MERCER

DUN & BRADSTREET (UK) PENSION PLAN

ANNUAL REPORT

FOR THE YEAR ENDED 5 APRIL 2020

Scheme Registration Number: 18079702

Contents

Trustee, Principal Employer and Advisers

Trustee

Dun & Bradstreet (UK) Pension Plan Trustee Company Limited

Employer-nominated Trustee Directors

Andy Jermy - Chairman
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

Annuity Provider

Just Retirement Limited (appointed 4 July 2019)

Additional Voluntary Contribution (AVC) Provider

Aviva Life & Pensions UK Limited

Life Assurance Company

Canada Life Assurance Company

Bank

Barclays Bank plc

Legal Adviser

Squire Patton Boggs (UK) LLP

Covenant Advisor

RSM Restructuring Advisory LLP

Contact for further information about the Plan

Defined Benefit Section

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52 Westgate
Chichester
West Sussex
PO19 3HF

Defined Contribution Section

Aviva Life & Pensions UK Limited
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Salisbury
Wiltshire
SP1 2TW

Contact for complaints about the Plan

Gary Kent
Trustee Secretary
Dun & Bradstreet (UK) Pension Plan
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37 North Wharf Road
London
W2 1AF
Email: secretary@dnbpensionplan.co.uk

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 2020. 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.

The Defined Contribution Section is being used for auto-enrolment purposes.

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 24 July 2020.

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 (2019: four) during the year.

The Trustee has met four times (2019 : four) during the year.

Statement of Trustee's Responsibilities

The Statement of Trustee's Responsibilities is set out on page 38 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 scheme 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.

Principal Employer

The Plan is provided for all eligible employees of the Principal Employer whose registered address is D & B Europe Limited, The Point, 37 North Wharf Road, London , W2 1AF.

Financial development

The financial statements on pages 41 to 56 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 £293,180,042 at 5 April 2019 to £307,752,400 at 5 April 2020.

The increase shown above comprised net withdrawals from dealings with members of £5,115,564 together with net returns on investments of £19,687,922.

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 with a subsequent update as at 5 April 2019. These showed:

	Actuarial Update 5 April 2019 £m	**Actuarial Valuation 5 April 2018 £m**
The value of Technical Provisions was:	305.0	292.5
The value of assets was:	293.0	282.9
Percentage of Technical Provisions	96%	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 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.

Report on actuarial liabilities (continued)

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 break even 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.

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 index-linked 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.

Impact of COVID-19

On the 11 March 2020, the World Health Organisation officially declared COVID-19, the disease caused by novel coronavirus, a pandemic. The Trustee is closely monitoring the evolution of this pandemic, including how it may affect the Plan, the company, financial markets, the economy and the general population. The extent of the impact of COVID-19 outbreak on the financial performance of the Plan's investments will depend on future developments, including the duration and spread of the outbreak and related advisories, and restrictions and the impact of COVID-19 on financial markets and the overall economy, all of which are highly uncertain and cannot be predicted. The effects of COVID-19 may materially and adversely impact the value and performance of the Plan's assets and liabilities. Markets experienced significant negative performance and extreme market volatility in March 2020 which has had a direct impact on the performance of the Plan in the current year.

Membership

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

Defined Benefit Section

	Actives	Deferreds	Pensioners	Total
At 6 April 2019	23	601	648	1,272
Adjustments	-	1	-	1
Retirements	(1)	(33)	34	-
Leavers with deferred benefits	(7)	7	-	-
Deaths	-	-	(17)	(17)
Transfers out	(2)	(8)	-	(10)
Spouses and dependants	-	-	3	3
Pensions commuted for cash	-	-	(1)	(1)
Pensions set up for DC members	-	-	2	2
Duplicate records	-	(6)	-	(6)
Reclassified from DC Section	1	1	-	2
At 5 April 2020	14	563	669	1,246

Defined Contribution Section

	Actives	Deferreds	Total
At 6 April 2019	377	953	1,330
Adjustments	-	(1)	(1)
New entrants	36	-	36
Re-entrants	4	(4)	-
Leavers with deferred benefits	(105)	105	-
Transfers out	(7)	(18)	(25)
Deaths	-	(1)	(1)
Retirements	(1)	(1)	(2)
Reclassified to DB Section	(1)	(1)	(2)
At 5 April 2020	303	1,032	1,335

Pensioners include 81 beneficiaries (2019: 83) 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 underpin. On exiting the Plan, assets held in their Defined Contribution accounts are transferred to the Defined Benefit Section prior to being settled. For accounting purposes these members are only shown as Defined Benefit Section members.

There are 3 (2019: 4) members shown in the Defined Benefit Section as active members, who were Defined Benefit Section members as at 31 March 2004 but subsequently opted to join the Defined Contribution Section. These members are currently contributing into the Defined Contribution Section, but also have a Defined Benefit Section benefit. Further work is required to ensure all such members are identified and treated consistently in the membership.

New entrants, shown under the Defined Contribution Section, are shown net of opt-outs.

In addition to the above, there was 4 (2019: 4) members included in the Plan for life assurance benefits only.

Included within the above is 112 (2019: 1) pensioner annuitants.

Pension increases

As at 6 April 2019, post 1988 Guaranteed Minimum Pensions were increased by 2.4% (2018: 3.0%) and pensions accrued after 5 April 1997 were increased by 2.4% (2018: 3.0%). Pensions accrued after 1 April 2004 were increased by 3.3% (2018: 3.9%). Pensions accrued after 6 April 2005 were increased by 2.5% (2018: 2.5%).

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, annuity provider 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. The latest SIP was agreed in July 2020 and is available on the following website: www.dnbpensionplan.co.uk

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.

Annual Implementation Statement – for year ending 5 April 2020

1. Introduction

This document is the annual Implementation Statement ("the statement") prepared by the Trustee of the Dun & Bradstreet (UK) Pension Plan (the "Plan") covering the scheme year to 5 April 2020. The purpose of this statement is to:

- set out the extent to which, in the opinion of the Trustee, the Plan's Statement of Investment Principles ("SIP") required under section 35 of the Pensions Act 1995 has been followed during the year
- detail any reviews of the SIP the Trustee has undertaken, and any changes made to the SIP over the year as a result of the review
- describe the voting behaviour by, or on behalf of, the Trustee over the year.

A copy of this implementation statement will be made available on the following website: www.dnbpensionplan.co.uk

2. Review of, and changes to the SIP

The Trustee reviews its SIP regularly, at least every three years and after any significant change in investment policy. The SIP was reviewed and amended twice over the past scheme year, in July 2019 and in February 2020. Further details on the changes that were made are given below.

July 2019:

Explicit sections describing the Trustee's policy towards sustainable investment for the Defined Benefit ("DB") and Defined Contribution ("DC") sections, as well as the Old Money Purchase Section ("OMPS"), was added. This addition to the Plan's SIP was made so that the Plan was compliant with the updated Department for Work and Pensions ("DWP") SIP regulations that came into force from 1 October 2019. The updated regulations required trustees to set out the following in their SIP:

- How they take account of financially material considerations, including (but not limited to) those arising from Environmental, Social and Governance considerations, including climate change.
- Their policies in relation to the stewardship of investments, including engagement with investee firms and the exercise of the voting rights associated with the investment.

February 2020:

The Journey Plan target used by the DB section and set out in paragraph 11 of the SIP was updated to reflect the Trustee's agreement to include the deficit arising from the OMPS liabilities on a Technical Provisions ("TP") basis and exclude the buy-in asset and liabilities. This update was formally agreed following a review of the investment strategy that took place in January 2020.

The SIP has been updated again since the end of the last Plan year, to take account of further regulatory requirements. This implementation statement does not cover details of those changes.

3. Adherence to the SIP

Overall the Trustee believes the policies outlined in the SIP have been adhered to during the Plan year. The remaining parts of this implementation statement set out details of how this has been achieved for the DB, DC and AVC sections. These details relate to those parts of the SIP which set out the Trustee's policies, and not those which are statements of fact.

<u>DB section</u>

Investment Managers *(SIP paragraph reference:6)*

The Trustee monitors its investment managers on a quarterly basis with advice from its investment consultant and on an ad-hoc basis as and when there is a significant change to an investment manager. The Trustee monitors the performance of its funds relative to each fund's objective, and any change in the approach and operations of the investment manager who manages the assets, through the reporting provided by the Plan's investment consultant.

The Trustee's policy is to meet with its investment managers periodically, where they are able to discuss any issues with and scrutinise the investment managers to ensure they are performing in line with the Plan's objectives. During the Plan year the Trustee met with Tower Watson Investment Management ("TWIM") in October 2019 and Legal & General Investment Management ("LGIM") in January 2020.

Annual Implementation Statement – for year ending 5 April 2020 (continued)

Plan objectives *(SIP paragraph reference:7)*

The Trustee's primary objective is that the Plan's assets are held to meet the Plan's liabilities as and when they fall due.

