

SYNGENTA UK PENSION FUND

GOVERNANCE STATEMENT

YEAR ENDED 31 MARCH 2020

Governance requirements apply to defined contribution (“DC”) pension arrangements, to help members achieve a good outcome from their pension savings. The Trustee of the Syngenta UK Pension Fund (the Fund) is required to produce a yearly statement (which is signed by the Chair of the Trustee) to describe how these governance requirements have been met in relation to:

- the investment options in which members’ funds are invested (this means the “default arrangement” and other funds members can select or have assets in, such as self-select funds);
- the requirements for processing financial transactions;
- the charges and transaction costs borne by members;
- an illustration of the cumulative effect of these costs and charges;
- a ‘value for members’ assessment; and Trustee knowledge and understanding.

This statement relates to the period 1 April 2019 to 31 March 2020 (the Fund Year).

As Chair of the Trustee I welcome this opportunity to explain what the Trustee does to ensure that the Fund operates as effectively as possible. If you have questions or comments about anything in this statement, please contact Stephen Crosbie via email at Pensions.UK@Syngenta.com or telephone 01483 900840.

1 Investment Strategy and the default arrangement

The Trustee’s Statement of Investment Principles (SIP) is a document which governs decisions about investments and sets out the aims and objectives of the Investment Account (IA)’s investment strategy. The most recent SIP dated September 2020 is attached to this document and was prepared in accordance with regulation 2A of the Occupational Pension Schemes (Investment) Regulations 2005. It includes information on:

- the Trustee’s investment policy, including policies on risk and expected return;
- the design of the investment strategy; and
- the approach to the statutory default arrangement.

The investment strategy is reviewed annually, and updates are made to the SIP if required.

Default arrangement

The Fund is closed to new joiners and has not been used to auto-enroll employees. Although the Fund as a whole is closed, members can still be admitted to the IA in particular to invest Additional Voluntary Contributions, or where, for example, a Retirement Account (RA) member puts their RA into payment having taken flexible retirement and opened an IA for future service contributions. It is a ‘qualifying scheme’ for existing members meaning that it must meet auto-enrolment requirements.

All members joining the IA (as the IA is now closed to new members this is typically limited to former members who have opted to flexibly retire – taking their RA benefits and continuing to accrue benefits under the IA section of the Fund) are required to select which funds to invest in. If they do not do so, their contributions will be automatically allocated to the Lump Sum Lifestyle Investment Option. Under the Charges and Governance Regulations 2015, the Lump Sum Lifestyle Investment Option is the IA’s statutory default arrangement.

The default strategy and the performance of the default arrangement are reviewed at least every three years.

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Following a review undertaken by the Trustee in June 2019 in conjunction with its advisers, the default arrangement was changed from the Cash Fund to the Lump Sum Lifestyle Investment Option for members (re-)joining the IA going forwards. Membership data regarding this cohort of members was obtained including the size of their cash holdings and proximity to retirement. Analysis of this cohort of members indicated that they would likely benefit from some exposure to growth related assets to help ensure their investments kept pace with inflation. It also identified that, in most cases, these members would be drawing their Fund as a lump sum. Hence, the Trustee elected to adopt the Lump Sum Lifestyle Investment Option as the Fund's future default arrangement, on the basis that it was appropriately designed to deliver the dual objectives of growth over the mid-term whilst matching to drawing a lump sum at retirement. This change was implemented from September 2019.

The Cash Fund remains a historic default as it was previously used in circumstances where a member's investment instruction had to be clarified due to an administration issue, or if a member's instructions could not be implemented due to an issue with the market. Contributions will continue to be paid into the Cash Fund for members who were previously invested in it prior to the changes to the default investment strategy and in the limited circumstances where members' instructions cannot be implemented over the short-term. The Trustee's default review concluded that this remained appropriate for this group of members.

The Trustee, seeking advice from its investment adviser, undertook a further review of the investment strategy and its performance on 26 June 2020. This covered the period up to 31 March 2020. The Trustee assessed the extent to which the performance of the Fund's funds is still consistent with the aims and objectives of the SIP by considering the following factors:

- the membership profile of the Fund;
- the choices and needs of Fund members;
- market practice;
- investment performance of the Fund's funds over the year; and
- the charges associated with each fund.

The review is currently ongoing, and details of the review will be provided in the 2020/2021 Chairman's Statement.

