SONY UK PENSION SCHEME

EXPLORE YOUR OPTIONS

A GUIDE TO THE PAID-FOR ADVICE BEING OFFERED TO YOU

SONY

INTRODUCTION

IT'S ALWAYS A GOOD IDEA TO THINK ABOUT HOW YOU MIGHT LIKE TO TAKE YOUR PENSION AND PREPARE FOR THE FUTURE. THIS GUIDE TELLS YOU ABOUT THE SUPPORT AND ADVICE THAT SONY UK (THE COMPANY) HAS MADE AVAILABLE TO HELP YOU BETTER UNDERSTAND THE OPTIONS YOU HAVE.

Please read this guide together with the enclosed personal statement, which has been prepared to help you understand your options in the Scheme and consider them carefully.

The Trustee has appointed WPS Advisory Limited (WPSA), a leading financial adviser, to provide you with impartial advice and help you explore your options. If you choose to take advice from WPSA before the end of the three-month offer period, this will be paid for by the Company.

WHAT'S INSIDE?

WPSA CONTACT DETAILS

If you decide to take up this offer of paid-for financial advice, you should contact WPSA to arrange to speak to one of their advisers. Please do this before 6 November 2020 to ensure sufficient time to complete the advice process.

WPSA helpline: 0808 500 1611 (8.30am to 5.30pm, Monday to Friday, excluding bank holidays)

WELCOME

WE RECOGNISE THAT CHOOSING HOW TO TAKE YOUR BENEFITS IS A BIG DECISION AND SO WE WANT TO HELP ENSURE THAT ANY MEMBER WHO MAKES THE IRREVOCABLE DECISION TO EITHER RETIRE IN THE SCHEME, OR TRANSFER THEIR PENSION OUT OF THE SCHEME, IS DOING SO BASED ON AN INFORMED CHOICE.

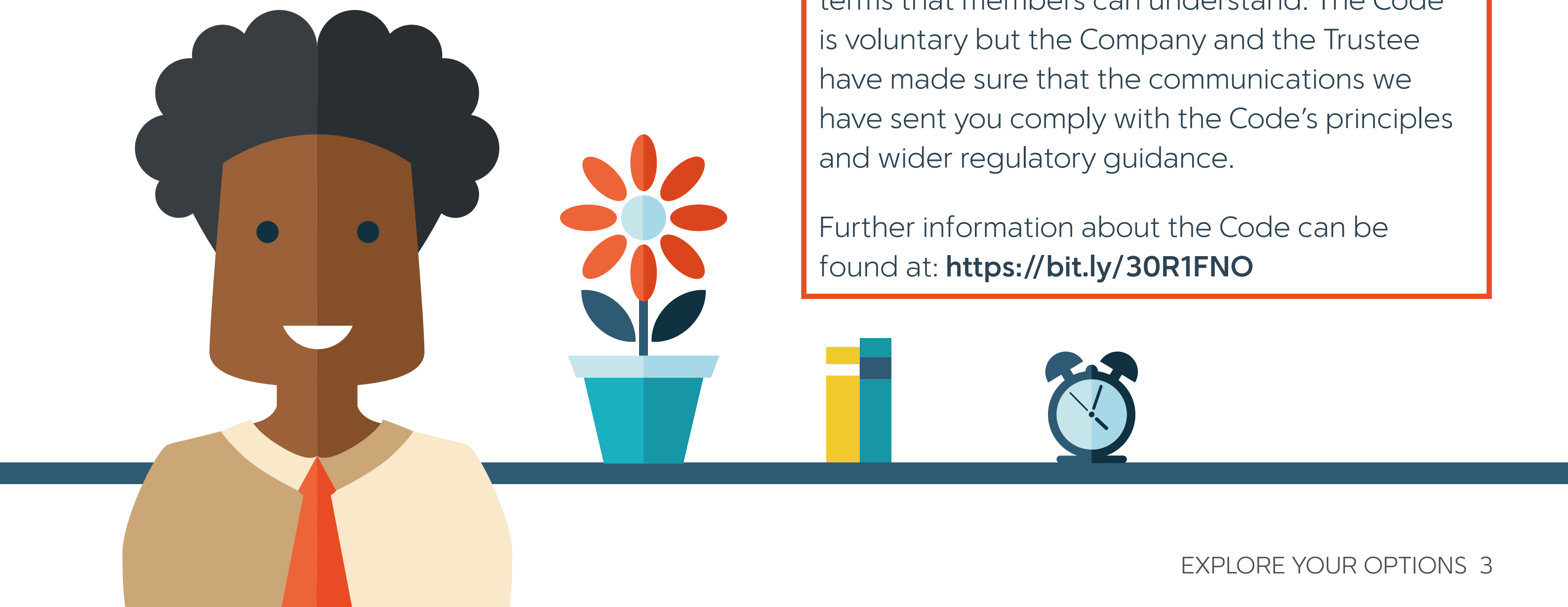
The Company and the Trustee have therefore decided to provide all our deferred members with more information about their options, by offering them valuable, paid-for financial advice.

