YOUR
INVESTMENT
GUIDE.

A-PLANT RETIREMENT PLAN.

Working in association with
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PART 1: INTRODUCTION

 WHY SHOULD I READ THIS GUIDE?

This guide has been designed to help you understand:
• how contributions are invested.
• what you should be aware of if you want to make your own investment decisions.
• the choices you will need to consider when it comes to investing your pension pot as you approach retirement.

We’ve tried to make it easier to understand by using plain English.

Where we’ve used a term you may not be familiar with, we’ve highlighted it in blue and have included a definition in the ‘Terms explained’ section.

We suggest you read this guide in conjunction with the Member’s booklet, which you’ll find on your scheme website.
INVESTING YOUR PENSION SAVINGS

Your pension savings are invested with the aim of preserving their value or making them grow over time.

HOW WILL MY PENSION SAVINGS BE INVESTED?
Any contributions that you and A-Plant make will be invested in the A-Plant Cash Lifestyle Profile, which is the default investment option for the A-Plant Retirement Plan, as selected by the Trustees.
This is how contributions will continue to be invested unless you tell us otherwise.

WHAT'S THE AIM OF THE A-PLANT CASH LIFESTYLE PROFILE?
This lifestyle profile has been designed for members who intend to take 100% of their pension pot as a cash lump sum at their retirement date.
Initially, your pension pot will be invested in equities and a diversified fund that invests in a broad spectrum of investments. Investment growth over the long term from the diversified fund may be lower than from equities alone, but it is less risky, and so the value of your pension pot is unlikely to go up or down by as much in the short term.
As you approach retirement, 50% of your pension pot will be gradually moved out of equities and into a lower-risk fund that invests in loans to companies. This fund is lower risk than equities, and so the change in allocation should reduce the likelihood of any sharp up and down movements in the value of your pension pot in the short term.
By the time you reach your retirement date, all of your pension pot will have been gradually moved into a cash fund.
Automatic switching will start to happen when you are 15 years from your retirement date.

WHAT IS A DEFAULT INVESTMENT OPTION?
The Trustees are required by law to choose an investment option for members who do not want to make their own investment decisions.
This is known as the default investment option, since it is where your pension savings will be invested unless you choose to make your own investment choices. The Trustees must keep this default investment option under review and may make changes over time.

WHAT IF I WANT TO MAKE MY OWN INVESTMENT DECISIONS?
You can change the way your pension savings are invested at any time. You have the option to do this only for existing funds, for ongoing contributions, or both. There are 13 funds and two lifestyle profiles currently available.
It’s important to be aware that all investments carry some degree of risk and, as a result, the value of your pension savings can fall as well as rise.
For more information on investment risk and the different types that you should be aware of, please see the ‘Balancing risk and reward’ section. The ‘Your investment funds’ section provides a list of funds available to you and lists details of the Fund Specific Risks that relate to each individual fund.
For more information on what these are, go to the ‘Fund Specific Risk Definitions’ section.
PART 2: ABOUT INVESTING

This section looks at the basics of investing and should be helpful, whether you’re new to investing or have previously chosen your own investments.

WHAT IS AN INVESTMENT FUND?

An investment fund is controlled by a fund manager who invests in asset classes on your behalf.

For more details on the different types of asset, see the ‘What is an asset?’ section.

The fund manager can choose to invest in a range of assets from bank deposits and cash to shares and property. Different funds will have different aims and the fund manager will invest in assets that are aligned to the objectives of the fund.

Whatever the specific objective of the fund, the ultimate goal of any fund is to help your money grow (or preserve its value) although there is no guarantee that this will happen.

When you invest in a fund, you buy a small part of it called a unit. The price of these units can vary. If the unit price goes up, the value of your investment will increase. Similarly, if the unit price falls, so will the value of your investment.

TYPES OF FUND MANAGEMENT

There are two main types of fund management: active and passive.

Active fund managers take an active ‘hands-on’ role in making investment decisions. They are continuously researching companies or other investments in the search for growth potential. They may buy and sell assets frequently in the hope of earning returns that beat their market sector.

Passive fund managers adopt a more ‘hands-off’ approach. Instead of trying to beat a particular sector or market index, for example the FTSE 100 Index, they aim to replicate it.

As a result, passive funds tend to have lower management costs than active funds.

Active funds, typically hold fewer assets, so the impact of any one company underperforming could be greater. They can, however, provide access to asset classes that may not be available via a passive fund.

