

A young man with short brown hair is looking upwards with a focused expression. In the background, several hands are holding white puzzle pieces, some of which are being brought together. The scene is brightly lit, suggesting an indoor setting like a workshop or a meeting room. The overall mood is one of collaboration and problem-solving.

Retirement Account Guide

Level 100+ members

BAE SYSTEMS

REAL SUPPORT. REAL ADVANTAGE.



Contents

Where your Scheme benefits come from	1
Make the right decisions	2
I know what I can afford to pay, but is it enough?	2
What should I be aiming to achieve through my Retirement Account?	3
Investing your Retirement Account	4
How far away from retirement are you?	5
Choosing your investments	6
Lifestyle Profiles	7
Individual funds	8
Charges for investing your Retirement Account	8
Make your investment choice	8
Fund Descriptions	Insert

Where your Scheme benefits come from

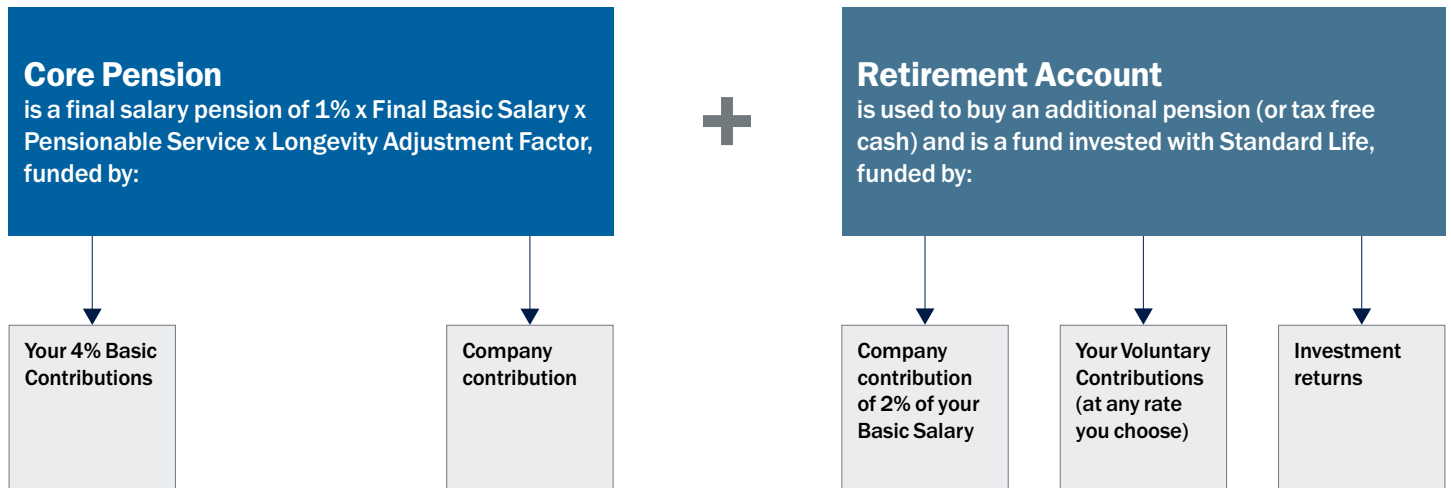
Your Level 100+ benefits at retirement are made up of two parts – your Core Pension and your Retirement Account.

The Core Pension is a defined benefit which is linked to your final salary and you can read more about this in the Scheme booklet 'Level 100+ – A guide to your benefits'. There is also a brief summary of the Level 100+ benefits below.

This booklet focuses on the defined contribution linked benefit (your Retirement Account). The decisions you make about how much you pay and about where the Retirement Account is invested are important and will affect the value of your benefits at retirement.

This booklet is intended as a helpful guide to the choices available to you through Level 100+. It is subject to changes including those which may be required by Standard Life and by new legislation. The Trustees are not responsible for your investment choices and you are advised to consider taking independent financial advice before making decisions about your pension arrangements – see page 8.

You may of course have other sources of retirement income that you are expecting to receive, such as from other pension schemes or other savings or investment income. You should bear these in mind when you read this booklet.



Your choices affect your Retirement Account

Your Core Pension is a set amount linked to your salary, but you can change the amount in your Retirement Account depending on the choices that you make.