If you do not want to consider your options at this stage, you do not need to do anything and your benefits will remain in the Scheme until you are ready to make a decision.

THE CODE OF GOOD PRACTICE

The information in this booklet has been prepared in line with the pension industry's Code of Good Practice ('the Code'), which is supported by the Pensions Regulator and the Department for Work and Pensions. The Code sets out guidelines to make sure that offers like this are carried out fairly and transparently, and are communicated in a balanced way and in terms that members can understand. The Code is voluntary but the Company and the Trustee have made sure that the communications we have sent you comply with the Code's principles and wider regulatory guidance.

Further information about the Code can be found at: **https://bit.ly/30R1FNO**



AN INTRODUCTION TO PENSION FREEDOMS

A CHANGE BY THE GOVERNMENT HAS BROUGHT ABOUT A GREATER DEGREE OF CHOICE IN HOW AND WHEN YOU CAN TAKE YOUR BENEFITS, USUALLY REFERRED TO AS 'PENSION FREEDOMS'.

As the Sony UK Pension Scheme embarks on a new chapter, which may involve insuring members' benefits with an insurance company, the Company thought this would be an appropriate time to offer members the opportunity to consider their options in the Scheme.

If you want more flexibility in how you access your Sony pension (which has built up in a Defined Benefit arrangement), whether that's now or when you decide to retire, you first need to transfer the value of your pension to a Defined Contribution arrangement. You can request to transfer your Sony pension at any time before your retirement, but you should think very carefully before ever giving up the guarantees that you have in the Scheme.

Once you reach age 55 you can choose to take up to 25% of your pension pot as a tax-free lump sum. Transferring gives you the added flexibility to use the remainder to provide a taxable income in a way that suits you. Depending on what is offered by the Defined Contribution arrangement, you may be able to:

- ➔ **use income drawdown** – a flexible arrangement where you keep your pension pot invested and take (taxable) lump sums, as income, as and when you want;
- ➔ **buy an annuity** – an insurance product that gives you a guaranteed level of (taxable) income for life;
- ➔ **take cash** – withdraw all of the remaining pension pot as cash in one go, subject to tax;
- ➔ **use a combination** of these options in a way that suits you best.

If you choose to transfer your benefits out of the Scheme, you will cease to be a member of the Scheme. This means you won't get a pension from the Scheme, nor will your dependants. Although you may be able to set up benefits for your dependants in other ways outside the Scheme, it's important to discuss your decision with them.

ABOUT THE OFFER OF PAID-FOR FINANCIAL ADVICE

THERE ARE MANY FACTORS THAT YOU WILL NEED TO CONSIDER WHEN MAKING THE IMPORTANT DECISION ABOUT WHAT TO DO WITH YOUR SONY BENEFITS. THIS IS WHY THE TRUSTEE, FUNDED BY THE COMPANY, HAS APPOINTED WPS ADVISORY LTD (WPSA), TO PROVIDE YOU WITH IMPARTIAL FINANCIAL ADVICE.

Although the Trustee has appointed WPSA, it is important to note that if you choose to speak to one of their advisers, you will become a client of WPSA. This means WPSA is bound to keep your information strictly confidential. The Company and Trustee will not receive details of the advice you have received or the personal circumstances you discussed. Neither the Company nor the Trustee are responsible for the advice WPSA gives you.

WHO IS WPS ADVISORY LTD (WPSA)?

WPSA is a financial advice business, with a team of qualified advisers across the UK, regulated by the Financial Conduct Authority (FCA), who specialise in retirement planning. They are only able to provide regulated financial advice to members living in the UK, are UK residents for tax purposes, and who want to transfer to a registered UK pension arrangement.

