

## Change to the SHAPS Defined Benefit Pension Scheme – Growth Plan

The Management Committee has reviewed its involvement in the Growth Plan for the DB Pension and has decided the following:

To close the Growth Plan (Additional Voluntary Contribution scheme) to all current and new entrants to the DB scheme.

### Why has this decision been made?

The Growth Plan was originally set up to allow employees to make additional voluntary contributions (AVCs) beyond the limits of the main Defined Benefit (DB) scheme. This scheme is being closed to reduce future financial risk to Rosehill and continued administration costs due to:

- The Growth Plan operates under a “last man standing” arrangement, with the same risk as the main DB scheme meaning participating employers share responsibility for all liabilities.
- The plan has a significant proportion of orphan liabilities (50%+), which are no longer attached to a sponsoring employer.
- The 2023 valuation reported a £16 million deficit; we have no active members and only one pensioner member in the plan, and the scheme is not being used.
- The exit debt for Rosehill as at 30 September 2024 is £612, which is minimal compared to the potential exposure risk if we remain in the plan.

### How does this affect you?

Rosehill's exit from the growth plan will have no impact on current DB scheme members due to there being no active members and there having been no contributions for a significant period of time. Additionally, no potential members considering joining the DB scheme will have access to the plan.