This means that you have four main tasks:

- Consider whether you need to make Voluntary Contributions in order to meet your required income target;
- Ensure your Voluntary Contributions are geared towards your retirement income expectations;
- Ensure your investment choices are appropriate; and
- Monitor both your Voluntary Contributions and investment choices regularly until you retire.

Your choices could mean the difference between having a comfortable retirement, or not – it's as simple as that!

“ The value of your Retirement Account depends on the amount of contributions paid in and the investment returns achieved ”

Make the right decisions

“ There are no right decisions, just appropriate ones – those that suit you ”

Very simply, you should decide what you can afford to pay and how much risk you can take when investing your Retirement Account.



I know what I can afford to pay, but is it enough?

The rates at which you should save for your retirement depend on the level of pension you want to receive and the age that you start saving towards a pension.

The following table gives an indication of the sort of level you could consider saving to achieve the income you want at retirement. For example, if you want to replace 40% of your income via your Retirement Account as pension during your retirement and you start saving at age 30, then the indication is that you should be saving 17% of your salary towards your pension.

	At age 65, to replace:		
	30% of your income	40% of your income	50% of your income
At age 25, start saving:	10%	13%	17%
At age 30, start saving:	13%	17%	21%
At age 35, start saving:	16%	21%	27%
At age 40, start saving:	21%	28%	35%
At age 50, start saving:	42%	56%	70%

Remember, you are already contributing 4% to your Core Pension so the above contributions would be on top of your 4% contribution. Remember also that the Company is contributing 2% to your Retirement Account, which in effect reduces the rates shown above by 2%. You should take account of the likely level of Core and State Pensions when deciding on a target retirement income level.

Any contributions you choose to make are deducted from your pay before tax is calculated, therefore you automatically receive income tax relief at your highest rate. Some restrictions apply if you have an income of more than £130,000.

Example

A male member currently earns £25,000 and is aged 25. He pays 8% of his salary as Voluntary Contributions. These are paid into his Retirement Account. The Company also pays 2% of his salary into his Retirement Account. Assuming his salary increases in line with inflation to £73,000 at retirement (age 65), the member and Company continue to pay the same percentage rate of contributions until retirement (age 65) and the Retirement Account is invested in the Standard Life BlackRock Aquila HP (50:50) Global Equity fund (the fund underlying the default investment choice – the Cash Lifestyle Profile), the member could have a final Retirement Account value of £340,000. This could buy an additional pension of £22,000 a year.

The member pays income tax at 20% and he will receive full tax relief on his Voluntary Contributions. Each month, the contributions to his Retirement Account are as follows:

Net monthly cost to the member:	£166
plus Tax relief:	£42
plus Company 2% contribution:	£42
Total monthly contribution to the member's Retirement Account:	£250

The percentages shown in the table and example are illustrative and are not guaranteed. They were prepared by Standard Life in October 2009 and are based on:

- A male with an assumed retirement age of 65;
- An investment return of 7% a year;
- Future inflation (RPI) at 2.5% a year;
- A 1% annual charge;
- A pension purchased that:
 - Is payable monthly in advance;
 - Escalates with RPI; and
 - Provides a 50% pension for his spouse, who is assumed to be 3 years younger than him.

For simplicity all the results on this page have been rounded to whole numbers.

“ Your Retirement Account achieves investment returns on the contributions paid in and is invested in the way you choose ”

What should I be aiming to achieve through my Retirement Account?

Investing has one aim – to increase the value of the money you and the Company put in. Investors aim to achieve ‘investment returns’ above the interest rate they could get by putting their money into a savings account.

For a pension, the idea of investing is to increase the value of the money put in so that when you retire, the pension you receive is sufficient to live on.

The aim of your Retirement Account is to boost the value of your Core Pension – either by providing a cash lump sum or by allowing you to buy extra pension.

There are a number of investment funds available for you to invest your Retirement Account in. Information about the 17 funds available can be found on the Fund Descriptions insert, which is in the back pocket of this booklet. These funds can be split into the following types of investment:

Cash	1
Money saved in deposits and other money market instruments.	
The real value of your investment is eroded each year if interest earned does not beat the increase in cost of living. There may also be other circumstances where the value may fall due to money market conditions.	
Generally more suitable for short-term investment, e.g. people approaching retirement who intend to take part or all of their Retirement Account as a cash lump sum.	