By providing support, education and personalised advice, WPSA can help you through the process of considering your options and then implementing whatever decision you make.

While WPSA can provide impartial advice and help you in this important decision-making process, you are under no obligation to speak to their advisers or take any action if you decide not to.

CAN I USE MY OWN FINANCIAL ADVISER?

Yes, you can use your own adviser, but you will be responsible for paying any costs as the Company will only meet the cost of advice provided by WPSA.

It is your responsibility to check that any alternative financial adviser is authorised to give advice on pension transfers by the FCA. You can check the FCA register online at **https://register.fca.org.uk**

You can find details of independent financial advisers from the Money Advice Service (part of the Money and Pensions Service) at: **https://www.moneyadviceservice.org.uk/en/categories/getting-advice-about-retirement**

HOW WILL WPSA GET PAID?

The Company will pay for the help and advice WPSA provides to you. This fee is fixed and is not related to how you decide to take your benefits.

HOW DO I CONTACT WPSA?

WPSA helpline: 0808 500 1611 (8.30am to 5.30pm, Monday to Friday, excluding bank holidays)

Please note that this service is paid for by the Company. The Company has currently contracted WPSA for the period of this offer.

IS IT POSSIBLE I MIGHT BE ASKED TO PAY SOME MONEY MYSELF?

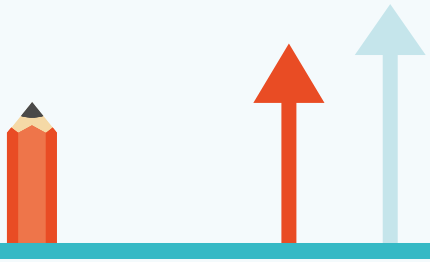
Yes, there are circumstances where, due to the complexity of your personal circumstance, or if WPSA thinks you need a wider or ongoing service, they will tell you this.

However, before you agree to anything, they will give you a full breakdown of costs, in pounds and pence. If you choose not to accept that service, they will help you as far as they can anyway.

WHAT WILL WPSA PROVIDE?

When you call the WPSA helpline, they will explain their service, agree a time for you to speak to a qualified financial adviser, and explain what information you will need to provide to proceed. You will receive a welcome pack from WPSA before your meeting, and thereafter an advice report where the adviser summarises their key recommendations. You cannot make an informed decision if there is information in their report that you do not understand. Please therefore ask for clarification from WPSA if anything is unclear.

Remember, whatever WPSA recommends, you are under no obligation to take any action.



If you decide to transfer the value of your Scheme benefits to an alternative pension arrangement, WPSA, as part of their personal recommendation, will also provide details of the most suitable product to receive the transfer. WPSA is not linked to any particular products and doesn't receive any income direct from any products.

After talking to WPSA, you might decide you want to start receiving benefits direct from the Scheme if you have reached your minimum retirement age. In this case, you might want to consider various options through the Scheme such as a tax-free cash sum in exchange for part of your pension, and these options are set out in your personal statement if they apply to you.

WPSA's advisers have been trained on all aspects of the Scheme's benefits and can advise you on these.

WHAT INFORMATION WILL I HAVE TO GIVE TO WPSA?

WPSA will ask you questions to help them understand your personal circumstances, so they can make a personal recommendation to you. For example, they will ask about your goals for retirement (how you want to live your life), family and dependants' needs, your health, and any other pensions or savings you have. It is important that you have this information ready for when you speak with a WPSA adviser and give accurate information so that they can advise you properly.

IS MY PERSONAL DATA SAFE?

Yes. All the information you give to WPSA will be treated confidentially and will not be shared with the Company or the Trustee, or used for any other purposes.

WPSA will provide information to the Trustee to help monitor the response to this communication exercise, but this information will be provided anonymously.

WHAT HAPPENS IF I CHANGE MY MIND?

If you respond to say that you wish to take your retirement pension from the Scheme (assuming you have reached your minimum retirement age) or transfer out, you have a cooling-off period of two weeks from the date you sign the acceptance form. If you decide within this two-week period that you no longer wish to retire or transfer out, please contact WPSA again as quickly as possible and within this two-week period.