In addition to the strategy review the Trustee also reviews the performance of the IA funds against their aims, objectives and policies on a quarterly basis. This review includes an analysis of fund performance and member activity to check that the risk and return levels meet expectations and is carried out in conjunction with the Trustee's investment adviser using their manager ratings. The Trustee's reviews that took place during the Fund year concluded that the default arrangements were performing broadly as expected and were consistent with the aims and objectives of the defaults as stated in the SIP.

Due to the market volatility caused by Covid-19, the fund manager elected to temporarily suspend trading in the Legal & General UK Property Fund from March 2020. During the period of suspension, the Trustee agreed that contributions that would have been paid into the Property Fund would be diverted to the Cash Fund until further notice. As the contributions were diverted without the consent of members, this means that the default arrangement for these members is currently the Cash Fund. Affected members have been communicated with and further communications will be issued once the suspension on the Property Fund is lifted.

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The aims of the funds available to members, as stated in the SIP, are as follows:

Fund	Aims
World Emerging Markets Equity Index	Provide good growth over the medium to long term.
World (ex UK) Equity	Provide good growth over the medium to long term. Returns will be affected by currency exchange rates
World Equity Hedged Index	Provide good growth over the medium to long term. Returns will not be affected by currency exchange rates
UK Equity Index Fund	Provide good growth over the medium to long term
Blended Diversified Fund	Provide equity like growth over the medium to long term, with less of the associated volatility
Schroder Diversified Fund	Provide equity like growth over the medium to long term, with less of the associated volatility
LGIM Diversified Fund	Provide equity like growth over the medium to long term, with less of the associated volatility
Managed Property Fund	Aims to provide growth in the medium to long term
Active Corporate Bond Fund	Aims to provide steady growth over the medium to long term
Pre-Retirement Inflation Linked Fund	Aims to track underlying assets for inflation linked annuity purchase
All Stocks Gilt Fund	Provide steady growth over the medium to long term
Inflation-Linked Gilt Fund	Not as volatile as equities – gilts have security of being backed by UK Government
Cash	To protect money built up in the Investment Account

Further information on the range of funds available, including the lifestyle and default strategies is included in the attached SIP.

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2 Processing of core financial transactions

The Trustee is required to ensure that core financial transactions are processed promptly and accurately, both at a Fund level and a member level. Core financial transactions include the investment of contributions, transfer of assets relating to members into and out of the Fund, investment fund switches and payments out of the Fund to and in respect of members. Additionally, the Pensions Regulator expects trustees to treat all transactions relating to the handling of member and employer contributions, and assets relating to them, once received by the Fund, as 'core financial transactions'.

The Trustee has delegated the day-to-day administration of the Fund to its administrator, Willis Towers Watson, who regularly monitors the core financial transactions of the Fund. The administrator operates automated processing for the investment of contributions, payment and taxation of benefits. On-line transactions are processed in real time (same day) via the administrator's ePA (electronic Pensions Administration) system and members receive email acknowledgement that transactions have been processed. Furthermore, bank accounts are monitored daily, there is a dedicated contribution processing team, and at least two individuals checking all banking transactions. The Trustee has agreed service level agreements (SLAs) with the Fund's administrator which specify the number of days to complete tasks (with a target of 95% completed within days target) and the administrator has an internal target relating to the accuracy of completing tasks relating to the various core financial transactions. The SLAs agreed for core financial transaction tasks are set out in the table below:

Task	SLA (days)
Death benefit settlement	4
Retirement Settlements	5
Transfer Out Payments	5
Transfer In Receipts	5
Investment Decision	5

In February 2020 the Trustee carried out a review of the Fund's providers to establish how vulnerable each provider would be to a potential cyber security attack. This is because a cyber security breach impacting on the systems of any of the Fund's providers poses a key risk to the Fund's ability to promptly and accurately process core financial transactions. The review was carried out using a questionnaire to ascertain if the providers have sufficient cyber security controls in place. The Trustee was satisfied by the review that the Fund's providers would not be unduly vulnerable to a potential cyber security attack. Every three years the questionnaire will be sent out to the appropriate providers. In the years between the questionnaire being sent, there is an audit process in place whereby reports are checked to ascertain whether a provider has disclosed any security breaches during external auditing. Each provider has also confirmed that their cyber security measures meet ISO 27001 certification. The Trustee will consider the results of the monitoring they perform to ascertain if there are any improvements in processes that can be made to both reduce the risk to the Fund of cyber security attacks and ensure prompt and accurate processing of financial transactions.