Property	2
Money invested in land and buildings.	
Generally more suitable for long-term investment and for people who are not close to retirement.	
Selling property can be a lengthy process and, on occasion, releasing your property fund investment at your requested disinvestment date may not be possible.	

Bonds	2	3
Loans to the Government or to a private company, which generally pay a rate of interest until the loan is repaid.		
Relatively low risk but sensitive to changes in interest rates amongst other things.		
Generally more appropriate for short-term investment, e.g. people who are approaching retirement or for more cautious investors.		

Equities	5	6	7
Shares in private companies.			
Volatile and high risk with potential for high returns and high losses.			
Generally more suitable for long-term investment and for people who are not close to retirement.			

There are two further types of investment funds referred to in this booklet:

Managed funds	4	5
These are actively managed funds which tend to hold investments in each of the types of investment shown on this page. Typically a significant proportion will be in equities.		

Manager of Manager funds	4	5
One investment manager monitors the performance of a group of investment managers.		
The managers focus on specific investments where they have experience, with the aim of achieving above average results.		
Higher charges due to the extra management level.		

Investing your Retirement Account

We realise that, even when you know a little about the types of investments and the risks involved, selecting where to place your money is not easy. To help, the Trustees offer a range of investment choices and monitor their performance against their market equivalents.

As your circumstances change, the options that are appropriate for you will change, so we cannot simply provide a 'one size fits all' approach.

There are two options available; you can:

- Invest in individual funds – making your own choice about where the money is invested and when; or
- Invest in one of two Lifestyle Profiles – your money is invested and automatically 'switched' as you approach retirement.

What are the individual funds?

The Trustees and their advisers have selected a range of individual funds which are suitable for different circumstances and personal preferences. For example, they have selected funds which have varying levels of risk so that a more cautious member or a more adventurous member can choose appropriately.

The varying risk means that the funds are suitable for different circumstances – in particular how far away from retirement a member is. For example, a high risk fund is not likely to be as appropriate for a member who is close to retirement.

What are the Lifestyle Profiles?

The Lifestyle Profiles automatically switch your Retirement Account to lower risk investments as you near retirement.

The Lifestyle Profiles generally invest in equities, bonds and cash during the whole investment period (i.e. the time from now until your retirement), starting with equities and moving to more secure investments (bonds and cash) as you approach retirement, with the aim of protecting the value of the money built up over the years.

This approach is appropriate for some members who are unsure about where to invest, but you should monitor your investment in a Lifestyle Profile like any other investment and ensure your Target Retirement Age remains appropriate.

How can I tell how much risk is involved?

When you invest your Retirement Account, the value is used to buy units in the fund(s) you have chosen. The price of these units varies daily and the investment manager has a rating to indicate how much the price might vary relative to other funds. The higher the volatility rating, the less stable the fund price is likely to be.

Standard Life allocates ratings by considering how the fund price has varied from month to month in the past relative to other funds available for the product, how investments in similar asset classes vary from month to month and the investment policy of the fund. The ratings are not guaranteed and are kept under review so they may change in the future.

You can use the ratings to see how volatile a fund may be and to decide how much capital risk you are prepared to take when choosing your investments. Throughout this booklet we have used the scale below to show the risk rating associated with each investment type or fund.



Less volatile
▶
 More volatile

Opposite we have indicated what level of risk may be appropriate at different stages before retirement.

Please remember that we are not authorised to give you financial advice.

“ Your personal circumstances and your view towards risk determine what investment options are most appropriate at any time ”



How far away from retirement are you?

There are a number of points you should consider before you choose how to invest your Retirement Account, such as your age, how much risk you are prepared to take and your personal finances. Use this section to think through these factors.

Each year you will receive a benefit statement from the BAE Systems Pension Scheme and a fund statement from Standard Life.

The BAE Systems Pension Scheme statement shows you the estimated value of your Core Pension at retirement and how much your Retirement Account could be worth if you used it to buy extra pension.

You should use your statements as an opportunity to consider if you need to increase your Voluntary Contributions (taking into account any other savings or pensions you have already got in place for your retirement) or review your investment choices.