Active funds generally take on more risk than passive funds within the same asset class. Whilst this means that investors have the potential for higher returns, it also means that the chance of making a loss is also greater.

To find out more about the risks of investing see the ‘Balancing risk and reward’ section.
ABOUT INVESTING

WHAT IS AN ASSET?
Assets are the building blocks of funds. Different funds invest in different assets and this can have a significant effect on a fund’s performance and its volatility. Each type of asset has its own characteristics and also has different risks. The table below illustrates the key characteristics of the four main types of asset.

<table>
<thead>
<tr>
<th>WHAT IS IT?</th>
<th>SHARES</th>
<th>PROPERTY</th>
<th>BONDS</th>
<th>CASH</th>
</tr>
</thead>
<tbody>
<tr>
<td>WHAT IS IT?</td>
<td>A share in the value of a company.</td>
<td>Commercial property such as offices, shops, warehouses, factories and other business buildings.</td>
<td>A loan which can be returned on a specified future date.</td>
<td>Short-term deposits with governments and financial institutions such as banks and building societies.</td>
</tr>
<tr>
<td>ARE THEY CALLED ANYTHING ELSE?</td>
<td>Equities.</td>
<td>N/A</td>
<td>Fixed interest securities. UK Government bonds are often referred to as ‘gilts’.</td>
<td>Bank Deposits.</td>
</tr>
<tr>
<td>WHO ISSUES THEM?</td>
<td>Public companies.</td>
<td>N/A</td>
<td>Governments or companies.</td>
<td>N/A</td>
</tr>
<tr>
<td>CAN THEY GENERATE AN INCOME?</td>
<td>Yes. If the company makes a profit, it may return money to shareholders in the form of a dividend.</td>
<td>Yes. The rent paid by tenants effectively generates a regular income.</td>
<td>Yes. The issuer will normally make regular interest payments to the holder.</td>
<td>Yes. Although the rate of interest on cash deposits is normally quite low.</td>
</tr>
<tr>
<td>CAN THEY GROW IN VALUE?</td>
<td>Yes. If the value of the company increases, the value of each individual share will increase.</td>
<td>Yes. If property prices increase, the value of your investment will increase.</td>
<td>Yes. It may be possible to sell for more than the original investment amount.</td>
<td>Yes. But only if the interest is retained. Although any growth is likely to be limited.</td>
</tr>
<tr>
<td>HOW VOLATILE ARE THEY?</td>
<td>High. The price of a share can be very volatile in the short term.</td>
<td>Moderate to High. Property prices can fluctuate in the short term.</td>
<td>Moderate. Bonds are particularly sensitive to interest rate movements and inflation.</td>
<td>Low. Cash is widely regarded as the least volatile investment asset.</td>
</tr>
<tr>
<td>CAN THEY FALL IN VALUE?</td>
<td>Yes but only if the value of the company decreases, causing the value of each individual share to decrease.</td>
<td>Yes but only if property prices fall, causing the value of your investment to fall.</td>
<td>Yes although the value of your investment is only likely to fall if interest rates rise and could increase if interest rates fall.</td>
<td>Yes although any fall in value is likely to be limited.</td>
</tr>
<tr>
<td>HOW LONG SHOULD I HOLD THIS INVESTMENT?</td>
<td>Medium to long term. Normally for at least 5 years.</td>
<td>Long term.</td>
<td>Short to medium term.</td>
<td>Short term.</td>
</tr>
</tbody>
</table>
WHAT IS A LIFESTYLE PROFILE?

In addition to offering you a range of funds, you can also invest in a lifestyle profile.

HOW DOES A LIFESTYLE PROFILE WORK?

A lifestyle profile is an investment strategy that offers the potential to grow your pension savings over the long term. In most cases a lifestyle profile will normally move your pension savings from higher volatility funds as you approach your selected retirement date. Alternatively, it may also target a specific objective for your pension pot such as:

- buying a guaranteed income (an annuity)
- taking cash.
- taking flexible income (drawdown).

This will happen automatically closer to your selected retirement date.

CAN I CHANGE THE WAY MY PENSION SAVINGS ARE INVESTED?

Yes. You can change the way in which your pension savings are invested at any time. You can also change your selected retirement date and leave it invested for longer. If you decide to invest in a lifestyle profile please be aware that you can only choose one lifestyle profile at a time. It’s also not possible to invest in any other funds at the same time.

Lifestyle profiles are not risk free.

To find out more about the risks associated with investing, see the ‘Balancing risk and reward’ section.