The Trustee's Administration Committee monitors the performance of the Fund's administrator against the SLAs through reviewing quarterly reports received from the administrator. These reports also enable the Fund's administrator to measure its own performance against the SLAs. Performance against the target of 95% of SLAs completed within target ranged from 94% to 96% over the Fund Year. The Trustee continues to monitor performance and press for improvements (notwithstanding the stringent SLA targets noted above).

Performance against the administrator's internal SLA for accuracy is also built into the administration team's personal objectives and is monitored closely by the administrator on a quarterly basis to ensure internal accuracy SLAs are met.

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The employer's payroll staff are responsible for paying contributions across promptly. Any issues with timely payment are raised with the Trustee secretariat. No issues arose during the Fund Year.

During the course of the audit of the Fund's accounts the auditor independently tests a sample of financial transactions (including transactions in relation to transfers, retirement and deaths) for accuracy and timeliness. No concerns were identified by the auditor in their work related to the Fund Year.

The Trustee is satisfied, on the basis of the processes outlined above, that it has met the legal requirements for processing core financial transactions promptly and accurately throughout the Fund Year.

3 Charges and transaction costs

The Trustee is required to set out the on-going charges paid by members. These charges comprise annual fund management charges plus any additional fund expenses, such as custody costs, but excluding transaction costs; this is also known as the total expense ratio ("TER"). The TER is paid by the members and is reflected in the unit price of the funds. The stated charges exclude day to day administrative costs of running the Fund as these are not met by the member but instead paid for by the Company.

The Trustee is also required to separately disclose transaction cost figures that are paid by members. In the context of this statement, the transaction costs shown are those incurred when the Fund's fund managers buy and sell assets within investment funds.

The charges and transaction costs have been supplied by Legal and General Investment Managers (LGIM) who are the Fund's investment platform provider. There is no missing transaction cost data. When preparing this section of the statement the Trustee has taken account of the relevant statutory guidance.

The TER (total expense ratio – as explained above) and the transaction costs for all of the available funds during the period covered by this statement are set out in the table below. Where there is a negative transaction cost, this represents a net gain to the Fund. This can arise when the fund's pricing mechanism offsets the underlying transaction cost over the reporting period. Any gain resulting from negative transaction costs is passed on to the member.

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Fund Name	TER (% pa)	Transaction Costs (% pa)	TER* (£ pa)	Transaction Costs* (£ pa)
Legal & General Cash Fund**	0.10	0.00	100	0
UK Equity Index Fund	0.11	-0.02	110	-20
World (ex-UK) Equity Index Fund**	0.15	-0.01	150	-10
Fixed Interest (All Stocks Gilts Index) Fund	0.08	0.03	80	30
Over 5 Year Index-Linked Gilt Fund	0.08	0.12	80	120
Managed Property Fund	0.78	-0.45	780	-450
Pre-Retirement Inflation Linked Fund	0.10	0.01	100	10
World Emerging Markets Equity Index Fund	0.36	0.00	360	0
World Equity Index - GBP Hedged Fund	0.18	0.07	180	70
Active Corporate Bond - Over 10 Year Fund	0.16	0.15	160	150
Legal & General Diversified Growth Fund	0.20	-0.02	200	-20
Schroders Diversified Growth Fund	0.78	0.43	780	430
Blended Diversified Growth Fund**	0.49	0.21	490	210

**Please note, all £ figures are provided for context and have been calculated using an illustrative fund value of £100,000.*

*** Components of the Lump Sum Lifestyle Fund*

All funds are managed by LGIM except the Schroders Diversified Growth Fund (which is also a component of the Blended Diversified Growth Fund).

The default investment strategy, the Lump Sum Lifestyle Fund, includes holdings in the World Equity Index Fund, the Blended Diversified Growth Fund and the Legal & General Cash Fund, which carry different charges (these funds are shaded and indicated by ** in the table above). The other two lifestyle investment strategies, the Annuity and Drawdown Lifestyle Funds, also include holdings in the Pre-Retirement Inflation Linked Fund. The actual funds held depend on the age of the member, time to expected retirement and which lifestyle strategy is used and the costs therefore differ according to these factors.