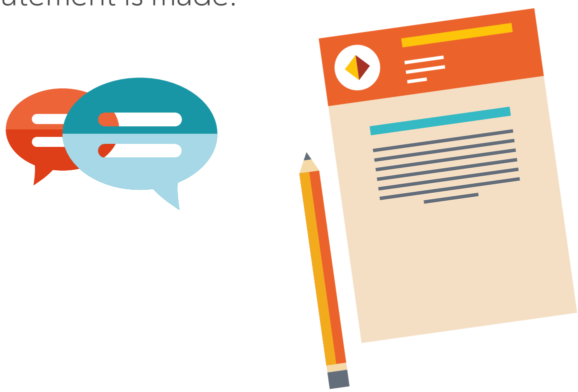
If you decide to transfer out, the annuity rates quoted by insurance companies may only be guaranteed for a short period of time. This will usually be two weeks, but the financial adviser will confirm the exact period for the insurance company you have chosen and how this interacts with the cooling-off period, if relevant to you.

TAKING A PENSION FROM THE SCHEME

YOU CAN RETIRE DIRECTLY FROM THE SCHEME AND TAKE A PENSION ONCE YOU REACH YOUR MINIMUM RETIREMENT AGE, WHICH IS 55* FOR MOST PEOPLE. THE PENSION IS PAYABLE MONTHLY FOR THE REST OF YOUR LIFE. FOR MOST MEMBERS, THE PENSION WILL INCREASE EACH YEAR, PROVIDING SOME PROTECTION AGAINST INFLATION. A PENSION WOULD ALSO BE PAYABLE TO ANY ELIGIBLE DEPENDANTS WHEN YOU DIE.

If you do not transfer out of the Scheme or retire at this time, you can request another retirement quotation from Willis Towers Watson, the Scheme administrator, at any time in the future.

Depending on your circumstances, you may be entitled to one free transfer value statement a year. Values are guaranteed for a period of three months. If you ask for an additional statement within the year, a charge currently of £90 + VAT per statement is made.



HOW IS THE AMOUNT OF MY PENSION FROM THE SCHEME AFFECTED IF I TAKE EARLY RETIREMENT?

If you take your pension earlier than your Normal Retirement Date (this is the age that you can take your pension benefits without needing the Company's consent), the pension will be reduced compared with the amount due at your Normal Retirement Date, as it is expected to be paid for a longer period. The amount by which the pension is reduced is reviewed by the Trustee from time to time, but no changes are made once a pension has started to be paid.

HOW IS THE AMOUNT OF MY PENSION FROM THE SCHEME AFFECTED IF I TAKE LATE RETIREMENT?

If you take your pension after your Normal Retirement Date, the pension will be increased to take account of its late payment.

CAN I TAKE MY PENSION NOW EVEN IF I AM STILL WORKING OR HAVEN'T RETIRED FROM WORK YET?

Yes, you can normally take your pension benefits now with the consent of the Company, regardless of whether or not you are still working, as long as you are at least age 55*.

WHAT ARE THE RISKS OF TAKING EARLY RETIREMENT NOW?

You can retire only if you are at least age 55*.
If you decide to take your benefits now, and have not yet reached your Normal Retirement Date, your immediate pension will be lower than your expected pension at your Normal Retirement Date as it will be reduced to reflect the fact that it is expected to be paid for a longer period of time. There may also be tax implications of taking your pension benefits now if you are receiving additional income from elsewhere.

You can discuss the implications in more detail with WPSA or with your own financial adviser.

WHAT HAPPENS TO MY PENSION IF I DO NOT RETIRE OR TRANSFER?

If you decide to take no action at the current time, your pension benefits will remain deferred in the Scheme. You can decide how to take your pension benefits at a later date when you are ready to do so.

DO I HAVE TO PAY TAX AND NATIONAL INSURANCE ON MY PENSION?

Pensions are taxable in the same way as your salary, but you do not make National Insurance contributions on your pension. Please note, if you are currently employed and receiving a salary, starting to take your pension now may mean that you move to a higher tax band.

CAN I HAVE A TAX-FREE CASH LUMP SUM AND HOW MUCH WILL IT BE?

Generally, when you start to receive your Scheme pension, you are entitled to take a tax-free cash sum of any amount up to the maximum permitted by HMRC. This is broadly 25% of the value of your pension benefits.