There are two lifestyle profiles available to members of this scheme. For more information, please see the ‘Your Lifestyle Profiles’ section.
WHAT IS A LIFESTYLE PROFILE?

Investing in a lifestyle profile can have advantages as well as disadvantages. It’s important that you understand what these are before choosing to invest in one.

### THE ADVANTAGES AND DISADVANTAGES OF INVESTING IN A LIFESTYLE PROFILE

<table>
<thead>
<tr>
<th>ADVANTAGES</th>
<th>DISADVANTAGES</th>
</tr>
</thead>
<tbody>
<tr>
<td>You don’t have to choose which fund(s) to invest in as the funds are set in the lifestyle profile.</td>
<td>You are not choosing where to invest. There may be another fund or lifestyle profile more suitable to your needs.</td>
</tr>
<tr>
<td>Lifestyle profiles are designed to reduce investment volatility or to target a specific objective as you approach your selected retirement date.</td>
<td>A lifestyle profile doesn't guarantee the value of your pension savings. The value of investments can go down as well as up.</td>
</tr>
<tr>
<td>Your money is automatically switched for you as you near your selected retirement date.</td>
<td>You do not choose when to change your investment as it is set by the lifestyle profile.</td>
</tr>
<tr>
<td>The automatic switching ensures that your money is moved gradually rather than all at once at a time when the markets may be low.</td>
<td>The timing of switches is automatic and happens at fixed times. They don’t take market conditions into account which means you may miss out on growth in the market.</td>
</tr>
<tr>
<td>The final investment holding is designed for a particular outcome. For example, taking all of your pension pot as cash, buying a guaranteed income (an annuity), or taking flexible income (drawdown) directly from your pension pot.</td>
<td>The aim of the lifestyle profile may not match the way you intend to use your pension pot or reflect your attitude to risk. It may also be unsuitable if you don’t take pension benefits as intended at your selected retirement date. In this case, you should review where your pension pot is invested and whether this remains suitable for your needs.</td>
</tr>
</tbody>
</table>
BALANCING RISK AND REWARD

When it comes to investing your pension savings, there are different types of investment risk that you should be aware of.

**INVESTMENT RISK**
This is the risk that your pension savings may fall in value and it's a risk that applies to all funds.
However, the more time there is until your selected retirement date, the less concerned you might be about short-term falls. In this case, you may be more willing to accept a higher degree of investment risk for the chance of higher rewards.

**EXPECTATION RISK**
This is the risk that your pension savings may not grow by as much as you want or need.
It’s important to check your investments regularly to see whether you’re on track to meet your goals. If your investments aren’t performing as you expected, you may need to consider increasing your pension contributions or delaying your retirement.

**ANNUITY RATE RISK**
When you reach your selected retirement date, you may want to convert your pension pot into a guaranteed income (an annuity). The cost of buying an annuity is influenced by economic conditions and annuity providers’ assessment of life expectancy. This means that the cost of buying an annuity (often referred to as the annuity rate) can change.
Therefore, if annuity rates fall, there is a risk that your pension pot won’t buy the amount of pension income you need or expect.

**INFLATION RISK**
This is the risk that prices of goods and services will increase by more than the value of your investments.

This means that you may not be able to buy the same things in the future, that you can afford to buy today.

**OPPORTUNITY RISK**
If you delay purchasing a guaranteed income (an annuity) at outset, should you want to do so at a later date, annuity rates may have fallen and, as such, the amount of income you could buy may be less generous.

**FUND SPECIFIC RISKS**
These are the risks that apply to an individual fund.
As mentioned earlier, different funds will invest your money in different assets and in different ways to achieve their aims. As a result, each fund is likely to have different set of risks.
For details of the specific risks that apply to each of the funds available to you, please see the list of funds in the ‘Your investment funds’ section.
A detailed explanation of what each of these are can be found in the ‘Fund Specific Risks’ section.

If you’re not comfortable making your own investment decisions, your pension savings will be automatically invested in the default investment option, which has been chosen by the Trustees as they believe it is suitable to meet the needs of most members.
You can find more about the default investment option for A-Plant Retirement Plan in the ‘Investing your pension savings’ section.
Almost all investment involves some degree of risk. It’s important that you understand - and are comfortable with - the risk you may be taking before making any investment decisions.

**RISK VERSUS REWARD**

Taking a higher degree of risk generally comes with the potential for higher rewards. It also means, however, that there’s a greater chance of your investment falling in value.