The Trustee has sought advice from the Plan's professional advisors, including the Scheme Actuary, the investment consultant and the investment managers, throughout the year to ensure that it stays on track to meet its primary objective. This includes advice given at quarterly Investment and Funding Committee ("I&FC") meetings, undertaking regular investment strategy reviews and ad-hoc advice.

Investment Strategy *(SIP paragraph reference:8-12)*

The Trustee sets its long-term asset allocation to achieve the Plan's stated objective. Following a partial buy-in of the Plan's pensioner liabilities conducted in July 2019 with Just Retirement Limited, the Trustee reviewed its journey plan objective in October 2019. During this review, the Trustee discussed incorporating the Plan's OMPS liability deficit (calculated on a Technical Provisions ("TP") basis) into the journey plan target.

In January 2020, a full investment strategy review was conducted to review the Plan's strategic asset allocation ("SAA") in conjunction with the journey plan objective. Given the nature of the buy-in asset is illiquid and unlikely to be unwound, the Trustee agreed to exclude the buy-in related assets and liabilities from the Plan's investment strategy. The Trustee also formally agreed to adopt a journey plan to reach 100% funding on a gilts flat funding basis, including the deficit arising from the OMPS liabilities on a TP basis.

The current investment strategy set to achieve the Plan's objective targets an allocation of 50% return-seeking assets and 50% matching assets, a further breakdown of the SAA is shown below:

Manager/mandate	Strategic Asset Allocation
LGIM Diversified Growth Fund	15%
TWIM Partners Fund	35%
Total return seeking assets	***50%***
BlackRock Liability Driven Investment	50%
Total matching assets	***50%***
Total	**100%**

The SAA currently adopted helps to minimise risk to the Plan by investing in a diversified range of assets and utilising liability matching investments, helping the Plan meet its long-term objective. Both TWIM and LGIM have the discretion to invest in a wide range of underlying asset classes such as equity, credit, private markets, property, infrastructure and alternatives.

The Plan has rebalancing triggers of +/-2.5% in place for its return-seeking and liability matching assets. The Trustee monitors the Plan's asset allocation on a monthly basis to determine if rebalancing is needed. Several times throughout the Plan year rebalancing was conducted to maintain alignment with the SAA.

The Trustee has agreed to target a liability hedge ratio of 100% of assets to reduce the risk of the impact on the Plan's funding position of liabilities increasing due to changes in long-term interest rates and inflation expectations. When reviewing the investment risk faced by the Plan, the Trustee identified that targeting a hedge ratio of approximately 100% of assets would be consistent with the Plan's journey plan objective.

In January 2020 the Plan reviewed the liability hedge ratio and agreed to update the liability proxy that BlackRock hedges against, using updated cashflow information from the 5 April 2018 actuarial valuation, and is exploring increasing the hedge ratio to account for the additional risk that arises from the OMPS liability deficit.

The Trustee has also mitigated some of the Plan's longevity risk via the buy-in annuity held with Just Retirement Limited in July 2019.

Using Willis Towers Watson's Asset Liability Suite ("ALS") tool, the Trustee monitors the Plan's funding position on a daily basis. If, based on market conditions, the Plan is sufficiently ahead of its journey plan it will de-risk and therefore take less risk in the future while still being expected to reach its objectives of being fully funded on a self-sufficiency (gilt flat) basis.

Liquidity *(SIP paragraph reference:13)*

The Trustee regularly monitors the Plan's liquidity and ensures that there is enough cash in the Trustee bank account to pay approximately 6 months of benefit payments at any given time. Broader Plan liquidity, measured as the amount of assets realisable in a week or less, is reported quarterly by the Plan's investment consultant. Liquidity is also a consideration that is taken into account as part of wider investment strategy decisions, such as the design of the Plan's dynamic de-risking triggers.

Annual Implementation Statement – for year ending 5 April 2020 (continued)

Sustainable investment *(SIP paragraph reference:14-16)*

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 questions the investment managers on their sustainable investment policies when presenting at Trustee meetings to ensure that the investment managers are carrying out their delegated responsibilities. Additionally, the Plan's investment consultant has a dedicated Sustainable Investment resource and a network of subject matter experts that the Trustee can utilise. The consideration of Sustainable Investment is embedded within the investment consultant's rating process and as a result is implicitly taken into account when monitoring managers on a quarterly basis and when considering the appointment of new investment managers.

Other Matters *(SIP paragraph reference:19)*

The Trustee takes advice from its investment consultant in relation to investment risks and these are monitored on a regular basis. As part of forming and monitoring the investment strategy a number of key risks are taken into consideration over the year, including:

- Deficit risk is managed through assessing the progress of the actual development of the Plan's funding level, which is done on a monthly basis using software provided by the investment consultant that is designed to automatically track the Plan's assets and liabilities.
- Liquidity risk is monitored on a monthly and quarterly basis as set out in the Liquidity section above.
- Currency risk is managed by hedging a proportion of the overseas investments' currencies, for those overseas currencies that can be hedged efficiently. The amount of currency exposure that is hedged is left to the managers discretion. As at 31 March 2020 TWIM Partners Fund has a target GBP hedge ratio of 67.5% of the fund, whilst the LGIM Diversified Fund aims to be approximately 50% hedged to GBP.
- Interest rate and inflation risk is managed via the Plan's matching assets with BlackRock which aim to provide a liability hedge ratio of 100% of assets, reducing the risk of the Plan's funding position being impacted by the liabilities increasing due to changes in long-term interest rates and inflation expectations. The Plan is currently reviewing its liability hedging arrangements with BlackRock to take account of updated membership data that is available following completion of the 5 April 2018 actuarial valuation and the additional interest rate and inflation risk from its OMPS liabilities.
- Political risk is managed by the Plan's assets being diversified across different asset types and geographies.
- Sponsor risk is measured by receiving regular financial updates from the Principal Employer and periodic covenant assessments and is managed through an agreed contribution and funding schedule.
- Manager risk is managed through regular monitoring of the Plan's investment managers by its investment consultant and the Trustee as set out in the Investment Managers section above.
- Buy-in insurer risk is managed 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.

The combination of these risk management levers has been important in reducing the Plan's funding level volatility over the Plan year.

DC section

Note: whilst this section also applies to the OMPS, certain aspects are not relevant because:

- The benefit provided by each members' fund under the OMPS is subject to a minimum 'defined benefit' equal to the amount of contracting-out benefit accrued by the member during their membership of the OMPS
- Due to the contracting-out minimum benefit, members in the OMPS do not have an investment choice in relation to their OMPS fund, which is invested in a lifestyle investment strategy that targets annuity purchase on a member's retirement.

Annual Implementation Statement – for year ending 5 April 2020 (continued)

Investment Managers *(SIP paragraph reference:6)*

The Trustee monitors the DC section's investment managers every six months with advice from its investment consultant and on an ad-hoc basis as and when there is a significant change to an investment manager. The Trustee monitors the performance of the DC section's funds relative to each fund's objective, and any change in the approach and operations of the investment manager who manages the assets, each quarter through the reporting provided by Aviva, the DC section's provider.

Plan objectives and options *(SIP paragraph reference:20-21)*

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. To meet this objective, the Trustee offers a choice of:

- 'Lifestyle' options (one of which is the default investment strategy – see below) 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, and
- An alternative 'self-select' fund range comprising of 12 pooled investment funds that provide members with a choice of both passive and active management as well as investments in the major asset classes, including equities (both in the UK and overseas), diversified assets, UK Government gilts, corporate bonds, property and money markets.

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.

The Trustee monitors the ongoing suitability and performance of all the lifestyle options and self-select fund range. The lifestyle options and alternative self-select fund range were unchanged during the scheme year. However, the Trustee undertook a full review of both the lifestyle options and the self-select fund range in April 2020 and following this review, a number of changes are in the process of being made, including a change to the default investment strategy to the Diversified Lifestyle Drawdown Investment Programme ("DLDIP"). These changes are expected to be fully implemented during the first six months of 2021 and members will be provided with full details of the changes at the appropriate time.

Default Investment strategy *(SIP paragraph reference:22-27)*

During the year covered by this statement, the Trustee believed that the default investment strategy should provide members who do not make their own investment choices with an investment strategy that:

- Provides good prospects for growth in order to try and ensure that members achieve a good level of pension savings at retirement
- Manages the investment risks faced by members throughout their membership
- Targets a secure level of income.

Accordingly, during the year to 5 April 2020, the Diversified Lifestyle Annuity Investment Programme ("DLAIP") was the nominated default investment strategy for members who are auto-enrolled into the Plan (although as referred to above, this is changing to the DLDIP in 2021).

The aims and objectives of the DLAIP are to provide members with:

- A higher risk investment strategy that potentially offers higher levels of growth whilst members are more than 25 years from retirement by investing in passively managed global equities
- A medium to high risk investment strategy that potentially offers good levels of growth whilst members are between 25 and 10 years from retirement by investing in a diversified investment strategy
- An investment strategy that de-risks during the 10 years immediately before a member's retirement 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.