The charges applicable to the IA's default arrangement, the Lump Sum Lifestyle Fund depend on the age of the member and time to expected retirement:

- TER ranges from 0.10% to 0.49% pa
- Transaction costs range from 0.00% to 0.21% pa

A maximum charge, known as the statutory charge cap, of 0.75% pa, is imposed on default arrangements. The IA's default arrangement complies with the charges cap.

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Pound and pence illustrations

Over a period of time, the charges and transaction costs that are taken out of a member's pension savings can reduce the amount available to the member at retirement. The Trustee has set out below illustrations of the cumulative impact of charges and transaction costs over time on different investment options in the Fund. The illustrations have been prepared in accordance with the DWP's statutory guidance on "Reporting costs, charges and other information: guidance for trustees and managers of occupational pension schemes" on the projection of an example member's pension savings.

As each member has a different amount of savings within the Fund and the amount of any future investment returns and future costs and charges cannot be known in advance, the Trustee has had to make a number of assumptions about what these might be. The assumptions are provided below the table.

The "before costs" figures represent the savings projection assuming an investment return with no deduction of member borne fees or transaction costs. The "after costs" figures represent the savings projection using the same assumed investment return but after deducting member borne fees and an allowance for transaction costs. The transaction cost figures used in the illustration are based on those provided by the managers over the last two years.

The funds shown in the illustration are:

- the fund with the highest number of members invested in it - this is the Annuity Lifestyle Fund
- the fund with the highest before costs expected return and highest annual member borne costs - this is the Schroders Diversified Growth Fund
- the fund with the lowest before costs expected return – this is the Fixed Interest (All Stocks Gilts Index) Fund
- the fund with the lowest annual member borne costs - UK Equity Index Fund

The illustrations on the next page are based on what are considered to be reasonable assumptions and the projected funds shown in the table are not guaranteed. The figures are presented against three member examples; youngest member (active only) and average member (active and deferred). Additionally, the table includes the performance of the funds over different time periods depending on the age of the member.

When considering the illustrations please note:

- The illustrations have been prepared in accordance with the DWP's statutory guidance on "Reporting costs, charges and other information: guidance for trustees and managers of occupational pension schemes" on the projection of an example member's pension savings.
 - Values shown are estimates and are not guaranteed. The illustration does not indicate the likely variance and volatility in the possible outcomes from each fund. The numbers shown in the illustration are rounded to the nearest £100 for simplicity.
 - Projected pension pot values are shown in today's terms, and do not need to be reduced further for the effect of future inflation.
 - Contributions and costs/charges are shown as a monetary amount and reductions are halfway through the year.
 - Investment returns and costs/charges as a percentage reduction per annum are assumed to be deducted at the end of the year.
 - Charges and costs are deducted before applying investment returns.
 - Switching costs are not considered in the Annuity Lifestyle Fund.
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- Annual salary growth and inflation is assumed to be 2.5% each year.
- Salaries could be expected to increase above inflation to reflect members becoming more experienced and being promoted. However, the projections assume salaries increase in line with inflation to allow for prudence in the projected values.
- Contributions are assumed from age 49 to 62 for the active average member and from 24 to 62 for the active youngest member. No additional contributions assumed for the deferred average member. The contribution rates assumed for the active average member and active youngest member, as a percentage of contributory salary, are member contributions of 4% pa and employer contributions of 8% pa.
- The projected growth rates above inflation for each fund are as follows:
 - Annuity Lifestyle Fund: from -1.60% pa to 3.16% pa (adjusted depending on term to retirement)
 - Schroders Diversified Growth Fund: 3.65% pa
 - Fixed Interest (All Stocks Gilts Index) Fund: -1.85% pa
 - UK Equity: 3.00% pa
- Transactions costs and other charges have been provided by LGIM and are an average of the costs covering the period 1 April 2018 to 31 March 2020. Costs and charges have been rounded.
- Where we have been provided with negative transaction costs, we have used a zero cost to reflect this. Negative costs are a feature of price movements in a fund as members trade in and out of the fund and are not a reflection of explicit costs paid by members. Because of this, it is not expected that transaction costs for the affected fund(s) will always be negative. Reporting of transaction costs has only recently been introduced and we will be building up more information in this area in the future which will enable us to provide more meaningful transaction cost information over longer periods. It is important to note that using a negative or zero cost during any one scheme year may not accurately represent the actual transaction costs a member may expect to see in any future scheme year.
- Pension scheme's normal retirement age is 62.
- Example members:
 - Active average member: age 49, contributory salary: £49,000, total initial contribution: £5,900, starting fund value: £37,000,
 - Active youngest member: age 24, contributory salary: £49,000, total initial contribution: £5,900, starting fund value: £30,000.
 - Deferred member: age 47, starting fund value: £23,000.