Accepting a lower degree of risk generally means that your investment is less likely to fall in value. However, in return, this will usually mean that your investment has less potential for growth. In other words, the reward will be less.

**EXAMPLE**

When you put money into a bank account, there’s almost no risk of losing it.

However, the interest you’re likely to receive - your reward - will probably be quite low.

Investing your money in the shares of a single company carries a much higher risk. If something happens to the company, it will affect the value of your shares.

If the company performs poorly the share price is likely to fall and, in the worst case, you could lose all your money.

However, if the company is really successful the share price could rise, which means that your investment could be worth much more than you originally invested.

**ATTITUDE TO RISK TOOL**

Legal & General has developed a web-based tool to help you understand your attitude to investment risk.

This tool uses five Customer Risk Profiles on a scale from A to E, some of which are also broken down further into lower, middle or upper sub-categories.

It contains detailed descriptions of each of these Customer Risk Profiles to help you decide what type of investor you might be.

You can also complete the online questionnaire, which has been designed to help you identify which Customer Risk Profile matches your own attitude to investment risk and may help you to decide which funds are right for you.

For more information about our funds and how Legal & General risk rates them, see the ‘Fund Risk Rating Descriptions’ section.

To use the tool go to www.legalandgeneral.com/atrtool
PART 3: YOUR INVESTMENT OPTIONS

You can change the way in which your pension savings are invested at any time. This section looks at the options available to you if you want to make your own investment decisions.

HOW MANY FUNDS CAN I INVEST IN?
There are 13 funds to choose from and you can invest in as many as you wish, in whatever proportions you want.
Fund factsheets are available for each of these funds and include details about the fund’s aims, asset allocation and performance.
A full list, including links to each of these fund factsheets, can be found in the ‘Your investment funds’ section.

HOW MANY LIFESTYLE PROFILES CAN I INVEST IN?
There are two lifestyle profiles to choose from, details of which can be found in the ‘Your lifestyle profiles’ section.
If you invest in a lifestyle profile, you cannot invest in any other funds.

WHO DECIDES WHICH INVESTMENT OPTIONS ARE AVAILABLE?
The Trustees of the plan have chosen these funds and lifestyle profiles.
The Trustees will review the selection from time to time. In the future, this could mean that certain investments will be removed or new ones added.

HOW DO I CHANGE MY INVESTMENTS?
You can change the way your pension savings are invested at any time.
You can do this:
• Online: Go to your scheme microsite and select ‘Manage Your Account’.

• By phone Call Legal & General on 0345 070 2627.
Call charges will vary. Legal & General may record and monitor calls.

GOVERNED FUNDS
All of the available funds - not just those in our governed funds range - are subject to due-diligence and regular reviews.
However, if you choose to invest in a governed fund, you will be selecting a fund that benefits from greater scrutiny and more frequent monitoring.
The regular review process for each governed fund considers:
• the fund management process, including details of the controls and monitoring that the fund manager has put in place.
• past performance against the stated performance benchmarks.
• the strength of the fund management group, including details of the plans that are in place should the fund manager leave the company.
It’s important to understand, however, that:
• there are no guarantees about the performance of a governed fund and the value of your investment can still fall.
• a governed fund may not be any more suitable for you than any of the other funds available to you. Remember, neither the Trustees nor Legal & General are giving you advice.
We may replace funds from time to time. If you are invested in a fund that is being replaced, we will write and let you know.
YOUR INVESTMENT OPTIONS

Depending on which fund(s) or lifestyle profile you choose to invest in, the amount you pay in charges could differ.

WHO MANAGES THE FUNDS?
All the funds are managed by professional fund managers. If you choose to invest in a fund that is not managed by Legal & General, then you need to be aware that you still will be buying units in a Legal & General fund.
Legal & General will then use the money you contribute to buy units in the manager’s own fund (called the ‘authorised fund’).

WHAT ARE THE CHARGES FOR INVESTING?
Each of the funds carries a Fund Management Charge (FMC). This charge is accounted for in the price of the unit and is reflected in the value of your fund.
The Fund Management Charge (FMC) consists of the Investment Management Charge (IMC) plus Additional Expenses (AE).
It includes investment management fees, fund administration fees, custody/custodian fees, auditing and accounting fees, and regulatory charges.
Different funds have different charges and these are shown in the list of funds on the following page.
If you invest in a lifestyle profile, the charges you’ll pay will be calculated on the proportion of your pension savings invested in each fund (or funds) at that time.