<p>Age 16 – 54</p> 	<p>If you have more than 10 years before you retire...</p> <p>You should consider making regular Voluntary Contributions.</p> <p>Higher risk funds may be an appropriate choice as they have the potential to achieve higher returns, but these should be seen as a long-term investment so that any ups and downs in the markets can be smoothed out over your investment period.</p>	<p>6 7</p> <p>Next steps...</p> <ul style="list-style-type: none"> - Look at your current fund choice and the investment choices available. - You may want to spread the amount of risk you are exposed to by investing in more than one type of investment (e.g. investing mostly in equities and a small percentage in bonds). - Check your current rate of Voluntary Contributions and see if you can afford to increase these – remembering that in most cases you get full tax relief on your contributions.
<p>Age 55 – 59</p> 	<p>If you have 6 to 10 years before you retire...</p> <p>You should be reviewing your annual benefit statements to ensure that your pension and Retirement Account are estimated to meet your retirement income expectations. If not, you may need to increase your Voluntary Contributions or discuss other options with an independent financial adviser.</p> <p>Higher risk funds may still be appropriate, but you may need to start considering your plans for retirement, especially if you are planning to retire early (the earliest you may retire is from age 55).</p> <p>If you are in one of the Lifestyle Profiles then you should check that your Target Retirement Age remains appropriate for your retirement plans. Your Retirement Account moves into lower risk investments starting five years from your Target Retirement Age.</p>	<p>5 6 7</p> <p>Next steps...</p> <ul style="list-style-type: none"> - Look at your current fund choice and the investment choices available. - If you are feeling more cautious about your investment choices, you may want to start investing in more than one type of investment. - Check your current rate of Voluntary Contributions and see if you can afford to increase these – remembering that in most cases you get full tax relief on your contributions. - Advise the Pensions Service Centre if you are in one of the Lifestyle Profiles and want to change your Target Retirement Age.
<p>Age 60 – 62</p> 	<p>If you have less than 5 years before you retire...</p> <p>You should be looking to protect the value of your Retirement Account – bonds are a usual first step and if you want to take a cash lump sum at retirement, you may wish to move to a cash fund during your last year before retirement.</p> <p>If you are in one of the Lifestyle Profiles the switching of monies to bonds and cash will start to occur. Check your Target Retirement Age remains appropriate for your retirement plans.</p>	<p>3 4 5</p> <p>Next steps...</p> <ul style="list-style-type: none"> - Ensure your investment choices are appropriate. - If you have chosen an individual bond fund, check the performance to ensure you're getting the most out of your investment. - Advise the Pensions Service Centre if you are in one of the Lifestyle Profiles and want to change your Target Retirement Age.
<p>Age 63 – 65</p> 	<p>If you have 1 or 2 years to retirement...</p> <p>Your primary aim is likely to be to protect the value of your Retirement Account – perhaps by choosing more cautious funds.</p> <p>You should start considering how you are going to use your Retirement Account; will you take it as tax free cash or use it to purchase extra pension?</p>	<p>1 2 3</p> <p>Next steps...</p> <ul style="list-style-type: none"> - Review your benefit statement – is your Core Pension sufficient or do you need to use your Retirement Account to buy extra pension? - If you have invested in property, you should remember that it may be more difficult to sell, meaning it might be harder to get back your investment quickly (i.e. when you want to retire). - Close to your retirement you need to make a choice as to whether you use your Retirement Account as tax free cash, convert it to pension in the Scheme or buy extra pension with an outside insurance company.

Choosing your investments

Now that you have considered some of the general factors around investing, you need to make some decisions. The chart on this page has been designed to help you find the information you need.

Will I be able to change my mind?

Yes you can. Whether you choose a Lifestyle Profile or individual funds, your choices are not permanent and you can change how your Retirement Account is invested. For example, you could move out of a Lifestyle Profile, change your Target Retirement Age under the Lifestyle Profile or choose a new mix of individual funds.

You should regularly review your investment choices to make sure they are appropriate and the same applies to your Target Retirement Age if you are invested in a Lifestyle Profile. As mentioned on page 5, use your annual benefit statement as an opportunity to review your choices.

What happens if I don't make an investment choice?

Your Retirement Account will automatically be invested in the Cash Lifestyle Profile, which is the Level 100+ default investment fund. You can make a choice or alter your investment decisions at any time.



“Your choices are not permanent”

Do you want to invest in a Lifestyle Profile or select individual funds?

I don't know! Where do I start?