The Trustee reviews the default investment strategy, including its performance, at least every three years or earlier following a significant change in investment policy or the demographic profile of the Plan's membership. The last review of the default investment option was completed in April 2020.

Annual Implementation Statement – for year ending 5 April 2020 (continued)

Sustainable investment *(SIP paragraph reference:44-41)*

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.

In addition, 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 reviews the platform provider's and the investment managers' ESG and stewardship policies regularly to ensure that they are carrying out their delegated responsibilities. The Trustee did not undertake such a review during the year to 5 April 2020 but intends to do so before the end of the current scheme year (ending 5 April 2021) and will therefore provide further information in next year's statement.

Risk *(SIP paragraph reference:33)*

Under the DC section, it is the members, rather than the Principal Employer, who bear the investment risks.

The Trustee recognises specific risks faced by members when deciding how to invest their pension savings under the DC section and mitigates these by providing a suitable range of investment options for members. In particular:

- *Capital risk* – to help members protect against falls in the value of their pension savings, the Trustee provides bond and cash funds as these are expected to provide lower risk (less volatile) investment options
- *Inflation risk* – to provide members with an opportunity for their pension savings to grow at least in line with inflation, the Trustee provides both UK and overseas equity funds as well as an index-linked gilts fund as these are expected to provide real growth over the medium to long term
- *Pension conversion risk* – for those members wishing to provide a fixed, guaranteed income when they retire (through the purchase of an annuity), the Trustee provides two lifestyle strategies that target annuity purchase together with a selection of bond funds as, in general, annuity prices are linked to bond yields
- *Currency risk* – to provide some protection against movements in currency exchange rates for members selecting funds that invest in non-Sterling denominated assets, the Trustee provides a choice of funds that invest in Sterling denominated assets as well as a currency hedged global equity fund (that is also used in the default investment strategy)

In addition to the above risks, the Trustee manages 'political risk' and 'manager risk' in the same way that it manages these risks under the DB section (see earlier in this statement).

To support the above, the Trustee takes advice from its investment consultant in relation to measuring the level of risk inherent to members via the lifestyle investment strategies and self-select fund range offered to members. These were last considered by the Trustee as part of the review of the lifestyle investment strategies and self-select fund range in April 2020.

Additional Voluntary Contributions ("AVC") section

The Plan provides a facility for members of the CARE section of the Plan 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. The last review was completed in April 2020.

4. Voting and engagement

For both the Plan's DB and DC sections, the Trustee has delegated the applicable day to day voting and engagement activity to its investment managers. Voting information on the Plan's bond holdings is not provided as the vast majority of loan and debt securities do not come with voting rights.

Annual Implementation Statement – for year ending 5 April 2020 (continued)

DB section

For the Plan's DB section, voting information for the relevant funds is provided in the table below.

DB Funds	Number of votes eligible	% of votes exercised	% of votes for	% of votes against	% abstained	Significant votes cast
LGIM Diversified Fund	84,927	97.1%	82.2%	17.5%	0.3%	LGIM classified 3 votes cast over the year as most significant. 1 of these was a resolution to discharge management and LGIM voted against the resolution. The vote was deemed a significant since it was a vote of no confidence which is a rare escalation step.
TWIM Partners Fund	308,429	100.0%	84.4%	15.6%	0.0%	5 of the 10 most significant votes were against management. These related to remuneration policies not aligning with shareholder interest, mandatory auditor rotation policies, related-party transaction policies, restricting shareholders' pre-emptive rights and issue of repurchased shares.

DC Section

Investments in the Plan's DC section are made using pooled investment funds that are provided by the DC section's platform provider, Aviva Pensions (AP), and consequently voting rights are exercised on behalf of the Trustee by each fund's underlying investment manager. The pooled investment funds that invest in UK and overseas equities are as follows:

- The AP BlackRock (30:70) Currency Hedged Global Equity Index Tracker fund,
- The AP BlackRock World ex-UK Equity Index Tracker fund,
- The AP BlackRock UK Equity Index Tracker fund,
- The D&B Global Equity Active fund,
- The AP Artemis UK Special Situations fund, and
- The AP LGIM Diversified fund.

Of the total investments in the above funds, around 90% is invested in the AP BlackRock (30:70) Currency Hedged Global Equity Index Tracker fund and the AP LGIM Diversified fund. The Trustee has therefore decided to only report on the voting activity for these two funds as they represent the most material assets under the DC section.

The AP LGIM Diversified fund

Voting activity for this fund is undertaken by LGIM and a summary is shown in the table for the DB section on the previous page.

The AP BlackRock (30:70) Currency Hedged Global Equity Index Tracker fund

Whilst Aviva Investors are the investment managers for this fund, it has delegated the day to day management of the underlying investments to BlackRock. However, Aviva Investors has retained the exercising of voting rights in relation to this fund.

Whilst the Trustee has been unable to obtain the voting activity specific to the AP BlackRock (30:70) Currency Hedged Global Equity Index Tracker fund, provided in the table below is information on Aviva Investor's overall voting activity during 2019 and the first six months of 2020.

	2019	Six months to 30 June 2020
No. of meetings voted	5,382	4,383
No. of resolutions voted	61,876	54,108
% of votes against (or abstained) management proposals	24%	26%

Annual Implementation Statement – for year ending 5 April 2020 (continued)

Examples of significant voting activity and engagement by Aviva Investors (AI) during the first six months of 2020 is provided below.

Company	Country	Theme	Summary
Alphabet Inc (Google)	US	Social	AI co-filed a shareholder resolution for Alphabet to establish an independent Human Rights Risk Oversight Committee. Whilst not carried, it received an unprecedented level of support among independent shareholders (45%) and AI will continue to press Alphabet to adopt more progressive human rights controls and practices.
Rio Tinto plc	UK/Australia	Social	Following Rio Tinto's destruction of an aboriginal heritage site in Western Australia, AI met with the chairman to better understand the circumstances and the remedial action being taken. Rio Tinto has since commissioned an independent review and AI has pressed it to include representation by the impacted landowners.
Barclays	UK	Climate change	Due to Barclays lack of response to climate change, a shareholder resolution was put forward requesting Barclays to align its strategy to the Paris Agreement and set targets to phase out fossil fuels from its financing strategies. AI met with Barclay's board to outline how it should respond to the resolution, which contributed to Barclays publishing its ambition to become the first bank to achieve net zero emissions in all financing activities by 2050, which was voted for at its AGM in May 2020.

In the current Plan year, the Trustee will seek to develop their monitoring of investment managers' voting activities, across all relevant investment managers in both the DB and DC sections.

Investment report

Defined Benefit Section

Asset allocation

In July 2019, the Plan completed a partial buy-in c.£24m of its pensioner liabilities, funded through a partial sale of the Plan's gilts from the LDI portfolio.

Due to the illiquid and run-off nature of the buy-in asset, the Plan updated the strategic asset allocation targets to exclude the buy-in asset and the updated aim is to have a 50% return-seeking and 50% matching asset split. As at 31 March 2020, the Plan's asset allocation was underweight return seeking assets by 4.3% versus its strategic asset allocation. Since 31 March 2020, steps have been taken to reduce the underweight to return-seeking assets relative to the strategic asset allocations.

Over the year to 31 March 2020, equity market returns were negative. Equities had performed strongly from the end of the first quarter to the end of the year in 2019, before falling sharply in the first quarter of 2020. The negative returns were driven by the sell-off experienced in equities was a result of the of the Coronavirus pandemic.

In response to the unprecedented economic shock caused by the Coronavirus pandemic, central banks eased aggressively to provide liquidity and mitigate the demand shock. Whilst governments introduced sizeable fiscal packages to help sustain employment within economies.

The Plan's actual allocation relative to the strategic allocations as at 31 March 2020 is shown below.

Asset Class	Plan Weight (%)	Benchmark Weight (%)	Difference (%)	Plan Weight including buy-in (%)
Diversified Growth Funds	45.7	50.0	-4.3	40.7
LDI Portfolio	54.3	50.0	4.3	48.3
Buy-in assets	-	-	-	10.9
Total	100.0	100.0	-	100.0

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. The Plan's de-risking triggers were updated in January 2020 as part of the investment strategy review to reflect the 5 April 2018 actuarial valuation results and the Plan's updated strategic asset allocation excluding the buy-in asset.

The Plan's current strategic asset allocation to return seeking assets is 50% and is invested across two diversified growth funds, 35.0% of assets are invested in TWIM Partners Fund and 15.0% of assets are invested in LGIM Diversified Fund DGF. The remaining 50% 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, excluding the buy-in asset.

Period to 31 March 2020	Plan (% p.a.)	Benchmark (% p.a.)	Relative (% p.a.)
1 year	9.5	12.7	-3.2
3 years	6.7	7.2	-0.5

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

Market update

Summary

Much of 2019 was dominated by rising geopolitical tensions, led by a constant tit-for-tat escalation in protectionist trade measures by the US and China. Despite this rise in protectionist measures the global economy continued to post modest growth, aided by accommodative monetary policy by central banks worldwide.