WHAT IS THE TOTAL COST OF RUNNING MY PENSION?
To calculate the total cost of running a pension plan, you should add the Annual Management Charge (AMC), which covers Legal & General’s administration costs, to the Fund Management Charge (FMC).
The AMC for the A-Plant Retirement Plan is 0.19%.
The FMC varies from one fund to another. Details of the FMC for each fund can be found in the ‘Your investment funds’ section.

It’s important to be aware that, in certain circumstances, we may need to make changes to our charges or introduce new charges.
You can invest your pension savings in any of the funds listed below. To find out more information about each fund listed, including its aims, asset allocation and performance, simply click on the fund name.

<table>
<thead>
<tr>
<th>FUND RISK CATEGORY</th>
<th>FUND NAME</th>
<th>FUND CODE</th>
<th>KEY ASSETS</th>
<th>FUND SPECIFIC RISKS²</th>
<th>GOVERNED FUND³</th>
<th>IMC⁴</th>
<th>AE⁴</th>
<th>FMC⁴</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 Upper</td>
<td>L&amp;G (PMC) World Emerging Markets Equity Index Fund 3</td>
<td>NQM3</td>
<td>Shares 12, 13, 17, 18, 21, 29</td>
<td>Yes</td>
<td>0.45%</td>
<td>0.00%</td>
<td>0.45%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>L&amp;G HSBC Amanah Global Equity Index Fund 3</td>
<td>EFK3</td>
<td>Shares 12, 13, 27, 29</td>
<td></td>
<td>0.55%</td>
<td>0.00%</td>
<td>0.55%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>L&amp;G (PMC) Ethical Global Equity Index Fund 3</td>
<td>NEB3</td>
<td>Shares 12, 13, 27, 29</td>
<td></td>
<td>0.30%</td>
<td>0.00%</td>
<td>0.30%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>L&amp;G (PMC) World (Ex-UK) Equity Index Fund 3</td>
<td>NED3</td>
<td>Shares 12, 13, 29</td>
<td>Yes</td>
<td>0.12%</td>
<td>0.00%</td>
<td>0.12%</td>
<td></td>
</tr>
<tr>
<td>4 Upper</td>
<td>L&amp;G (PMC) Global Equity Fixed Weights (50:50) Index Fund 3</td>
<td>NDZ3</td>
<td>Shares 12, 13, 29</td>
<td>Yes</td>
<td>0.10%</td>
<td>0.00%</td>
<td>0.10%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>L&amp;G (PMC) UK Equity Index Fund 3</td>
<td>NBC3</td>
<td>Shares 13, 19, 29</td>
<td>Yes</td>
<td>0.10%</td>
<td>0.00%</td>
<td>0.10%</td>
<td></td>
</tr>
<tr>
<td>4 Middle</td>
<td>There are no funds in this risk category</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4 Lower</td>
<td>L&amp;G (PMC) Multi-Asset Fund 3</td>
<td>NTW3</td>
<td>Shares 12, 13, 14, 15, 29, 31</td>
<td>Yes</td>
<td>0.13%</td>
<td>0.00%</td>
<td>0.13%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>L&amp;G Property Fund 3</td>
<td>EAE3</td>
<td>Property 23, 29</td>
<td>Yes</td>
<td>0.30%</td>
<td>0.59%</td>
<td>0.89%</td>
<td></td>
</tr>
<tr>
<td>3 Upper</td>
<td>L&amp;G (PMC) Over 15 Year Gilts Index Fund 3</td>
<td>NBR3</td>
<td>Bonds 14, 15, 20, 29</td>
<td>Yes</td>
<td>0.08%</td>
<td>0.00%</td>
<td>0.08%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>L&amp;G (PMC) Pre-Retirement Fund 3</td>
<td>NEN3</td>
<td>Bonds 14, 15, 20, 29</td>
<td>Yes</td>
<td>0.12%</td>
<td>0.00%</td>
<td>0.12%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>L&amp;G (PMC) AAA-AA-A Corporate Bond Over 15 Year Index Fund 3</td>
<td>NEK3</td>
<td>Bonds 14, 15, 29</td>
<td></td>
<td>0.12%</td>
<td>0.00%</td>
<td>0.12%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>L&amp;G (PMC) Over 5 Year Index Linked Gilts Index Fund 3</td>
<td>NEC3</td>
<td>Bonds 14, 15, 20, 29</td>
<td>Yes</td>
<td>0.08%</td>
<td>0.00%</td>
<td>0.08%</td>
<td></td>
</tr>
<tr>
<td>3 Middle</td>
<td>There are no funds in this risk category</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 Lower</td>
<td>There are no funds in this risk category</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>L&amp;G Cash Fund 3</td>
<td>EAB3</td>
<td>Cash 24</td>
<td>Yes</td>
<td>0.09%</td>
<td>0.01%</td>
<td>0.10%</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>There are no funds in this risk category</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