Look at the Lifestyle Profiles on page 7. You may feel that you don't want to take an active role in choosing your investments at this stage so a Lifestyle Profile may be appropriate.*

The Lifestyle Profiles switch funds automatically as you approach retirement, which means the risk to your Retirement Account is automatically reduced as you get closer to retirement.

Once you have looked at the Lifestyle Profiles, have a look at the individual funds that are available to you, try to gauge your attitude to risk and your current circumstances.

Did the information on these pages help you to make a decision?

Yes

No

If you are unable to come to a decision, please seek independent financial advice (details of how to find an adviser are on page 8).

I want to select my own funds

There are 17 funds available to you and you may invest in up to 12 funds at a time. You are able to switch your investments whenever you like.

See the Fund Descriptions insert in the back pocket of this booklet for details of the individual funds.

You may wish to take account of the charges for each of the funds. The Trustees have negotiated very competitive rates for each of the funds.

I want to take it as a cash lump sum

The Cash Lifestyle Profile would be appropriate for this choice.

See opposite for the details, risks and charges for this Lifestyle Profile.

I want to invest in a Lifestyle Profile

You have two Lifestyle Profiles to choose from.*

Do you wish to take all of your Retirement Account as a cash lump sum when you retire or use it to buy extra pension?

I want to buy extra pension

The Pension Lifestyle Profile would be appropriate for this choice.

See opposite for the details, risks and charges for this Lifestyle Profile.

*The Lifestyle Profiles are not suitable for everyone. This booklet has been designed to help you think through the investment process and we recommend that you review this before simply opting for a Lifestyle Profile. You may also wish to seek independent financial advice. You should review your decision regularly to ensure it is still appropriate.

Lifestyle Profiles

The Lifestyle Profiles automatically switch your Retirement Account from a fund that aims for growth to a lower risk fund as you get closer to your Target Retirement Age.

The purpose of this switching process is to protect the value of your Retirement Account as you approach retirement from any market falls, which equities and other 'high risk' investments are more exposed to.

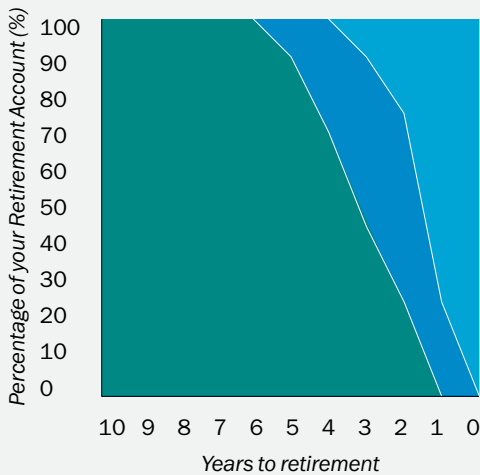
If you choose to invest in a Lifestyle Profile, you cannot invest in any of the individual funds at the same time.

What is my Target Retirement Age?

The switching process starts five years before your Target Retirement Age. For example, if you have chosen a Target Retirement Age of 63, your Retirement Account would start to switch into lower risk funds when you reached age 58. If you intend to retire early, you may choose an appropriate Target Retirement Age. If you don't, it will be assumed that your Target Retirement Age is the same as your Normal Retirement Age under the Scheme (age 65).

The Cash Lifestyle Profile

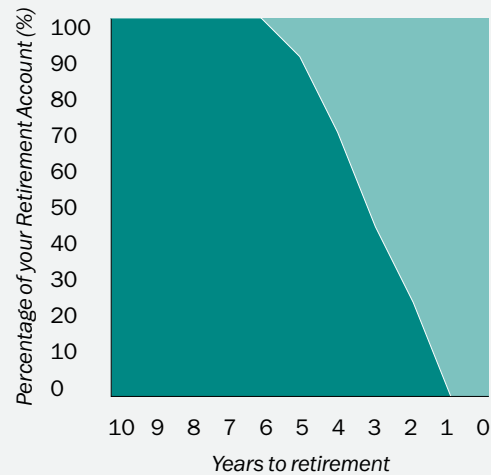
This Lifestyle Profile is suitable for members who expect to use their Retirement Account to provide a cash lump sum at retirement.



- 5** Standard Life BlackRock Aquila HP (50:50) Global Equity Fund
- 2** Standard Life Fixed Interest Fund
- 1** Standard Life Managed Cash Fund

The Pension Lifestyle Profile

This Lifestyle Profile is suitable for members who expect to use their Retirement Account to provide extra pension at retirement.