On 13 December, the Conservative Party secured a parliamentary majority in the UK general elections. In January 2020 the EU withdrawal bill proposed by Boris Johnson was passed by the UK parliament and ratified by the European parliament, resulting in the UK leaving the EU. As agreed with the EU, Johnson and his cabinet will have until the end of 2020 to negotiate a new trade agreement between the UK and the EU.

In March 2020 COVID-19 became a global pandemic and had major negative impacts on economies worldwide. In response to this economic shock central banks eased aggressively to provide liquidity and help try and mitigate the impacts of the virus. The US Government announced a $2 trillion loans and transfer package to households and businesses (c10% of US GDP). Additionally, the Federal Reserve announced a set of liquidity and loan measures that could double the size of its balance sheet from $4 trillion to $8 trillion (c.40% of US GDP).

The Bank of England reduced base rates from 0.75% to 0.25% on 11 March 2020, and then announced a further reduction to 0.10% on 19 March, in a bid to shore up the UK economy. Whilst, at the same time, the UK Government announced an unprecedented fiscal support package to help provide support to the UK economy.

Over the year to 31 March 2020 Sterling depreciated against the US Dollar by 4.8%. Over the same period, it depreciated against the Euro and Yen by 2.6% and 7.2% respectively.

Equity markets

Equity market returns were negative over the year, with the FTSE World Index returning -6.0% in Sterling terms. Chinese equities were the best performing region, returning -1.0% in Sterling terms. Emerging market equities lagged developed, with the FTSE Emerging Index returning -13.0% in Sterling terms.

Bond markets

UK Government bond yields (which move inversely to bond price) fell over the year. Long maturity UK gilts returned 17.6% over the period (as measured by FTSE-A Gilts Over 15 Years Index). Inflation-linked gilt yields also decreased but to a lesser extent with the FTSE-A Index-Linked Gilts Over 15 Years Index returning 2.0%.

Over the past year, both local and hard currency emerging market debt had negative absolute performance returning -1.8% and -8.8%, respectively.

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). Since 10 October 2013, it has not been 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 (Aviva) are shown entirely as being in relation to the Defined Contribution Section.

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 AVC Values

The table below shows the distribution of investments for the DC Section and AVCs at 5 April 2020:

Fund	DC section (£)	AVC (£)
Av Artemis UK Special Situations	915,878	20,886
Av BlackRock UK Equity Index	1,416,452	45,759
Av BlackRock World (ex UK) Equity Index	2,002,234	201,482
Av Threadneedle Pension Property	908,076	17,661
D&B Global Equity Active	1,111,814	43,144
Av Money Market	477,715	121,523
Av BlackRock Over 15 Years UK Gilt Index	305,397	616
Av L&G All Stocks Gilt Index	906,773	6,326
Av BlackRock Over 5 Years Index Linked Gilt Index	1,232,312	7,163
Av BlackRock 30:70 Currency Hedged Global Equity Index	11,361,774	326,235
Av BlackRock Over 15 Years Corporate Bond Index	247,730	7
Av LGIM Diversified	16,117,190	378,227
Total	**37,003,345**	**1,169,029**

Source: Aviva

In common with many property funds, on 24 March 2020 dealing was temporarily suspended in the Av Threadneedle Pension Property fund until 17 September 2020.

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 2020.

Fund	DC section (£)	AVC (£)
Av BlackRock 30:70 Currency Hedged Global Equity Index	577,096	-
Av LGIM Diversified	24,395,896	589,952
Av L&G All Stocks Gilt Index	2,186,132	145,196
Av BlackRock Over 5 Years Index-Linked Gilt Index	2,199,634	142,662
Av Money Market	549,335	63,369
Total	**29,908,093**	**941,179**

Source: Aviva

Investment return

The investment returns for each of the funds over the year to 31 March 2020, compared with the relevant benchmarks, is set out in the table below.

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	-18.2	-7.7	-2.2	-18.5	-4.2	0.6	FTSE All Share Index
Av BlackRock UK Equity Index	-19.1	-4.6	0.1	-19.1	-4.5	0.4	FTSE Custom All Share Index
Av BlackRock 30:70 Currency Hedged Global Equity Index*	-12.2	-0.3	2.6	-13.2	-0.6	2.5	Composite
D&B Global Equity Active	-1.5	4.0	7.7	-5.3	2.8	7.6	MSCI World Index
Av BlackRock World (ex UK) Equity Index	-2.5	3.0	7.8	-3.1	3.0	8.1	FTSE Custom Developed ex UK Index
Av LGIM Diversified*	-5.4	0.6	-	4.3	4.2	-	LIBOR + 3.5%
Av Threadneedle Pensions Property	-7.1	2.1	4.2	-	4.8	5.8	MSCI/AREF UL All Balanced Quarterly Property Fund
Av BlackRock Over 15 Yrs UK Gilt Index	17.8	7.9	7.8	18.5	8.2	8.1	FTSE Actuaries UK Conventional Gilts Over 15 Year Index
Av L&G All Stocks Gilt Index*	9.6	4.3	4.4	9.9	4.6	4.7	FTSE UK Gilts All Stocks Index
Av BlackRock Over 5 Yrs UK Index-Linked Gilt Index*	6.3	4.0	6.8	6.6	4.3	7.1	FTSE Actuaries UK Index-Linked Gilts Over 5 Year Index
Av BlackRock Over 15 Yrs Corp Bond Index	4.0	3.5	4.7	3.3	3.3	4.7	iBoxx £ Non-Gilt Over 15 Year Index
Av Money Market*	0.4	0.3	0.2	0.5	0.4	0.4	7 day Sterling London Interbank Bid Rate

* 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 Trustee is responsible for ensuring the Plan's assets continue to be securely held.

For the Plan's pooled investment vehicles, the Trustee has no direct ownership of the underlying assets of the pooled funds. The investment managers have appointed the custodians of the Plan's assets as follows:

Investment manager	Custodian
Legal & General	HSBC Bank Plc and Citibank, N.A. (London Branch)
Towers Watson Limited	BNY Mellon Fund Services (Ireland) Limited
BlackRock	The Bank of New York Mellon (International) Limited
Aviva	HSBC Securities Services

The custodian is responsible for the safekeeping, monitoring and reconciliation of documentation relating to the ownership of listed investments. Investments are held in the name of the custodian's nominee company, in line with common practice for pension scheme investments.

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, Towers Watson Investment Management, 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 ....

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

.... Trustee Director

.... Trustee Director

Annual Governance Statement for the Plan's DC Section for the year ended 5 April 2020

1. Introduction

1.1 Governance requirements apply to defined contribution (DC) pension schemes, such as the DC Section of the Plan. The Trustee of the Plan is required to produce a yearly statement, signed by the Trustee Chair, to outline how these governance requirements have been met in relation to:

- The investment options available to members, including the default lifestyle strategy;
- The requirements for processing financial transactions;
- The charges and transaction costs incurred by members, including the extent to which they provide value to members and the possible impact they have on benefits;
- Trustee knowledge and understanding.

1.2 This statement covers the Plan's year from 6 April 2019 to 5 April 2020.

2. Default Arrangement

2.1 For members who joined the DC Section and did not make an investment choice, their own and the employer's contributions were invested in the Diversified Lifestyle Annuity Investment Programme, the DC Section's default investment strategy. The aims and objectives of the default investment strategy are to:

- Provide long-term real growth whilst members are far from their selected retirement date;
- Gradually reduce risk as members get nearer to their selected retirement date by automatically moving members savings to lower risk investment funds;
- have an asset allocation at the member's selected retirement date that is appropriate and consistent with how most members are expected to take their savings.

2.2 A copy of the Statement of Investment Principles agreed in February 2020, prepared in accordance with regulation 2A of the Occupational Pension Schemes (Investment) Regulations 2005, is attached as Appendix I to this statement. This sets out the Trustee's investment policies relating to the Plan as a whole, including the aims and objectives of the DC Section's default lifestyle strategy. The Statement of Investment Principles agreed in February 2020 was updated in July 2020, but there have been no changes to the default arrangement.

2.3 During the year covered by this statement, the Trustee's Investment and Funding Committee (I&FC), in conjunction with the Trustee's investment advisers, commenced an investment strategy review for the DC Section, covering the continuing appropriateness, objectives and performance of the default lifestyle strategy, the alternative lifestyle strategies and the self-select fund range.

2.4 The results of the review were presented to the I&FC by the Trustee's advisers at a meeting in April 2020 and after considering the recommendations made, the following has been proposed:

- To change the DC Section's default lifestyle strategy from the Diversified Lifestyle Annuity Investment Programme to the Diversified Lifestyle Drawdown Investment Programme;
- For the two Diversified Lifestyles, to increase the time period over which investments switch from global equities to diversified assets from 5 years to 15 years as well as changing the split between the underlying investment funds during the 10 years immediately preceding a members' selected retirement age;
- For the two Annuity Lifestyles, to change the split between the underlying investment funds during the 5 years immediately preceding a members' selected retirement age;
- To make no immediate changes to the self-select fund range (although the I&FC will continue to monitor investment funds made available by Aviva with a view to adding sustainable investment and absolute return funds in the future.