If you decide to transfer your money out of the Scheme, you would still be entitled to take tax-free cash when you access your benefits (subject to tax rules at that time), but this would be paid by your new pension arrangement.

If you transfer your benefits to a DC arrangement, the maximum tax-free cash sum would generally be 25% of your pension account under that arrangement at retirement.

* If you are a member of the Basingstoke section of the Scheme who was actively contributing to the Scheme as at 6 April 2006, you may retire from age 50. Different tax rules apply if you wish to retire earlier due to ill-health. If you think that this may apply to you, you should contact the Scheme administrator, Willis Towers Watson.

WHAT PROTECTION EXISTS FOR MY PENSION IF SONY GOES OUT OF BUSINESS?

The Pension Protection Fund ('PPF') is a statutory lifeboat set up to protect members of occupational pension schemes whose employers become insolvent. Very broadly, if the Company became insolvent and there was not enough money in the Scheme to provide members with benefits at the level of benefits that would be provided by the PPF, you may be entitled to compensation from the PPF. There may be differences in the pension benefits payable by the PPF compared to your benefits in the Scheme.There is more about the PPF at **www.ppf.co.uk**

Please note that we are only including this information to make you aware of the facility in order to comply with the pension industry's Code of Good Practice (and by providing this information there is no suggestion that the Company is expected to become insolvent).

If you transfer your benefits to a DC pension arrangement which is not an occupational pension scheme, your benefits would no longer receive any protection offered by the PPF. Depending on the arrangement, your benefits could instead be covered by the Financial Services Compensation Scheme ('FSCS').

This also applies if the Scheme enters into a 'total buy-out' with an insurance company in the future, in which case you would have an individual policy with the insurer and no further entitlement to benefits from the Scheme.

The FSCS may provide compensation if the provider of your pension arrangement became insolvent. It won't, however, protect you if your DC pension pot goes down as a result of poor investment performance.

The PPF and FSCS provide different levels of protection depending on your personal circumstances. A financial adviser will be able to explain these levels of protection in more detail.

TRANSFERRING YOUR PENSION

IF YOU DECIDE TO TRANSFER YOUR PENSION OUT OF THE SCHEME TO A DC PENSION ARRANGEMENT, THERE MAY BE MORE FLEXIBILITY AROUND HOW YOU CAN TAKE YOUR RETIREMENT BENEFITS. HOWEVER, TRANSFERRING OUT OF THE SCHEME TO A DC ARRANGEMENT MAY EXPOSE YOU TO MORE RISKS THAN LEAVING YOUR BENEFITS IN THE SCHEME.

The increased flexibility available from a DC arrangement at retirement may suit your personal circumstances better as you may want to have more control over how and when you take your benefits, perhaps because of paying off debts, spending plans or due to ill-health.

Transferring out your benefits cannot be reversed, and you will give up all of your Scheme benefits for you and your eligible dependants, so make sure you understand the risks. If the value of your Scheme benefits are greater than £30,000, you'll need to show you've taken financial advice to transfer.

WPSA will go through the options (and risks) with you in more detail.

WHAT IS A TRANSFER VALUE?

A transfer value is an estimate of the present-day value of your future benefits under the Scheme.

When calculating your transfer value, because it is an estimate, the Trustee has to make some assumptions – for example, about how long you might live, the likelihood of you being survived by a spouse and how long your spouse (if any) might live, the level of future inflation, and assumed investment returns.

COULD THE TERMS FOR CALCULATING TRANSFER VALUES CHANGE IN THE FUTURE?

Yes. Your transfer value is calculated using a method and assumptions chosen by the Trustee following advice from the Scheme Actuary. The Trustee regularly reviews and updates the terms used to calculate your transfer value, to make sure it reflects the value of your benefits in the Scheme and complies with legal requirements. As a result, your transfer value in the future could be higher or lower than what is shown in the enclosed statement of entitlement to a guaranteed cash equivalent.

TRANSFERRING YOUR PENSION CONTINUED

If, in the future, the Scheme entered into a total buy-out with an insurance company, any terms for a transfer value would be subject to the insurer's terms, which may be different from those offered by the Trustee.

The transfer value shown on the enclosed statement will be guaranteed for a three-month period from the statement date.

Once the guarantee period has expired, the transfer value quoted on the enclosed statement will no longer be valid and you will need to contact the Scheme administrator if you want to receive an updated transfer value.