- 5** Standard Life BlackRock Aquila HP (50:50) Global Equity Fund
- 3** Standard Life BlackRock Aquila HP Over 15 Year Gilt Fund

Why do you offer two Lifestyle Profiles?

Your Lifestyle Profile needs to work in a way that matches your retirement 'goals'. If you intend to use your Retirement Account to provide a cash lump sum at retirement, the switching process is different to the switching process if you wanted to buy extra pension at retirement. We therefore offer a Cash Lifestyle Profile and a Pension Lifestyle Profile.

What are the risks involved in investing in a Lifestyle Profile?

You will find more information about the funds referred to in the above charts on the Fund Descriptions insert, such as the type of investment, the charges involved and the volatility rating of each of the funds. These ratings indicate how volatile a fund is considered to be by Standard Life.

There is also a risk that the set switching process timing may not be appropriate to actual circumstances. For example, if there was a sudden market fall just before the switching process started, the funds moving into bonds and cash would be worth less than had previously been the case. If that occurred, the move to these less volatile investments would mean that the value of the Retirement Account would be less likely to recover what was lost in the market fall and the Retirement Account would be secured at that lower value. Delaying the switching process by choosing to move out of your Lifestyle Profile and remaining in an equity fund could mean that the investments have a chance to increase in value again before your retirement, although this can not be guaranteed to occur.

If your circumstances change, the Lifestyle Profile you have selected may not continue to be appropriate for you. We would always recommend that you keep your investment choice under review and seek appropriate advice if you are unsure how to react to your circumstances.

Individual funds

If you would like to take a more active role and select your own investment funds, you may choose any combination of the funds listed in the Fund Descriptions insert, which can be found in the back pocket of this booklet.

You can invest in 12 funds at any one time. Selecting individual funds means that you have flexibility and can vary the amount of risk your Retirement Account is exposed to at particular times, as the amount of risk you are prepared to take changes. You will be responsible for switching your Retirement Account to lower risk funds as you approach retirement to protect its value.

Please note you must choose either a Lifestyle Profile or individual funds; you cannot invest in a Lifestyle Profile and individual funds at the same time.

Charges for investing your Retirement Account

There are annual charges for each investment fund, but the Trustees have negotiated very competitive rates. All charges are deducted from the investment fund daily before Standard Life calculates the unit price for that day. To help you to see the impact of the charges, we have shown the charge in monetary terms in the Fund Descriptions insert. Please note that the charges quoted are not guaranteed and are kept under review; they may be changed in the future.

Make your investment choice

Fund information

A Fund Descriptions insert can be found in the pocket opposite. If you need more information about any of the individual funds or the Lifestyle Profiles, you can find more information about all the funds via the Standard Life website at www.standardlife.co.uk (select Fund Prices & Factsheets, then Pension One Investment Funds).

Once you have made your decision, you need to complete a form to instruct us how to invest your Retirement Account.

- If you are a new joiner you will have received a form with this booklet, as part of the joiner's pack, to indicate your choices about investing your Retirement Account and paying Voluntary Contributions.
- If you are an existing member, you can download a form from the pensions website to make a change to your investment choices or a Voluntary Contributions form to start, amend or stop any Voluntary Contributions.

Once you have joined the Scheme, you can download extra forms from the forms section of the pensions website whenever you wish to make a change to your investments or Voluntary Contributions.

Monitor your Retirement Account

You can view your up to date fund value and see which funds your Retirement Account contributions are invested in by registering for online services – simply call Standard Life's dedicated support team on 0845 60 60 092 between 9am and 5pm Monday to Friday (call charges may vary).

Independent financial advice

Neither the Trustees, the Pensions Service Centre nor Standard Life can give you advice about where to invest or how much you should contribute to Level 100+. This booklet is intended to help you consider the general factors around investing your Retirement Account. It does not take into account personal circumstances (e.g. your health or family situations) and should not be taken as personal advice. If you need to seek independent financial advice, contact IFA Promotion to find out how to contact your nearest Independent Financial Adviser and for details of how much advice will cost. Visit their website at www.unbiased.co.uk.

“ More information and advice is available to help you make your decisions ”



Investment glossary

Active Management: An active manager will try to select particular investments that they believe will increase in value the most, providing the greatest returns. However, the risk here is that active managers may pick the wrong investment resulting in poor returns. Active management requires a high level of involvement from the investment manager and this usually results in higher charges than within an index tracker.