¹ See the ‘Fund Risk Rating Descriptions’ section for details of these categories.
² See the ‘Fund Specific Risks’ section for more details.
³ See the ‘Your investment options’ section for a description of Governed Funds.
⁴ See the ‘Your investment options’ section for an explanation of these charges.
Legal & General risk rates its **funds** on a scale that uses five **Fund Risk Rating** categories, from 1 (the lowest risk) to 5 (the highest risk).

The table below provides a description of each Fund Risk Rating Category. We've given a risk rating to each of the funds available to you and have arranged them on a scale called a risk meter in the ‘Your risk meter’ section. Each fund has a place on the scale and, as such, you can quickly and easily compare the relative risk of one fund against all the other funds available.

<table>
<thead>
<tr>
<th>Fund Risk Rating category</th>
<th>Additional rating within category</th>
<th>Fund Risk Rating category description (Note: all investment funds can go up or down in value and can lose money)</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>UPPER</td>
<td>Funds in these categories may invest in either single investment types or a wide variety of investments that will go up and down in value a lot from day to day. Funds may tend to invest in less stable investment areas, for example certain overseas or emerging markets, where economic or political conditions create an extra degree of uncertainty.</td>
</tr>
<tr>
<td></td>
<td>LOWER</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>UPPER</td>
<td>Funds in these categories hold investments that are expected to go up and down in value a lot from day to day. Funds are likely to invest in a range of investment types, including higher proportions of riskier investment types. Funds towards the middle and top of this band will hold investment types that have gone up or down more in value over the past ten years than funds at the bottom. For example, this may be because those funds are designed to invest in areas or investment types that are more likely to experience larger changes in value than other investment types.</td>
</tr>
<tr>
<td></td>
<td>MIDDLE</td>
<td></td>
</tr>
<tr>
<td></td>
<td>LOWER</td>
<td>Funds in these categories hold investments that will go up and down in value. Funds may not hold all investment types and tend to focus on investments that do not typically change in value a lot from day to day. Funds may also invest in a range of investment types to try to limit the effect of one or more investment types performing poorly but fund values could still fall significantly over time. Funds towards the middle and top of this band will hold investment types that have gone up or down more in value in the past than funds at the bottom. For example, this may be because those funds have invested in riskier investment types or they have focused on single investment types.</td>
</tr>
<tr>
<td>3</td>
<td>UPPER</td>
<td>Funds in this category invest in short-term money markets such as bank deposits and Treasury Bills. These funds do not invest in any asset types where the capital value can fall, such as fixed interest securities. The value of the fund’s assets would only fall if a deposit holder or the UK Government were unable to meet their obligations. If the interest earned by the fund’s assets is insufficient to cover the annual fund charge and any additional fund expenses, the value of your fund will fall.</td>
</tr>
<tr>
<td></td>
<td>MIDDLE</td>
<td></td>
</tr>
<tr>
<td></td>
<td>LOWER</td>
<td>There are no funds in this category.</td>
</tr>
</tbody>
</table>
# YOUR RISK METER