COULD MY TRANSFER VALUE CHANGE AS A RESULT OF GMP EQUALISATION?

Depending on when you built up benefits in the Scheme, your benefit entitlements under the Scheme could include a guaranteed minimum pension (GMP) resulting from a period of employment after 16 May 1990 and before 6 April 1997 where you were contracted-out of the State Earnings-Related Pension Scheme.

If this applies to you, your pension for that period must be at least equal to that GMP. GMPs are calculated in accordance with legislation. The way they are calculated is different for men and women. GMPs are payable from age 60 for women and from age 65 for men (and can be paid later in some circumstances, but not sooner).

Differences in GMPs can result in differences in total pension because the GMP element and the rest of the pension are increased in different ways before and after they come into payment.

These differences in benefits for men and women earned after 16 May 1990 and before 6 April 1997 have recently been judged to be unlawful following the Lloyds Banking Group case where the judgment was delivered on 26 October 2018.

The Trustee is carefully considering what action it should take to equalise pension benefits and has already implemented a process for calculating equalised transfer values. Therefore, it is important for you and your financial adviser to be aware that the pension amount quoted in your personal statement is not equalised for GMPs but the transfer value is equalised for GMPs. The Trustee will, in due course, carry out an exercise to equalise members' pension amounts and therefore, regardless of whether you choose to retire or transfer out (or do nothing), you are not expected to be better or worse off as a result of the Trustee's approach to implementing GMP equalisation.

IF I TAKE THE TRANSFER VALUE FROM THE SCHEME TO A DEFINED CONTRIBUTION ARRANGEMENT, WHAT DOES THAT MEAN?

It means that you will transfer your benefits out of the Scheme, which is a Defined Benefit (or final salary) pension scheme, into a Defined Contribution (or money purchase) pension arrangement. You would give up your right to your benefits in the Scheme and would receive benefits from your new pension provider instead. It is important to note that in a Defined Contribution arrangement, a member bears all of the risk associated with their investments. This means that the value of your pension pot could decrease (as well as potentially increase). You would also need to pay any investment charges and advice costs.

In contrast, because the Scheme is a Defined Benefit arrangement, the Company bears all of the investment risk associated with providing the promised pension benefits under the Scheme.

The adviser you speak to at WPSA will explain this in more detail.

WHAT IS A DEFINED BENEFIT PENSION SCHEME?

It is a pension scheme – like the Sony UK Pension Scheme – where the income you receive in retirement is very broadly based on your salary at the time you stopped building up benefits in the scheme and the length of time that you were building up benefits in the pension scheme. There is more certainty for you as a member with this type of scheme because you know in advance your expected level of pension income.

Some or all of your benefits will increase between the period over which they were earned and the day you take your pension. Benefits may also be paid on your death, including a pension to your spouse or dependants. Once your pension is in payment, it receives increases that are set out in the scheme rules.

The responsibility for ensuring there is enough money to pay pensions from the scheme falls on the employer, who also carries the risk that there is not enough money in the scheme in the future.

TRANSFERRING YOUR PENSION CONTINUED

WHAT IS A DEFINED CONTRIBUTION (OR MONEY PURCHASE) PENSION SCHEME?

It is a pension scheme where you have your own pension account (usually funded by contributions paid by you and/or your employer) and you decide how it should be invested until you take your pension. When you retire, your pension account will be used to provide an income in retirement and you will have the options outlined on page 4 in the section about pension freedoms.

If you select a drawdown option, you take on the risk of funding your retirement income, which will depend on the investment returns you receive on your pension account, how you wish your income to be paid, and any costs and charges. The retirement income you receive from a Defined Contribution arrangement is not known in advance and it could be higher or lower than your retirement income from the Scheme. WPSA will go through the risks with you in more detail to help you make your decision.

WHAT IF I HAVE PAID ADDITIONAL VOLUNTARY CONTRIBUTIONS ('AVCS') TO THE SCHEME?

If you have AVCs and can retire immediately, you have various options on how to use them at retirement, which are set out in the enclosed statement. If you are under your minimum retirement age, you can choose to transfer your AVCs to one or more different providers.

Different providers offer different options in relation to what you can do with your AVCs. WPSA will be able to explain your options relating to AVCs should you wish to talk to them.