Certificates of Deposit: Certificates issued by a bank or building society, indicating that a specific sum has been deposited by an investor for a fixed period of time to earn a specified rate of interest.

Commercial Paper: 'IOUs' issued for the payment of the money within a short period of time. This money is used by companies to finance short term trade or to purchase materials. They are often issued for periods as short as 30 days and must all be repaid within a year.

Derivatives: A derivative is a financial instrument that is based on a particular type of asset and involves the option or promise to buy or sell that asset at a certain time and at a certain price.

Floating Rate Notes (FRNs): Short term loans traded in the money markets, generally issued by companies that pay back a variable rate of interest. The rate of interest depends on the level of interest rates in the market, e.g. the Bank of England base rate.

FTSE All-Share Index: The FTSE All-Share Index represents the majority of companies that are listed on the London Stock Exchange.

FTSE UK Over 15 Year Gilts Index: This index provides an indication of the returns that may be achieved by investing in UK Government bonds (also known as Gilts) that have an expiry date 15 years or more in the future.

Index Tracker: An index tracker aims to invest in the same companies in the same proportions as the market it follows therefore providing the same returns.

Investment Group: Refers to the type of investment of the fund (e.g. global equities, UK equities, UK bonds etc.).

Long Bonds: Bonds with an expiry date more than 10 years in the future.

Manager of Managers Fund: A Manager of Managers fund (MoM fund) uses the strategy of selecting what are thought to be the best investment managers in a particular asset class, rather than specific stocks or shares.

Maturity (Bond): The expiry date of a loan or bond, where the initial investment or loan is repaid.

Money Market: Money markets are where money is lent or borrowed for short periods of time. Instruments used can be referred to simply as 'Cash' and include Floating Rate Notes, Commercial Paper and Treasury Bills.

Treasury Bills: These are money market instruments that provide short term loans to the UK Government. They do not pay interest. Instead, they are issued at a discounted price and at maturity, the full price is paid back.

Pensions Service Centre

If you have any general queries, or need a printed copy of the Retirement Account investment form, please contact the Pensions Service Centre:

BAE Systems plc
PO Box 87
Hertford House
Farnborough Aerospace Centre
Farnborough
Hampshire
GU14 6YU

Pensions helpline: 01252 383810
e-mail: farnborough.pensions@xchanging.com
Pensions website: www.baesystemspensions.com

Fund Descriptions – Level 100+ members

March 2010

Volatility Rating (see page 4 of booklet)

	Fund Name	Fund Code	Investment Manager	Annual Charge (see page 8 of booklet)	Active Management or Index Tracker	Type of Investment (see page 3 of booklet)	Investment Group	Largest Investment Category	Other Significant Investment Categories	Fund Aim	Additional Information
1	Managed Cash	G4	Standard Life	0.40% or 40p for every £100 invested	Active	Cash	Money Market	Treasury Bills	- Cash in a bank or building society - Certificates of Deposit	Returns in line with depositing cash in a bank or building society.	Lowest volatile fund available but your fund value can still fluctuate and, as with all other funds, your investment is not guaranteed.
1	Sterling	GS	Standard Life	0.40% or 40p for every £100 invested	Active	Cash	Money Market	Floating Rate Notes	- Cash in a bank or building society - Commercial Paper - Certificates of Deposit	Returns over the long term ahead of those achieved from depositing cash in a bank or building society by holding a range of different Money Market Instruments.	Uses specialist Money Market Instruments to try to achieve higher returns but these can also be more volatile.
2	Fixed Interest	FP	Standard Life	0.40% or 40p for every £100 invested	Active	Bonds	Sterling Fixed Interest	UK Corporate Bonds	- UK Government Bonds - Overseas Corporate Bonds - Money Market Instruments	Provide capital growth mainly through reinvestment of income from bonds.	
3	Property	FM	Standard Life	0.40% or 40p for every £100 invested	Active	Property	UK Direct Property	Retail Property	- Office Property - Industrial Property - Money Market Instruments	Provide long term growth from a combination of income and increase in value of property by investing predominantly in prime quality UK properties.	Under certain circumstances property may be difficult to sell and members may need to give several months notice of disinvestment.
3	Over 15 Year Gilt	ND	BlackRock Aquila HP	0.40% or 40p for every £100 invested	Index tracker	Bonds	Sterling Long Bonds	UK Government Bonds with maturity over 15 years		Provide returns in line with the FTSE UK Gilts Over 15 Years Index.	
4	Balanced Manager of Managers	JE	Standard Life	1.04% or £1.04 for every £100 invested	Active	Manager of Managers fund	Balanced Managed	UK Equities	- Overseas Equities - Bonds - Property - Floating Rate Notes - Money Market Instruments	Invest in a range of investment types and fund managers to provide diversification and capital growth.	The fund may use other more specialist financial instruments, such as derivatives, to control the risk in the fund and help it meet its target.
4	Ethical	G7	Standard Life	0.40% or 40p for every £100 invested	Active	Managed fund	Balanced Managed	UK Equities	- UK Bonds - Overseas Bonds - European Equities - Money Market Instruments	Provide capital growth by investing in a way that meets strict ethical criteria.	The ethical criteria is agreed with Standard Life's Ethical Committee and may change.
4	Managed	FA	Standard Life	0.40% or 40p for every £100 invested	Active	Managed fund	Balanced Managed	UK Equities	- Overseas Equities - Bonds - Property - Money Market Instruments	Invest in a number of different investment types to provide diversification and capital growth over the long term.	

