

The Brush Group (2013) Pension Scheme ("the Scheme")

Statement of Investment Principles

Introduction

This Statement has been prepared in accordance with section 35 of the Pensions Act 1995 (as amended by the Pensions Act 2004), and the Occupational Pension Schemes (Investment) Regulations 2005.

The effective date of this SIP is September 2025. The Trustee of The Brush Group (2013) Pension Scheme (the "Trustee") will review this SIP and the Scheme's investment strategy no later than three years after the effective date of this SIP and without delay after any significant change in investment policy.

Investment Objective

The aim is to prudently invest the Scheme's assets to ensure promised benefits are provided. The Trustee has fully insured these benefits to minimise the risk that the Scheme is unable to meet this objective.

Strategy:

- The Scheme invests primarily in a Bulk Purchase Annuity Agreement ("Annuity Policy") with Pension Insurance Corporation ("PIC"), designed to fully match liabilities and remove market-related risks and demographic risks from the Scheme.
- Asset allocation considers funding position, liability profile, cashflow requirements, and Trustee objectives.
- Written advice from investment advisers informs asset allocation decisions, considering diversification and alternative methods for securing benefits.
- The Trustee also consulted with the sponsoring employer when setting this strategy.

Risk Management:

- Funding risk is addressed by insuring liabilities through the Annuity Policy.
- Cashflow risk is managed by coordinating asset liquidity with liability timing with the Annuity Policy covering the majority of payments required from the Scheme.
- Covenant risk and operational risks are mitigated through consultation with the sponsor and qualified advisers.
- Annuity Policy default risk is assessed through due diligence on the insurer's credit strength, in addition to other factors such as the regulatory environment and other protections available (e.g., the Financial Services Compensation Scheme).

Implementation:

- Aon provides investment advice, ensuring the Trustee is informed and decisions are monitored.

- Day-to-day asset management associated with the Annuity Policy is delegated to PIC.
- The Trustee has delegated all day-to-day decisions about the investments that fall within each mandate, including the realisation of investments, to PIC through a written contract.

Responsible Investment:

- The strategy aims to act in the best financial interests of beneficiaries, considering Environmental, Social and Governance factors (“ESG”). The Trustee has elected to invest the majority of the Scheme’s assets in an Annuity Policy and therefore has limited ability to influence the ESG policies and practices of the companies in which the Annuity Policy invests.
- Stewardship activities are delegated to PIC to manage in line with their own policies.

Cost Monitoring:

- Following the purchase of the Annuity Policy, responsibility for monitoring costs of the majority of the Scheme’s assets has been delegated to PIC.

Governance:

- The Trustee set investment objectives and monitors strategy success, consulting with the sponsor and advisers.
- Direct investments are reviewed regularly, considering security, liquidity, profitability, and diversification.

Andrew Mckinnon

Signed:

Date: 10/03/2026