2.5 The changes to the lifestyle strategies outlined above will be implemented during 2020 and members will be provided with full details at the appropriate time.

2.6 Between full reviews, as part of its quarterly meetings and based on fund performance information provided by Aviva, the I&FC regularly reviews the performance of the default lifestyle strategy (as well as the performance of the alternative investment options) to ensure that it is performing in line with its objectives.

3. Core Financial Transactions

3.1 The completion of all core financial transactions is subject to Aviva's agreed service levels that cover the timeliness and accuracy of tasks such as the collection and investment of contributions, investment fund switches and benefit payments for retirements, leavers and deaths.

3.2 The Trustee's Governance Committee (GC) monitors Aviva's performance against its agreed service levels at each of its quarterly meetings, which are attended by Aviva. At each GC meeting, Aviva presents its quarterly governance report and provides an overview of its performance against its agreed service levels (which are broken down by task and transaction type) and explains the reasons for any instances of underperformance, including the steps being taken to address the underperformance.

3.3 Due to a slight decline in Aviva's performance during the year, so that the GC could monitor performance more closely, it asked to be provided with monthly information on Aviva's performance against its agreed service levels as well as to be notified of any cases where the agreed service level was significantly exceeded.

3.4 Towards the end of March 2020, due to Covid-19 and the resulting difficulties in placing a fair value on the underlying property assets, Aviva suspended trading in the Aviva Threadneedle Pension Property fund. This means that until trading is resumed, members are unable to withdraw money from this fund (except in specific circumstances, such as normal retirement) and it is also not possible to invest contributions in the fund. For members who were investing at least part of their contributions in the Aviva Threadneedle Pension Property fund, to avoid any delay in the collection and investment of those contributions, they were temporarily invested in the Aviva Money Market fund and this continued until the trading suspension was lifted on 17 September 2020.

3.5 The Plan's auditors also test a sample of core financial transactions as part of the annual audit.

3.6 Based on the monitoring by the GC through its quarterly meetings, the Trustee is satisfied that during the Plan year:

- Aviva operated appropriate procedures, checks and controls in relation to its agreed service levels;
- There were no material administration errors in relation to the processing of core financial transactions;
- All core financial transactions were completed promptly and accurately.

4. Charges, Transaction Costs and Value for Members

Charges and transaction costs

4.1 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 (provided by Aviva). These fund charges cover the administration, communication and investment services that Aviva provides to members of the DC Section as well as some governance support provided to the Trustee, such as quarterly governance reports.

4.2 In addition to these explicit fund charges, transaction costs are incurred by fund managers as a result of buying, selling, lending or borrowing the underlying investments of each fund. Where available, details of the total transaction costs incurred by each fund for the year ending 31 December 2019 (the most recent figures available from Aviva at the time of preparing this statement) are also provided in Appendix II.

4.3 Whilst Aviva has been working with the underlying investment managers in order to obtain the required information, it has confirmed that for one 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.

4.4 Appendix II also includes 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 of relevant statutory guidance when preparing these illustrations.

Value for members

4.5 The Trustee is required to assess the extent to which the charges and transaction costs incurred by members represent good value for members. There is no legal definition of 'good value' but the Trustee considers it to broadly mean that the combination of costs, and the quality of what is provided in return for those costs, is appropriate for the Scheme membership, when compared to other options available in the market.

4.6 The Trustee recognises that good value for members does not necessarily mean the lowest charges, and the overall quality of the service received in return for the charges incurred by members must also be considered along with other benefits from their membership for which they do not meet the cost, such as the Trustee's:

- Oversight and governance duties for both the DC Section and the Plan as a whole, which include ensuring compliance with relevant legislation, such as the charge cap, and holding regular meetings to monitor the Plan and address any material issues that may impact members;
- Review of the default lifestyle strategy (undertaken at least once every three years) and alternative investment options to ensure they remain appropriate for the membership;
- Monitoring of the quality of communications delivered to members, including the most appropriate and efficient method of delivery e.g. sending communications by email whenever possible;
- Review of the quality of the support services provided such as the Plan's website where members can access information online.

4.7 Each year, the Trustee has assessed the extent to which the charges and transaction costs 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. In addition:

- The performance of the investment funds compared to each fund's investment objective, as well as their continuing suitability, is monitored each quarter by the I&FC;
- As described above, the administration performance of Aviva is closely monitored by the GC during their quarterly meetings;
- Transaction costs should provide value for members as the ability for investments managers to buy and sell investments forms an integral part of their management of the investments funds in which members are invested, which in turn should lead to greater investment returns, net of fees, over time.

4.8 In addition, the Trustee recently surveyed members in order to obtain their views on a variety of aspects of the DC Section, including the investment options available, and took into consideration the responses received during its review of the default and other alternative investments of the DC Section.

4.9 Based on a combination of the above, for the year ending 5 April 2020, the Trustee concluded that the Plan's charges and transaction costs represented good value to the members.

5. Trustee Knowledge and Understanding (TKU)

5.1 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 addition, the I&FC receive from the Trustee's investment advisers regular training on investment topics as part of their quarterly meeting.

5.2 The Trustee has measures in place to ensure each of the Trustee Directors meet the TKU requirements. These are summarised below:

- There is an agreed induction process for new Trustee Directors (although there were no new appointments during the year covered by this statement)
- All Trustee Directors are required to complete all sections of the Pensions Regulator's trustee toolkit (all the current Trustee Directors have successfully completed the toolkit);
- Six out of the eight Trustee Directors hold the Pensions Management Institute's 'Award in Pension Trusteeship (Defined Contribution and Defined Benefit Schemes);

- Training needs are identified by self-assessment undertaken by individual Trustee Directors or collectively by the Trustee board in order to identify a specific need for the group as a whole (during the year, the Trustee Directors undertook an updated self-assessment of their training needs and this has been used to identify topics for future training sessions);
- The Trustee's advisers bring to the Trustee's attention any changes in legislation or governance requirement that are relevant to the DC Section or the Plan;
- 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 2020;
- Plan documents are available to the Trustee Directors on a dedicated Trustee site that allows them to refer to them as necessary and thereby maintain a working knowledge of the Plan's key documents, including the Trust Deed and Rules, the Statement of Investment Principles (reviewed and updated during the year covered by this statement) and the Trustee's current policies, which is supplemented by relevant training and advice as required;
- All training undertaken by the Trustee Directors, whether individually or collectively as a group, is recorded in a training log.

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 received by them from their professional advisers (both as part of their attendance at quarterly Trustee and I&FC meetings and on an ongoing basis throughout the year, 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

Chair of Trustees

Date: …………………………………………………...

Appendix I - Statement of Investment Principles - February 2020

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 the year ending 31 March 2020 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	0.1568
AP LGIM Diversified XE	0.54	0.00	0.54	-0.0000
AP BlackRock Over 5 Year Index-Linked Gilt Index Tracker IE	0.36	0.00	0.36	0.1089
AP L&G All Stocks Gilts Index IE	0.36	0.00	0.36	-0.0112
AP Money Market IE	0.36	0.00	0.36	0.0000

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.

	TER (% p.a.)					
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**
The default strategy						
DLAIP (default)	0.35%	0.54%	0.54%	0.54%	0.47%	0.39%
The alternative lifestyle strategies						
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 year ending 31 March 2020 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	0.1568
AP BlackRock World ex-UK Equity Index Tracker IE	0.36	0.00	0.36	0.0216
AP BlackRock UK Equity Index Tracker IE	0.36	0.00	0.36	0.0138
AP Artemis Special Situations IE	1.15	0.00	1.15	0.1314
Dun & Bradstreet Global Equity Active	1.15	0.00	1.15	N/A
AP LGIM Diversified XE	0.54	0.00	0.54	0.0000
AP BlackRock Over 15 Year Corporate Bond Index Tracker IE	0.36	0.00	0.36	0.1031
AP BlackRock Over 15 Year Gilt Index Tracker IE	0.36	0.00	0.36	0.0315
AP BlackRock Over 5 Year Index-Linked Gilt Index Tracker IE	0.36	0.00	0.36	0.1089
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	0.1501
AP Money Market IE	0.36	0.00	0.36	0.0000

N/A = not available at the date the statement was prepared

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. The Trustee has taken account of statutory guidance in compiling the illustrations.