Fund Descriptions – Level 100+ members

March 2010

Volatility Rating (see page 4 of booklet)

Fund Name	Fund Code	Investment Manager	Annual Charge (see page 8 of booklet)	Active Management or Index Tracker	Type of Investment (see page 3 of booklet)	Investment Group	Largest Investment Category	Other Significant Investment Categories	Fund Aim	Additional Information
5 FTSE Tracker	G6	Standard Life	0.40% or 40p for every £100 invested	Index tracker	Equities	UK Equities	UK Equities	- Money Market Instruments	Provide returns in line with those of the FTSE All-Share Index	The fund may use other more specialist financial instruments, such as derivatives, to control the risk in the fund and help it meet its target.
5 Global Equity Manager of Managers	JF	Standard Life	1.12% or £1.12 for every £100 invested	Active	Manager of Managers fund	Global Equities	UK Equities	- North American Equities - Asia/Pacific Equities - European Equities - Money Market Instruments	Invest in a number of different companies from around the world and a range of fund managers to provide diversification and capital growth.	
5 UK Equity	FN	Standard Life	0.40% or 40p for every £100 invested	Active	Equities	UK Equities	UK Equities	- Money Market Instruments	Provide capital growth by investing in a range of UK companies specifically selected by the fund manager.	
5 (50:50) Global Equity	JO	BlackRock Aquila HP	0.41% or 41p for every £100 invested	Index tracker	Equities	Global Equities	UK Equities	- European Equities - North American Equities - Asia/Pacific Equities - Japan Equities	Provide returns in line with the indices of the regions in which the fund invests.	
5 UK Equity	JP	BlackRock Aquila HP	0.41% or 41p for every £100 invested	Index tracker	Equities	UK Equities	UK Equities		Provide returns in line with the FTSE All-Share Index.	
5 Amanah	JB	HSBC Life	0.70% or 70p for every £100 invested	Active	Equities	Global Equities	North American Equities	- European Equities - UK Equities - Japan Equities - Asia/Pacific Equities - Money Market Instruments	Provide capital growth through investment in companies from around the world in a manner compliant with the Islamic principles of Shariah.	
5 Global Equity	KD	JP Morgan Life	0.70% or 70p for every £100 invested	Active	Equities	Global Equities	UK Equities	- North American Equities - Asia/Pacific Equities - European Equities - Japanese Equities	Provide capital growth through investment in companies from around the world.	
5 Managed	KM	Newton	0.82% or 82p for every £100 invested	Active	Managed fund	Flexible Managed	UK Equities	- North American Equities - Asia/Pacific Equities - Japanese Equities - Emerging Market Equities - Bonds - Money Market Instruments	Provide capital growth through investment in different investment types from around the world.	
6 International	FO	Standard Life	0.40% or 40p for every £100 invested	Active	Equities	Global Equities	North American Equities	- European Equities - UK Equities - Asia/Pacific Equities - Emerging Market Equities - Money Market Instruments	Invest in a number of different companies from around the world to provide capital growth in the long term.	