Example Member	Projection period (years to NRD)	Annuity Lifestyle Fund (default)		Fixed Interest (All Stocks Gilts Index) Fund		UK Equity		Schroders DGF	
		Before charges	After charges	Before charges	After charges	Before charges	After charges	Before charges	After charges
Active youngest member	1	£36,900	£36,900	£35,300	£35,300	£36,900	£36,900	£37,100	£36,700
	3	£51,500	£51,200	£45,600	£45,500	£51,300	£51,200	£52,100	£50,600
	5	£67,000	£66,400	£55,500	£55,300	£66,600	£66,300	£68,200	£65,200
	10	£110,100	£108,300	£78,700	£78,300	£109,000	£108,100	£113,900	£104,800
	15	£160,400	£155,000	£99,900	£99,100	£158,100	£156,400	£168,600	£149,500
	20	£218,900	£206,300	£119,100	£118,000	£215,100	£212,100	£234,000	£200,000
	25	£287,000	£263,800	£136,700	£135,200	£281,100	£276,200	£312,200	£256,800
	30	£361,100	£324,600	£152,600	£150,700	£357,700	£350,200	£405,800	£320,900
	35	£402,400	£357,800	£167,200	£164,900	£446,500	£435,500	£517,800	£393,200
38	£405,600	£360,800	£175,300	£172,700	£506,400	£492,900	£595,200	£440,900	
Active average member	1	£44,100	£43,900	£42,200	£42,100	£44,100	£44,100	£44,400	£43,900
	3	£59,100	£58,100	£52,200	£52,100	£58,900	£58,800	£59,900	£58,100
	5	£74,000	£72,200	£61,900	£61,700	£74,700	£74,400	£76,600	£73,100
	10	£106,000	£102,400	£84,500	£84,100	£118,400	£117,500	£123,900	£113,700
	13	£119,700	£115,600	£97,100	£96,500	£147,900	£146,400	£156,700	£140,600
Deferred member	1	£23,700	£23,600	£22,600	£22,600	£23,700	£23,700	£23,800	£23,600
	3	£25,200	£24,700	£21,700	£21,700	£25,100	£25,100	£25,600	£24,700
	5	£26,800	£25,900	£20,900	£20,900	£26,700	£26,500	£27,500	£25,900
	10	£29,100	£27,400	£19,100	£18,900	£30,900	£30,600	£32,900	£29,200
	15	£28,000	£26,100	£17,400	£17,200	£35,800	£35,300	£39,400	£33,000

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4 Value for members

The Trustee is required to assess the extent to which member borne charges and transaction costs represent good value for members. It is difficult to give a precise legal definition of “good value”, but the Trustee considers that it broadly means that the combination of costs and the quality of what is provided in return for those costs is appropriate for the Fund membership as a whole, when compared to other options available in the market.

The assessment was undertaken taking account of the Pensions Regulator's Code of Practice No.13 (Governance and administration of occupational trust-based schemes providing money purchase benefits). The Trustee reviews all member-borne charges (including transaction costs where available) annually, with the aim of ensuring that members are obtaining value for money given the circumstances of the Fund. The date of the last review was May 2020 for the 2019/20 Fund year. The Trustee notes that value for money does not necessarily mean the lowest fee, and the overall quality of the service received has also been considered in this assessment. The review focused on evaluating the value of the investment services that members pay for, whilst also considering the broader value delivered to members but which the Company meets the cost of such as:

- the engagement of Willis Towers Watson to administer the Fund, including the provision of accurate and up to date information on members' fund values and investment performance, and the prompt and accurate processing of tasks such as fund switches and contribution changes;
- communications to members including bespoke investment guides, retirement decision trees, a Fund website, newsletters and financial education sessions; and
- governance and management of the Fund by the Trustee (the cost of which is indirectly met by the Company).