<table>
<thead>
<tr>
<th>FUND RISK CATEGORY</th>
<th>FUND NAME</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 UPPER</td>
<td>L&amp;G (PMC) World Emerging Markets Equity Index Fund 3</td>
</tr>
<tr>
<td>5 LOWER</td>
<td>L&amp;G HSBC Amanah Global Equity Index Fund 3</td>
</tr>
<tr>
<td>L&amp;G (PMC) Ethical Global Equity Index Fund 3</td>
<td></td>
</tr>
<tr>
<td>L&amp;G (PMC) World (Ex UK) Equity Index Fund 3</td>
<td></td>
</tr>
<tr>
<td>L&amp;G (PMC) Global Equity Fixed Weights 50:50 Index Fund 3</td>
<td></td>
</tr>
<tr>
<td>4 UPPER</td>
<td>L&amp;G (PMC) UK Equity Index Fund 3</td>
</tr>
<tr>
<td>4 MIDDLE</td>
<td>L&amp;G (PMC) Multi-Asset Fund 3</td>
</tr>
<tr>
<td>L&amp;G (PMC) Property Fund 3</td>
<td></td>
</tr>
<tr>
<td>4 LOWER</td>
<td>L&amp;G (PMC) Over 15 Year Gilts Index 3</td>
</tr>
<tr>
<td>L&amp;G (PMC) Pre-Retirement Fund 3</td>
<td></td>
</tr>
<tr>
<td>3 UPPER</td>
<td>L&amp;G (PMC) Over 5 Year Index Linked Gilts Index Fund 3</td>
</tr>
<tr>
<td>L&amp;G (PMC) AAA-AA Corporate Bond All Stocks Index Fund 3</td>
<td></td>
</tr>
<tr>
<td>3 MIDDLE</td>
<td>L&amp;G (PMC) AAA-AA Corporate Bond All Stocks Index Fund 3</td>
</tr>
<tr>
<td>3 LOWER</td>
<td>L&amp;G (PMC) AAA-AA Corporate Bond All Stocks Index Fund 3</td>
</tr>
<tr>
<td>2</td>
<td>L&amp;G Cash Fund 3</td>
</tr>
<tr>
<td>1</td>
<td>L&amp;G Cash Fund 3</td>
</tr>
</tbody>
</table>

## THE SPECTRUM OF RISK

The Risk Meter shows a ‘spectrum of risk’. As such, although two funds could be in the same fund risk category, they won’t necessarily have the same level of risk. A fund near the top of one fund risk category might have a more similar risk profile to a fund near the bottom of the category above it than to funds lower down in its own category.

These ratings are calculated without knowing your personal attitude to investment risk. Therefore, when you’re looking at where to invest it’s important that you don’t just rely on this Risk Meter.

You need to look at - and think carefully about - all the different investment risks.

Your circumstances and outlook are unique and it’s this that should be influencing your investment decisions.

If you have any doubts or questions, you should talk to a financial adviser.

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Please remember that neither A-Plant, nor the Trustees nor Legal & General can provide financial advice. If you want to make your own investment decisions, you should speak to a qualified financial adviser. You can find one in your local area at [www.unbiased.co.uk](http://www.unbiased.co.uk). Please note that advisers will usually charge for their services.
FUND SPECIFIC RISKS

In the ‘Fund Specific Risks’ column of the fund list in the ‘Your investment funds’ section, you will have seen one or more numbers listed against each fund. Each number relates to a specific risk associated with that fund. This section contains descriptions for each of the fund specific risks listed. You’ll see there are some numbers missing from this list. Although Legal & General applies these risks to a wide range of funds, only the risks that apply to the funds in this guide are shown in this list.

12. CURRENCY CHANGES
The fund may have investments valued in currencies that are not sterling (British pounds):
• If the value of these currencies falls compared to sterling, this may mean the value of your fund will go down.
• If arrangements are made to protect the fund against currency movements (known as ‘hedging’) and the currencies rise compared to sterling, your fund will not benefit from those gains.

13. EQUITIES (COMPANY SHARES)
Investments in company shares tend to be riskier than for many other types of investment. This is because there’s a higher risk of the value of shares falling, more often and by a larger amount than for many other asset types, especially in the short term.

14. FIXED INTEREST SECURITIES
Investment returns on fixed interest securities smaller - corporate and government bonds, and other types of debt - are particularly sensitive to trends in interest rate movements and inflation. Their values are likely to fall when interest rates rise. Such falls may be more pronounced in a low interest rate environment. Longer dated fixed interest securities will fall by more than short dated fixed interest securities.

15. RISK OF ISSUER BECOMING LESS SECURE
The financial strength of a company or government issuing a fixed interest security (such as a bond or other types of debt) determines their ability to make some or all of the payments they are committed to. If their financial strength weakens, the chances of them not making payments increases.

17. DERIVATIVES
This fund uses derivatives for investment purposes and so may be higher risk than funds that don’t. Sometimes using derivatives could give lower returns, or cause the value of your fund to fall even though the market is rising.

18. DERIVATIVE COUNTERPARTY RISK
The fund may have derivative contracts with companies such as banks or other financial institutions. If these companies experience financial difficulty, they may be unable to pay back some or all of the interest, original capital or other payments that they owe. If this happens, the value of your fund may fall.
FUND SPECIFIC RISKS

19. SMALLER COMPANIES
The fund invests in smaller companies. Investments in smaller companies tend to be riskier than investments in larger companies because they can:
• be harder to buy and sell
• go up and down in value more often and by larger amounts, especially in the short term.