I HAVE PROTECTION AGAINST HM REVENUE & CUSTOMS' LIFETIME ALLOWANCE. WOULD TRANSFERRING MY BENEFITS OUT OF THE SCHEME AFFECT THIS?

Depending on the type of protection that you have, it may be affected. It is essential that you discuss the effect on your protection with WPSA or your own financial adviser when considering your options.

WILL TRANSFERRING MY BENEFITS OUT OF THE SCHEME AFFECT MY ABILITY TO CONTINUE SAVING FOR MY PENSION ELSEWHERE?

The amount that an individual can build up in pension savings each year while receiving tax relief is limited by the Annual Allowance. The standard Annual Allowance is currently set at £40,000 (although it is reduced for high earners), but people who 'flexibly access' their existing pension savings have a reduced Annual Allowance (currently £4,000). Depending on what you do, transferring your benefits out of the Scheme may not count as flexibly accessing your benefits, but it may be that the way you access your benefits after transferring will be. You should discuss this with WPSA or your own financial adviser.

GETTING FURTHER INFORMATION AND ADVICE

WILL THE COMPANY PAY FOR IMPARTIAL FINANCIAL ADVICE AGAIN IN FUTURE?

The Trustee has currently appointed WPSA to provide advice to all our deferred members who are aged 50 and over on 18 December 2020 as well as members aged 50 and under who have specifically requested this. However, the decision has not yet been taken as to whether or not we run this exercise again in the future.

WHO REGULATES THE PROVISION OF FINANCIAL ADVICE?

The Financial Conduct Authority ('FCA') is an independent body set up to regulate the financial services industry in the UK including the provision of financial advice. WPSA is authorised by the FCA to provide financial advice. You can find out more about the FCA at: **www.fca.org.uk**

WHO DO I CONTACT FOR MORE GENERAL INFORMATION ABOUT PENSIONS AND RETIREMENT?

Pension and retirement information is available on the Money and Pensions Service website. The Money and Pensions Service is an independent, non-profit organisation that provides free information and guidance on pensions. It can be contacted by telephone on 0800 011 3797. Their website is also a good source of information about pensions: **www.pensionsadvisoryservice.org.uk**

The Pensions Regulator is the UK supervisory body for occupational pension schemes. The Pensions Regulator is responsible for monitoring the running of occupational pension schemes to ensure the protection of member benefits. You can call the Pensions Regulator on 0345 600 0707 or go to: **www.thepensionsregulator.gov.uk**

WHAT IF I HAVE A COMPLAINT?

If your complaint is about the advice you receive from WPSA, you should first contact them direct with your complaint. Details of their complaints procedure will be provided in your welcome pack. If your complaint is about other aspects of this communication, you should view the Trustee's Internal Dispute Resolution Procedure (IDRP) which is available on the Sony pensions website at **www.sukps.org.uk**, under 'Running the Scheme'.

You can ask for advice from an advisory service within the Pensions Ombudsman at any time during or after the IDRP, by contacting the Pensions Ombudsman helpline:

Email: helpline@pensions-ombudsman.org.uk

Telephone: 0800 917 4487 (and select option 1)

If your complaint is not resolved to your satisfaction under the Scheme's IDRP, you may also refer it to the Pensions Ombudsman (who has been appointed to investigate and determine complaints arising from maladministration or disputes with the trustees of pension schemes).

Please note that the Pensions Ombudsman cannot generally investigate and determine a complaint until the IDRP has been completed.

If you wish to contact the Pensions Ombudsman, you can:

Call their helpline on: 0800 917 4487

Email them: enquiries@pensions-ombudsman.org.uk

Visit their website: **www.pensions-ombudsman.org.uk**

You can also write to the Pensions Ombudsman Service at: 10 South Colonnade,
Canary Wharf E14 4PU.

KEEP YOUR PENSION SAFE

Please be aware that there are many fake schemes (pension release arrangements or pension liberation plans) that will try to defraud you out of your retirement savings. Additionally, there may be significant tax consequences associated with transferring to these types of arrangements and high levels of fees which will reduce your retirement income.

To check the firm you are dealing with is regulated and see if what you are being offered is a scam, visit the ScamSmart website: **www.fca.org.uk/scamsmart.**

Designed and produced by Wordshop
Our environmental and data protection policies can be seen online.
www.wordshop.co.uk

J-070515