The Trustee appointed Willis Towers Watson to carry out the value for members assessment. Based on its understanding of the Fund's membership, the review of supporting evidence, and knowledge of other Trust based DC schemes, Willis Towers Watson advised the Trustee that they consider the membership continued to receive good or excellent value across the services. A scheme is viewed as offering good or excellent value for members if the scheme demonstrates that it offers services that are of good or excellent quality and meet the specific needs of the membership, set against the costs and charges members pay. A rating of good to excellent would typically mean that the scheme demonstrates some areas of strength with few or no areas of weakness.

The assessment itself was closely based on the Regulator's framework as outlined in its 'how to' guide for assessing value, including:

- clear identification of the services members are paying for (in this instance, members only meet the investment costs);
- an evaluation of the Fund's charges against the wider market (for comparable services);
- an evaluation of the range and performance of the services provided against the perceived member need (this centred on a review of the performance of the Fund's investment funds (after all charges) in the context of their investment objectives but also considered aspects of wider value that members do not meet the cost of, including administration, communication and governance oversight;
- conclusion on whether Fund offers members good value; and considering any areas of perceived poor value.

In carrying out the assessment, the Trustee also considered, in the context of the members' preferences, characteristics and needs, the other benefits members receive from the Fund, which include:

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- the oversight and governance of the Trustee, including ensuring the Fund is compliant with relevant legislation, such as the charge cap, and holding regular meetings to monitor the Fund and address any material issues that may impact members;
- the range of investment options and strategies;
- the quality of communications delivered to members;
- the quality of support services such as the Fund's website where members can access fund information online; and
- the efficiency of administration processes and the extent to which the administrator met or exceeded its service level standards for the Fund year.

In summary, overall, the Trustee believes that members of the Fund are receiving good to excellent value for the charges and costs that they incur, for the following reasons:

In respect of services members meet the cost of:

- The Trustee's assessment included a review of the performance of the Fund's investment funds (after all charges) in the context of their investment objectives. The returns on the investment funds members can choose during the period covered by this statement have been consistent with their stated investment objectives.
- The charges and costs provide good value in relation to the benefits and services members receive when compared to other options available in the market.
- The charges for all but two fund options fall below the statutory charge cap (0.75% pa). Neither of these funds are components of the Fund's default strategy.
- The Trustee's investment consultants review charges in the market and provide a report, at least annually to the Trustee. The most recent report (undertaken as part of the value for members assessment) advised that the Fund's charges were below the average, compared to schemes of a similar size.
- The Trustee believes the transaction costs provide value for members as the ability to transact forms an integral part of the investment approaches, and we expect this to lead to greater risk-adjusted investment returns net of fees over time. At the last value for members assessment, the Fund's transaction costs assessed to be in line with that observed for schemes of a similar size.

In respect of other benefits that members receive from the Fund, which they do not meet the cost of:

- The Company pays for the day to day administrative costs of running the Fund, reducing the level of member-borne charges compared to alternatives available in the market.
 - As detailed in the earlier section covering processing of financial transactions, the Trustee is comfortable with the quality and efficiency of the administration processes.
 - Members benefit from a well governed scheme where the Trustee carefully assesses and monitors investments and ensures a comprehensive and high-quality administration service is maintained
 - Members benefit from online access to their accounts through the MySyngenta system operated by the Fund's administrators, Willis Towers Watson.
 - Members have access to highly rated active and passive investment options.
 - The Trustee and the Company place significant emphasis on communications, for which members are not charged. For example, the Trustee provides bespoke investment guides, retirement decision trees, a comprehensive Fund website (through the administrator) and communicates with members on an ad-hoc basis with relevant updates and newsletters.
 - The Chair of the Trustee meets annually with the Pension Consultation Group (PCG). Members of the PCG collect views and questions from IA members which are fed back and discussed. The most recent meeting took place in September 2019.
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- In association with the Company, members are given access to financial education sessions. The next financial education sessions are due to take place in the second half of 2020.

5 Trustee Knowledge and Understanding

The Fund's Trustee directors are required to maintain appropriate levels of knowledge and understanding to run the Fund effectively. Each director must:

- Be conversant with the trust deed and rules of the Fund, the Fund's statement of investment principles and any other document recording policy for the time being adopted by the Trustee relating to the administration of the Fund generally; and
- Have, to the degree that is appropriate to enable the director to properly exercise his or her functions as a trustee, knowledge and understanding of the law relating to pensions and trusts and the principles relating to investing the assets of occupational pension schemes.