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 annual charges and costs for typical funds within the Dun & Bradstreet (UK) Pension Plan										
	Av LGIM Diversified		Av BlackRock (30:70) Currency Hedged Global Equity		Av BlackRock Over 5 Year Index-Linked Gilts Index		Av L&G All Stocks Gilts Index		Av BlackRock UK Equity Index	
	Assumed growth rate 4.3% pa		Assumed growth rate 5% pa		Assumed growth rate 2% pa		Assumed growth rate 2% pa		Assumed growth rate 5% pa	
	Assumed costs and charges 0.5% pa		Assumed costs and charges 0.51% pa		Assumed costs and charges 0.46% pa		Assumed costs and charges 0.41% pa		Assumed costs and charges 0.54% pa	
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	£3,660
4	£4,920	£4,870	£4,990	£4,940	£4,700	£4,660	£4,700	£4,660	£4,990	£4,930
5	£6,200	£6,120	£6,310	£6,230	£5,860	£5,790	£5,860	£5,800	£6,310	£6,220
10	£13,000	£12,600	£13,400	£13,100	£11,600	£11,300	£11,600	£11,300	£13,400	£13,100
15	£20,400	£19,600	£21,500	£20,600	£17,200	£16,600	£17,200	£16,600	£21,500	£20,600
20	£28,400	£26,900	£30,500	£28,900	£22,600	£21,600	£22,600	£21,700	£30,500	£28,800
25	£37,200	£34,800	£40,700	£38,000	£27,900	£26,400	£27,900	£26,500	£40,700	£37,800
30	£46,800	£43,100	£52,300	£48,000	£33,100	£31,000	£33,100	£31,200	£52,300	£47,800
35	£57,200	£52,000	£65,300	£59,100	£38,200	£35,300	£38,200	£35,600	£65,300	£58,600
40	£68,600	£61,500	£79,900	£71,200	£43,100	£39,500	£43,100	£39,800	£79,900	£70,600
45	£81,100	£71,500	£96,500	£84,500	£47,900	£43,500	£47,900	£43,900	£96,500	£83,700
50	£94,700	£82,200	£115,000	£99,200	£52,600	£47,200	£52,600	£47,700	£115,000	£98,100

Source: Aviva

Table 2

Illustration of the effect of annual charges and costs for funds with different growth rates and charges within the Dun & Bradstreet (UK) Pension Plan								
	Av L&G All Stocks Gilts Index		Av Money Market		Av BlackRock (30:70) Currency Hedged Global Equity		Av Artemis UK Special Situations	
	Assumed growth rate 2% pa		Assumed growth rate 1.5% pa		Assumed growth rate 5% pa		Assumed growth rate 5% pa	
	Assumed costs and charges 0.41% pa		Assumed costs and charges 0.36% pa		Assumed costs and charges 0.51% pa		Assumed costs and charges 1.31% pa	
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	£2,360	£2,350	£2,350	£2,340	£2,430	£2,420	£2,430	£2,400
3	£3,530	£3,510	£3,510	£3,490	£3,700	£3,670	£3,700	£3,620
4	£4,700	£4,660	£4,650	£4,620	£4,990	£4,940	£4,990	£4,850
5	£5,860	£5,800	£5,790	£5,730	£6,310	£6,230	£6,310	£6,100
10	£11,600	£11,300	£11,300	£11,100	£13,400	£13,100	£13,400	£12,500
15	£17,200	£16,600	£16,500	£16,100	£21,500	£20,600	£21,500	£19,400
20	£22,600	£21,700	£21,500	£20,800	£30,500	£28,900	£30,500	£26,500
25	£27,900	£26,500	£26,300	£25,200	£40,700	£38,000	£40,700	£34,100
30	£33,100	£31,200	£30,800	£29,300	£52,300	£48,000	£52,300	£42,200
35	£38,200	£35,600	£35,100	£33,100	£65,300	£59,100	£65,300	£50,700
40	£43,100	£39,800	£39,200	£36,700	£79,900	£71,200	£79,900	£59,600
45	£47,900	£43,900	£43,200	£40,100	£96,500	£84,500	£96,500	£69,100
50	£52,600	£47,700	£46,900	£43,200	£115,000	£99,200	£115,000	£79,100

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.

The Trustee is responsible for the maintenance and integrity of the pension and financial information included on the Dun & Bradstreet (UK) Pension Plan website.

Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

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 2020 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 2020, 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 38, 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
Statutory Auditor
Chartered Accountant
St Philips Point
Temple Row
Birmingham
B2 5AF

Date: ....

Fund Account

	Note	Defined Benefit Section £	Defined Contribution Section £	2020 Total £	Defined Benefit Section £	Defined Contribution Section £	2019 Total £
Employer contributions		**7,392,035**	**2,942,940**	**10,334,975**	1,281,634	2,913,423	4,195,057
Employee contributions		**131,525**	**169,294**	**300,819**	152,654	183,922	336,576
Total contributions	4	**7,523,560**	**3,112,234**	**10,635,794**	1,434,288	3,097,345	4,531,633
Transfers in	5	**-**	**400,334**	**400,334**	-	196,868	196,868
Other income	6	**10,980**	**-**	**10,980**	10,140	379,512	389,652
		7,534,540	**3,512,568**	**11,047,108**	1,444,428	3,673,725	5,118,153
Benefits paid or payable	7	**(5,749,351)**	**(51,725)**	**(5,801,076)**	(5,876,486)	(914,250)	(6,790,736)
Payments to and on account of leavers	8	**(7,864,566)**	**(1,249,262)**	**(9,113,828)**	(2,833,677)	(1,237,890)	(4,071,567)
Administrative expenses	9	**(1,247,768)**	**-**	**(1,247,768)**	(908,601)	-	(908,601)
		(14,861,685)	**(1,300,987)**	**(16,162,672)**	(9,618,764)	(2,152,140)	(11,770,904)
Net (withdrawals)/ additions from dealings with members		**(7,327,145)**	**2,211,581**	**(5,115,564)**	(8,174,336)	1,521,585	(6,652,751)
Returns on investments							
Investment income	10	**17,542,371**	**-**	**17,542,371**	13,993	-	13,993
Change in market value of investments	11	**8,761,136**	**(6,136,226)**	**2,624,910**	12,022,695	5,385,875	17,408,570
Investment management expenses	12	**(96,924)**	**(382,435)**	**(479,359)**	(93,027)	(367,130)	(460,157)
Net returns on investments		**26,206,583**	**(6,518,661)**	**19,687,922**	11,943,661	5,018,745	16,962,406
Net increase/ (decrease) in the fund during the year		**18,879,438**	**(4,307,080)**	**14,572,358**	3,769,325	6,540,330	10,309,655
Transfers between sections	14	**195,697**	**(195,697)**	**-**	846,627	(846,627)	-
Net assets at 6 April		**219,478,646**	**73,701,396**	**293,180,042**	214,862,694	68,007,693	282,870,387
Net assets at 5 April		**238,553,781**	**69,198,619**	**307,752,400**	219,478,646	73,701,396	293,180,042

The notes on pages 43 to 56 form part of these financial statements.

Statement of Net Assets available for benefits

	Note	**Defined Benefit Section £**	**Defined Contribution Section £**	**2020 Total £**	Defined Benefit Section £	Defined Contribution Section £	2019 Total £
Investment assets							
Pooled investment vehicles	15	**211,205,546**	**69,021,646**	**280,227,192**	218,296,089	73,936,933	292,233,022
Insurance policies	16	**26,100,000**	**-**	**26,100,000**	-	-	-
Cash	18	**1,472**	**-**	**1,472**	1,192	-	1,192
Total investments	11	**237,307,018**	**69,021,646**	**306,328,664**	218,297,281	73,936,933	292,234,214
Current assets	23	**1,668,614**	**213,933**	**1,882,547**	1,465,257	-	1,465,257
Current liabilities	24	**(421,851)**	**(36,960)**	**(458,811)**	(283,892)	(235,537)	(519,429)
Net assets at 5 April		**238,553,781**	**69,198,619**	**307,752,400**	219,478,646	73,701,396	293,180,042

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 4 to 5 of the annual report and these financial statements should be read in conjunction with this report.

The notes on pages 43 to 56 form part of these financial statements.

The financial statements on pages 41 to 56 were 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

1. Identification of the financial statements

The Plan is established as a trust under English law.

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 The Point, 37 North Wharf Road, London , W2 1AF.

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, and the guidance set out in the Statement of Recommended Practice 'Financial Reports of Pension Schemes' (the SORP) (Revised 2018).

In June 2018, a revised SORP was issued which is applicable to accounting periods on or after 1 January 2019. The Trustee has adopted the revised SORP for the first time in these financial statements. The adoption of the revised SORP has had no material impact on the financial statements, although it has required certain additions to or amendments of disclosures in the financial statements.

The financial statements are prepared on a going concern basis, which the Trustee believes to be appropriate as they believe that the Plan has adequate resources to realise its assets and meet benefit payments in the normal course of affairs (continue to operate) for at least the next twelve months. In reaching this conclusion, the Trustee considered plausible downside scenarios resulting from the impact of the COVID-19 outbreak and its effect on the general health of the employer and the longer term viability of the Plan. The result of the Trustee's assessment being that the overall funding position of the Plan and the Employer’s ability to continue to meet its ongoing contributions is unlikely to have been significantly impacted. This assessment gives the Trustee confidence to prepare the financial statements on a going concern basis.

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, except for the first contribution due where the employee has been auto-enrolled by the Employer which is accounted for when received by the Plan.

