	Defined Benefit Section £	Defined Contribution Section £	2018 Total £
Contributions receivable						
- employer	**150,000**	**-**	**150,000**	-	-	-
VAT recoverable	**24,298**	**-**	**24,298**	16,934	-	16,934
Trustee secretarial fees received in advance	**6,785**	**-**	**6,785**	-	-	-
Sundry debtors	**-**	**-**	**-**	10,132	-	10,132
Cash deposits held	**1,284,174**	**-**	**1,284,174**	1,238,421	-	1,238,421
	1,465,257	**-**	**1,465,257**	1,265,487	-	1,265,487

The cash deposits shown above are not allocated to members.

23. Current liabilities

	Defined Benefit Section £	Defined Contribution Section £	2019 Total £	Defined Benefit Section £	Defined Contribution Section £	2018 Total £
Lump sums on retirement payable	144,725	-	144,725	-	-	-
Death benefits payable	-	149,431	149,431	10,132	149,430	159,562
Purchase of annuities payable	-	86,106	86,106	-	-	-
Taxation payable	54,150	-	54,150	53,378	-	53,378
State scheme premiums payable	7,915	-	7,915	-	-	-
Unpaid benefits	728	-	728	-	-	-
Administrative expenses payable	27,079	-	27,079	27,565	-	27,565
Investment management expenses payable	49,295	-	49,295	35,011	-	35,011
	283,892	235,537	519,429	126,086	149,430	275,516

24. Post Statement of Net Assets events

The Trustees entered a buy-in arrangement with Just Retirement in July 2019 and a premium of £24,185,031 was paid. Further details will be included in the accounts for the year ended 5 April 2020.

25. Related party transactions

(a) Key management personnel of the Plan or its parent (in aggregate)

The Directors of the Trustee Company are members of the Plan but not all are contributing members. Their contributions and pensions are in accordance with the rules of the Plan.

The Trustee Directors may also have family members who are/have been employed by the Principal Employer. Their contributions and pensions are in accordance with the rules of the Plan.

(b) Other related parties

As shown in note 9, fees were paid and expenses were reimbursed to certain Trustee Directors of the Plan for their services.

26. Contingent liability

As noted in the Trustee Report, on 26 October 2018, the High Court handed down a judgment involving the Lloyds Banking Group's defined benefit pension schemes. The judgment concluded the schemes should be amended to equalise pension benefits for men and women in relation to guaranteed minimum pension benefits. The issues determined by the judgment arise in relation to many other defined benefit pension schemes. The Trustee of the Plan is aware that the issue will have a minimal effect on the Plan and will be considering this at a future meeting and decisions will be made as to the next steps. Under the ruling schemes are required to backdate benefit adjustments in relation to GMP equalisation and provide interest on the backdated amounts. It is expected these amounts will not be material to the Scheme's financial statements. However, at this stage the Trustee and employer have not agreed the equalisation methodology to be used and therefore the Trustee is not in a position to reach a reliable estimate of the backdated benefits and related interest. Therefore the cost of backdating pension benefits and related interest have not been recognised in these financial statements. They will be recognised once the Trustee is able to reach a reliable estimate.

Independent Auditor's Statement about Contributions, under Regulation 4 of The Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, to the Trustee of the Dun & Bradstreet (UK) Pension Plan

Statement about contributions payable under schedules of contributions

We have examined the summary of contributions payable to the Dun & Bradstreet (UK) Pension Plan on page 46, in respect of the Plan year ended 5 April 2019.

In our opinion the contributions for the Plan year ended 5 April 2019 as reported in the attached Summary of Contributions on page 46 and payable under the Schedules of Contributions have in all material respects been paid at least in accordance with the Schedule of Contributions certified by the Actuary on 31 January 2018.

Scope of work on statement about contributions

Our examination involves obtaining evidence sufficient to give reasonable assurance that contributions reported on page 46 have in all material respects been paid at least in accordance with the Schedule of Contributions. This includes an examination, on a test basis, of evidence relevant to the amounts of contributions payable to the Plan and the timing of those payments under the Schedule of Contributions.

Respective responsibilities of trustee and auditor

As explained more fully on page 27 in the Statement of Trustee's Responsibilities, the Plan's Trustee is responsible for ensuring that there is prepared, maintained and from time to time revised a Schedule of Contributions showing the rates and due dates of certain contributions payable towards the Plan by or on behalf of the employer and the active members of the Plan. The Trustee is also responsible for keeping records in respect of contributions received in respect of active members of the Plan and for monitoring whether contributions are made to the Plan by the employer in accordance with the Schedule of Contribution.

It is our responsibility to provide a statement about contributions paid under the Schedule of Contributions and to report our opinion to you.

Use of our statement

This statement is made solely to the plan's Trustee as a body, in accordance with the Pensions Act 1995. Our audit work has been undertaken so that we might state to the Plan's Trustee those matters we are required to state to them in an auditor's statement and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Plan and the Plan's Trustee as a body, for our audit work, for this statement, or for the opinions we have formed.

RSM UK Audit LLP

RSM UK Audit LLP
Statutory Auditor
Chartered Accountant
St Philips Point
Temple Row
Birmingham
B2 5AF

Date: 1 November 2019

Summary of Contributions

During the year ended 5 April 2019, the contributions payable to the Plan by the Employer were as follows:

	Defined Benefit Section £	Defined Contribution Section £	**2019 Total £**
Contributions payable under the Schedule of Contributions:			
Employer contributions:			
Normal	381,634	2,913,423	**3,295,057**
Other	900,000	-	**900,000**
	1,281,634	2,913,423	**4,195,057**
Employee contributions:			
Normal	152,654	14,508	**167,162**
Contributions payable under the Schedule of Contributions (as reported on by the Plan Auditor)	1,434,288	2,927,931	**4,362,219**
Other contributions:			
Additional voluntary contributions	-	169,414	**169,414**
Total contributions reported in the financial statements	1,434,288	3,097,345	**4,531,633**

Approved on behalf of Dun & Bradstreet (UK) Pension Plan Trustee Company Limited on ....

Signed on behalf of Dun & Bradstreet (UK) Pension Plan Trustee Company Limited

.... Trustee Director

.... Trustee Director

Actuary's certification of schedule of contributions

Name of scheme: Dun & Bradstreet (UK) Pension Plan

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 5 April 2018 to be met by the end of the period specified in the recovery plan dated 1 August 2019.

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 1 August 2019.

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 scheme's liabilities by the purchase of annuities, if the scheme were to be wound up.

Signed ....

Date ....

Mr S M Aries, FIA
Scheme Actuary
Towers Watson Limited, a Willis Towers Watson company

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