The Trustee has measures in place to comply with the legal and regulatory requirements regarding conversance and knowledge and understanding. Details of how the conversance and knowledge and understanding requirements have been met during the period covered by this statement are set out below.

The Trustee of the Fund is Syngenta Pensions Trustee Ltd, which has a Board of nine directors, of which only eight positions were filled during 2019/20. When vacancies on the Board arise, care is taken to assess candidates against the needs for effective governance of the Fund, aiming to ensure the Board includes individuals with a range of skills, knowledge and experience appropriate to the management of the Fund. The combined knowledge and understanding of the Trustee as described below, together with the advice that is available to it, enables the Trustee to properly exercise its function as trustee of the Fund:

- The combined experience of the Trustee Board includes expertise in financial matters, risk management, employee/member communications, HR, treasury, investment and legal matters.
- Specialist legal, actuarial and investment advisers attend Trustee meetings to advise on specific matters on the agenda and may contribute more generally to discussions.
- The Board includes an independent Trustee represented by two directors who, as professional trustees, bring advanced technical knowledge and understanding to proceedings.
- The Board is conversant with the Fund's Rules, statement of investment principles and other key administrative documents such as Fund policies and has appropriate knowledge of pensions and trust law and matters relating to the Fund's funding and investment.

The Trustee has met the legal and regulatory requirements regarding conversance and knowledge and understanding by:

- Maintaining a rolling programme of bespoke Trustee training (at both Board and Committee level) which is delivered through training days and within Trustee meetings. Training is often linked to topical matters or matters of particular relevance; for example, in June 2019 a Trustee training session on sustainable investment was held, equipping the Trustee to effectively question investment managers on this matter. Other topics that the Trustee has received training on include Guaranteed Minimum Pensions and the equalization of these, pension sharing and the procedure under law and the Fund's Rules and buy-in transactions.
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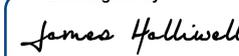
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- Requiring newly appointed Trustee directors to complete the Pensions Regulator's trustee toolkit and other Trustee directors to keep up to date with it. This toolkit is a series of learning modules covering some of the key information that is relevant to trustees, for example the trustee's role, pensions law and an introduction to investment.
- Providing briefing sessions for new Trustee directors, depending on needs, from the Fund's secretary and/or advisers on matters including the background to trusteeship, the Fund's trust deed and rules, other Fund documents and policies, the investment strategy and the SIP, to ensure that all Trustee directors are conversant with the Fund's trust deed and rules, SIP and policy documentation, and have appropriate knowledge of pensions and trust law and matters relating to the Fund's funding and investment. No new Trustee directors were appointed during the Fund year to 31 March 2020.
- Receiving appropriate legal, investment and other advice as required from the Trustee's appointed advisers. The advice topics during this reporting period included:
 - Monitoring of investment performance
 - Recording of providers SLA targets
 - Reviewing the overall member experience
 - Analysing Fund charges
 - Sustainable investment belief statement
 - Trustee effectiveness
 - Strategic objectives for the fund's investment consultant
 - Cyber security
- Receiving regular legal and regulatory updates from the Trustee's advisers (Topics included: Changes to governance legislation, updates on disclosure requirements and new Auto Enrolment contribution rates).
- Attending seminars from external providers according to individual needs
- Reviewing the training programme annually following an effectiveness assessment including Trustee knowledge, understanding and skills to address any identified gaps. This was most recently completed in September 2019.
- Having Fund documents available to the Trustee Board online through a dedicated secure site.
- Recording all training and attendance at relevant seminars in the Trustee training log.

The evaluation of the Trustee director's knowledge and understanding is primarily carried out and assessed via the Trustee skill assessment which is carried out annually using Trustee questionnaires, discussions during Trustee meetings and a review by the Trustee's advisers. This identifies any additional training gaps and improvements that can be made to improve the effectiveness of the Trustee Board.

Taking into account the knowledge and experience of the Trustee Directors with the specialist advice (both in writing and whilst attending meetings) received from the appointed professional advisors (e.g. investment consultants and legal advisors), the Trustee Directors believe they are well placed to exercise their functions as Trustee Directors of the Fund properly and effectively.

DocuSigned by:

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James Halliwell

Chairman of the Trustee.