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

Employer 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 to members

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 in the name of the individual member 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 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

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

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 (including AVCs) 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 buy-in policy purchased in the name of the Trustees with Just Retirement Limited, which fully provides the pension benefits for certain members, is included in these financial statements at the amount of the related obligation, determined by using the most recent Scheme Funding valuation assumptions and methodology updated for market conditions at the reporting date. Annuity valuations are provided by the Scheme Actuary.

The Trustee also holds individual 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.

4. Contributions

	Defined Benefit Section £	**Defined Contribution Section £**	**2020 Total £**	Defined Benefit Section £	Defined Contribution Section £	2019 Total £
Employer contributions:						
Normal	**556,166**	**2,942,940**	**3,499,106**	381,634	2,913,423	3,295,057
Other	**835,869**	**-**	**835,869**	900,000	-	900,000
Deficit funding	**6,000,000**	**-**	**6,000,000**	-	-	-
	7,392,035	**2,942,940**	**10,334,975**	1,281,634	2,913,423	4,195,057
Employee contributions:						
Normal	**131,525**	**25,353**	**156,878**	152,654	14,508	167,162
Additional voluntary contributions	**-**	**143,941**	**143,941**	-	169,414	169,414
	131,525	**169,294**	**300,819**	152,654	183,922	336,576
	7,523,560	**3,112,234**	**10,635,794**	1,434,288	3,097,345	4,531,633

In accordance with the Schedules of Contributions certified by the Actuary on 31 January 2018 and 12 August 2019, contributions are due in respect of certain administrative expenses totalling £750,000 per annum. A further contribution of £85,869 (2019: £150,000) has been recognised 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, 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 are instead paid to the Plan by the Participating Employers, to the same timescales as specified in the Schedule of Contributions. These are shown within Employer normal contributions, along with any additional contributions paid via the salary sacrifice arrangement.

The Defined Contribution Section has a flexible contribution scale. The member must contribute between 3% 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 £**	**2020 Total £**	Defined Benefit Section £	Defined Contribution Section £	2019 Total £
Individual transfers in from other schemes	**-**	**400,334**	**400,334**	-	196,868	196,868

6. Other income

	Defined Benefit Section £	**Defined Contribution Section £**	**2020 Total £**	Defined Benefit Section £	Defined Contribution Section £	2019 Total £
Claims on term insurance policies	**-**	**-**	**-**	-	379,512	379,512
Interest on cash deposits held by the Trustee	**10,980**	**-**	**10,980**	10,140	-	10,140
	10,980	**-**	**10,980**	10,140	379,512	389,652

7. Benefits paid or payable

	Defined Benefit Section £	**Defined Contribution Section £**	**2020 Total £**	Defined Benefit Section £	Defined Contribution Section £	2019 Total £
Pensions	**4,487,740**	**-**	**4,487,740**	4,238,893	-	4,238,893
Commutation of pensions and lump sum retirement benefits	**1,257,480**	**23,768**	**1,281,248**	1,637,593	113,147	1,750,740
Lump sum death benefits	**4,131**	**(43,213)**	**(39,082)**	-	457,860	457,860
Purchase of annuities	**-**	**71,170**	**71,170**	-	343,243	343,243
	5,749,351	**51,725**	**5,801,076**	5,876,486	914,250	6,790,736

The lump sum death benefits in the Defined Contribution Section is negative due to an overaccrual in the prior year.

8. Payments to and on account of leavers

	Defined Benefit Section £	**Defined Contribution Section £**	**2020 Total £**	Defined Benefit Section £	Defined Contribution Section £	2019 Total £
Refunds of contributions in respect of non-vested leavers	**-**	**1,240**	**1,240**	-	288	288
State scheme premiums	**(3,992)**	**-**	**(3,992)**	7,915	-	7,915
Individual transfers out to other schemes	**7,868,558**	**1,248,022**	**9,116,580**	2,825,762	1,237,602	4,063,364
	7,864,566	**1,249,262**	**9,113,828**	2,833,677	1,237,890	4,071,567

The State scheme premiums figure is negative due to a refund received from HMRC.

9. Administrative expenses

	Defined Benefit Section £	**Defined Contribution Section £**	**2020 Total £**	Defined Benefit Section £	Defined Contribution Section £	2019 Total £
Actuarial and consultancy fees	**698,016**	**-**	**698,016**	487,026	-	487,026
Administration fees	**270,839**	**-**	**270,839**	217,351	-	217,351
Trustee secretarial fees	**82,008**	**-**	**82,008**	82,336	-	82,336
Trustee fees	**97,527**	**-**	**97,527**	55,528	-	55,528
Legal fees	**73,391**	**-**	**73,391**	54,003	-	54,003
Audit fees	**16,818**	**-**	**16,818**	11,465	-	11,465
Miscellaneous expenses	**764**	**-**	**764**	892	-	892
Plan levies	**8,405**	**-**	**8,405**	-	-	-
	1,247,768	**-**	**1,247,768**	908,601	-	908,601

10. Investment income

	Defined Benefit Section £	**Defined Contribution Section £**	**2020 Total £**	Defined Benefit Section £	Defined Contribution Section £	2019 Total £
Income from pooled investment vehicles	**16,837,120**	**-**	**16,837,120**	-	-	-
Interest on cash deposits	**280**	**-**	**280**	2,203	-	2,203
Annuity income	**704,971**	**-**	**704,971**	11,790	-	11,790
	17,542,371	**-**	**17,542,371**	13,993	-	13,993

The income from pooled investment vehicles is generated from the LDI portfolio held by BlackRock and relates to deleveraging.

11. Reconciliation of investments

Defined Benefit Section

	Market value at 6 April 2019 £	Cost of investments purchased £	Proceeds of sales of investments £	Change in market value £	**Market value at 5 April 2020 £**
Pooled investment vehicles	218,296,089	51,787,401	(65,724,111)	6,846,167	**211,205,546**
Insurance policies	-	24,185,031	-	1,914,969	**26,100,000**
	218,296,089	75,972,432	(65,724,111)	8,761,136	**237,305,546**
Cash	1,192			-	**1,472**
	218,297,281			8,761,136	**237,307,018**

Included within both purchases and sales are switches of monies between the pooled funds totalling £5,405,490.

Defined Contribution Section

	Market value at 6 April 2019 £	Cost of investments purchased £	Proceeds of sales of investments £	Change in market value £	**Market value at 5 April 2020 £**
Pooled investment vehicles	73,936,933	3,512,568	(2,291,629)	(6,136,226)	**69,021,646**

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 (2019: £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.

	2020	2019
	£	£
Designated to members	**69,021,646**	73,936,933
Not designated to members	**-**	-
	69,021,646	73,936,933

Following the transfer of 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 in 2013, 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.

12. Investment management expenses

	Defined Benefit Section	**Defined Contribution Section**	**2020 Total**	Defined Benefit Section	Defined Contribution Section	2019 Total
	£	**£**	**£**	£	£	£
Administration, management and custody fees	**96,924**	**382,435**	**479,359**	93,027	367,130	460,157

Included in the investment management expenses for the Defined Benefit Section are fee rebates totalling £45,210 received in respect of the investment with Towers Watson Limited.

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.

The Plan is registered for VAT with HMRC.

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 £**	**2020 Total £**	Defined Benefit Section £	Defined Contribution Section £	2019 Total £
Equities *	**97,689,603**	**4,820,885**	**102,510,488**	94,370,590	5,390,491	99,761,081
Bonds	**98,511,316**	**7,379,947**	**105,891,263**	119,176,663	6,252,871	125,429,534
Diversified growth	**-**	**42,418,030**	**42,418,030**	-	45,333,526	45,333,526
Hedge Funds	**-**	**12,265,105**	**12,265,105**	-	15,091,978	15,091,978
Property	**-**	**925,737**	**925,737**	-	946,029	946,029
Cash	**15,004,627**	**1,211,942**	**16,216,569**	4,748,836	922,038	5,670,874
	211,205,546	**69,021,646**	**280,227,192**	218,296,089	73,936,933	292,233,022

* 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 the liability hedging funds held by BlackRock is shown in note 10. Income generated by the other funds is not distributed, but retained within the pooled investments and reflected in the market value of the units.

The Legal and General funds are free from charge or lien except for the provision of the floating charge and any liens put in place by counterparties or custodians (please note that this is normal practice within the industry). The floating charge was put in place for the benefit of all policy holders. All clients were notified of the charge, which was also discussed with the FCA and it confirmed that it had no objection to it. The Trustee believes that this method is similar to that adopted by most providers of insured pooled funds.

16. Insurance policies

The total amount of insurance policies at the year end is shown below:

	Defined Benefit Section £	**Defined Contribution Section £**	**2020 Total £**	Defined Benefit Section £	Defined Contribution Section £	2019 Total £
Just Retirement Limited	**26,100,000**	**-**	**26,100,000**	-	-	-

Annuity policies to secure the retirement benefits of 111 (2019: n/a) of the retired members have been valued by the Plan Actuary. The valuation is based on the Scheme's Technical Provisions assumptions, updated to reflect market conditions at the assessment date. His assumptions were for a discount rate of 0.68% p.a. (2019: n/a).

The annuity premium will be finalised after a 'true up' following a data cleanse operation as agreed in the contract. This was in progress at the time these financial statements were signed and will be recognised in next year's financial statements.

17. AVC investments

The Trustee holds AVC 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 £**	**2020 Total £**	Defined Benefit Section £	Defined Contribution Section £	2019 Total £
Aviva Life & Pensions UK Limited	**-**	**2,110,208**	**2,110,208**	-	2,154,813	2,154,813

Following the transfer of 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 in 2013, 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.

18. Cash

Defined Benefit Section

	Assets £	**Liabilities £**	**2020 £**	Assets £	Liabilities £	2019 £
Sterling	**1,472**	**-**	**1,472**	1,192	-	1,192

19. 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:

	2020 Level 1 £	**2020 Level 2 £**	**2020 Level 3 £**	**2020 Total £**
Defined Benefit Section				
Pooled investment vehicles	**-**	**211,205,546**	**-**	**211,205,546**
Insurance policies	**-**	**-**	**26,100,000**	**26,100,000**
Cash	**1,472**	**-**	**-**	**1,472**
	1,472	**211,205,546**	**26,100,000**	**237,307,018**
Defined Contribution Section				
Pooled investment vehicles	**-**	**69,021,646**	**-**	**69,021,646**
	-	**69,021,646**	**-**	**69,021,646**
	1,472	**280,227,192**	**26,100,000**	**306,328,664**

Analysis for the prior year end is 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
Insurance policies	-	-	-	-
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

20. 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.

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 its Plan 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, excluding the Plan's buy-in, is to hold:

- 50% in return seeking investments comprising of diversified growth funds which include a range of different underlying strategies.
- 50% 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.

Additionally, the Plan holds a buy-in with Just Retirement Limited (Just) that insures a portion of the Plan's pensioner liabilities.

20. Investment risks - continued

Credit risk

The Plan is exposed to direct credit risk through the Plan's holdings in the buy-in asset and cash in the Trustee bank account. Direct credit risk arising from the Plan's buy-in is mitigated by capital requirements and the Prudential Regulatory Authority's regulatory oversight. In addition to this, the Plan's buy-in was arranged with a suitably regulated insurer (Just) on which the Trustee carried out due diligence checks. Whilst, the direct credit risk arising from the Plan's cash is mitigated by the cash being held in regulated UK bank accounts.

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 (£110.8m as at 31 March 2020) 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 Legal and General Investment Management (LGIM) and Towers Watson Investment Management (TWIM).

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.

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 LGIM Diversified Fund and TWIM Partners Fund (c. £24.2m and c. £72.2m respectively, as at 31 March 2020); 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 2020, the LGIM Diversified Fund and TWIM Partners Fund had a net overseas currency exposure of 45.3% and 35.7% 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 matching assets of 50% of total Plan assets, excluding the partial buy-in. As at the year-end, the LDI portfolio and cash holdings represented 54.3% of the investment portfolio (2019: 57.6%).

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 is 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 50% of investments being held in return seeking investments; at the year-end the return-seeking portfolio represented 45.7% of the total investment portfolio (2019: 42.4%).

The Plan manages this exposure to overall price movements by constructing a diverse portfolio of investments across various markets. The Plan is also exposed to buy-in insurer risk. This is the risk that the buy-in insurer fails 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 through obtaining appropriate termination rights which have been agreed with the insurers and written into the contracts.

20. Investment risks - continued

Summary of pooled investment vehicles by type

A summary of the Plan's pooled investment vehicle by type of arrangement is shown below:

	31 March 2020 £m	31 March 2019 £m
Unit linked insurance contracts	48.9	90.6
Authorised unit trusts	71.4	53.3
Open ended pooled funds	15.0	4.7
Others	72.2	72.1
	207.5	220.7

Notes: The other category includes the Plan's investment in TWIM Partners Fund which is a Qualifying Investor Alternative Investment Fund.

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

All of the above funds are structured as unit-linked insurance contracts.

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 from the financial instruments held by the pooled investment vehicles. This risk is managed by the investment managers of the pooled investment vehicles who maintain the credit risk exposure of the financial products within acceptable parameters.

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.

20. Investment risks - continued

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 (i.e. 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.

21. Concentration of investments

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

	2020 £	**2020** %	2019 £	2019 %
Towers Watson Partners Fund Sterling A Shares	**72,230,531**	**23.5**	72,050,093	24.6
Av Pension LGIM Diversified Fund	**41,481,266**	**13.5**	44,196,371	15.1
BlackRock LMF GBP 2060 Gilt Flex Fund	**38,460,610**	**12.5**	17,838,009	6.1
Insurance policies - Just Retirement Limited	**26,100,000**	**8.5**	N/A	N/A
L&G MAAA Diversified Fund	**25,459,072**	**8.3**	22,320,497	7.6
Aquila Life 2040 Index LD Gilt Fund Acc	**17,527,160**	**5.7**	16,523,603	5.6
BlackRock Aquila Life 2060 Gilt Fund	**N/A**	**N/A**	43,500,118	14.8
Av Pension L&G Global Equity 30:70 Market Wts 75% GBP Hedge Fund	**12,265,105**	**4.0**	15,091,978	5.1

22. Employer-related investments

There was no employer-related investment at any time during the year (2019: £Nil).

23. Current assets

	Defined Benefit Section £	**Defined Contribution Section £**	**2020 Total £**	Defined Benefit Section £	Defined Contribution Section £	2019 Total £
Contributions due from the employer in respect of:						
- Employer	**-**	**-**	**-**	150,000	-	150,000
VAT recoverable	**23,918**	**-**	**23,918**	24,298	-	24,298
Trustee secretarial fees paid in advance	**6,851**	**-**	**6,851**	6,785	-	6,785
Cash deposits held	**1,637,845**	**213,933**	**1,851,778**	1,284,174	-	1,284,174
	1,668,614	**213,933**	**1,882,547**	1,465,257	-	1,465,257

The cash deposits are held in the name of the Trustees with Barclays Bank plc. The balance for the Defined Benefit Section is not allocated to members and the balance for the Defined Contribution Section is allocated to members.

24. Current liabilities

	Defined Benefit Section £	**Defined Contribution Section £**	**2020 Total £**	Defined Benefit Section £	Defined Contribution Section £	2019 Total £
Lump sums on retirement payable	**300,464**	**-**	**300,464**	144,725	-	144,725
Death benefits payable	**4,131**	**-**	**4,131**	-	149,431	149,431
Purchase of annuities payable	**-**	**36,960**	**36,960**	-	86,106	86,106
Taxation payable	**58,852**	**-**	**58,852**	54,150	-	54,150
State scheme premiums payable	**-**	**-**	**-**	7,915	-	7,915
Unpaid benefits	**-**	**-**	**-**	728	-	728
Administrative expenses payable	**25,115**	**-**	**25,115**	27,079	-	27,079
Investment management expenses payable	**33,289**	**-**	**33,289**	49,295	-	49,295
	421,851	**36,960**	**458,811**	283,892	235,537	519,429

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 58, in respect of the Plan year ended 5 April 2020.

In our opinion the contributions for the Plan year ended 5 April 2020 as reported in the attached Summary of Contributions on page 58 and payable under the Schedules of Contributions have in all material respects been paid at least in accordance with the Schedules of Contributions certified by the Actuary on 31 January 2018 and 12 August 2019.

Scope of work on statement about contributions

Our examination involves obtaining evidence sufficient to give reasonable assurance that contributions reported on page 58 have in all material respects been paid at least in accordance with the Schedules 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 Schedules of Contributions.

Respective responsibilities of trustee and auditor

As explained more fully on page 38 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 Schedules 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 Schedules of Contribution.

It is our responsibility to provide a statement about contributions paid under the Schedules 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
Statutory Auditor
Chartered Accountant
St Philips Point
Temple Row
Birmingham
B2 5AF

Date: ....

Summary of Contributions

During the year ended 5 April 2020, the contributions payable to the Plan by the Employer were as follows:

	Defined Benefit Section £	Defined Contribution Section £	**2020 Total £**
Contributions payable under the Schedules of Contributions:			
Employer contributions:			
Normal	556,166	2,942,940	**3,499,106**
Other	835,869	-	**835,869**
Deficit funding	6,000,000	-	**6,000,000**
	7,392,035	2,942,940	**10,334,975**
Employee contributions:			
Normal	131,525	25,353	**156,878**
Contributions payable under the Schedules of Contributions (as reported on by the Plan Auditor)	7,523,560	2,968,293	**10,491,853**
Other contributions:			
Additional voluntary contributions	-	143,941	**143,941**
Total contributions reported in the financial statements	7,523,560	3,112,234	**10,635,794**

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 Stephen Aries

Date 12 AUGUST 2019

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

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Surrey RH2 9PQ