20. CONCENTRATION OF INVESTMENTS
Most funds have lots of individual investments, so don’t rely upon the performance of just a few. The whole of this fund, or a large part of it, has relatively few individual investments.
This means that a fall in the value of an individual investment can have a major impact on the overall performance of your fund.

21. EMERGING MARKETS
The fund invests in countries where investment markets are not as well developed as those in the UK.
This means that investments are generally riskier than those in the UK because they:
• are not as well regulated
• are more difficult to buy and sell
• have less reliable arrangements for the safekeeping of assets
• are more exposed to political and taxation uncertainties.
The value of the fund can go up and down more often and by larger amounts than funds that invest in developed countries, especially in the short term.

23. COMMERCIAL PROPERTY
Property can be difficult to buy or sell. This could mean:
• cash builds up waiting to be invested, so the fund will underperform when property returns are greater than the interest earned, and/or
• property may have to be sold for less than expected.
If an exceptional amount of withdrawals are requested, the fund manager may be forced to sell properties quickly. This could mean that properties are sold for less than expected which would reduce the value of your investment.
If the size of the fund falls significantly, the fund may have to invest in fewer properties. This may lead to an increase in risk.
Rental growth is not guaranteed and unpaid rent could affect the performance of your investment.
The value of property is generally a matter of valuer’s opinion rather than fact and the true value of a property may not be recognised until the property is sold.

24. DEPOSIT
The fund has money on deposit with companies such as banks or other financial institutions.
If any of these suffer financial difficulty, they may be unable to pay back some or all of the interest, original amount invested or other payments they owe. If this happens the value of your fund may fall.
27. SOCIALLY RESPONSIBLE OR RELIGIOUS INVESTMENTS
The standards used for this fund mean that it cannot invest in some companies or in certain market sectors, for example tobacco or mining. Because this fund limits the companies it may invest in, it is riskier than funds that don’t have such restrictions.

29. DELAYED REPAYMENT
This fund is able to delay paying out, which may mean that you have to wait to get your money.
A delay may happen when market conditions mean it is difficult for the fund manager to cash in investments to pay out to investors.
For example, a fund with investments in commercial properties may find they may take time to sell. Whilst waiting to complete on the sale of properties, the fund manager may suspend making payments to investors who want to cash in.
The fund can only delay paying out if it’s in the interests of all investors.

31. LIQUIDITY
This fund has investments that, rather than being traded on a stock exchange, are traded through brokers or investment banks, matching buyers and sellers. This makes the investments less easy to buy and sell than those that are traded on an exchange and on any particular day there may not be a buyer or a seller for the investments.
In times of market uncertainty or if an exceptional amount of withdrawals are requested it may become less easy for your fund to sell investments. If this happens, the value of your fund may fall and in extreme circumstances this may also force a delay in buying and selling your investment in the fund.
The fund can only delay paying out if it is in the interests of all investors and with the permission of the fund trustee or depositary.
YOUR LIFESTYLE PROFILES

A lifestyle profile is an investment strategy that offers the potential to grow your pension savings over the long term. Normally, it will move your pension savings from higher volatility into lower volatility funds as you approach your selected retirement date and may also target a specific objective such as cash, guaranteed income (an annuity) or flexible income (drawdown).

You can choose to invest your pension savings in any one of two different lifestyle profiles.

For more detailed information on each one, see the descriptions on the following pages.

You will also find links to the factsheets for each of these lifestyle profiles on your scheme website.

IMPORTANT

Once you reach your selected retirement date automatic switching will stop.

This strategy may not be suitable if you don’t take pension benefits as intended from your selected retirement date. You should review your selected retirement date on a regular basis, as it will determine where your pension pot is invested as you approach retirement.

It’s also important to review your investment strategy on a regular basis, after your selected retirement date, to ensure that the funds in which your pension pot is invested remain suitable for your needs.

To find out more about investing in a lifestyle profile, including the advantages and disadvantages, see the ‘What is a lifestyle profile?’ section.
YOUR LIFESTYLE PROFILES

The Trustees have selected the following lifestyle profiles for this scheme. Each one targets a different objective at retirement and might be appropriate for you if you know whether you intend to take your pension pot as cash, use it to buy a guaranteed income (an annuity) or leave it invested and use it to provide flexible income (drawdown).

A-PLANT CASH LIFESTYLE PROFILE

WHO IS IT DESIGNED FOR?
This lifestyle profile is designed for members who intend to take all of their pension pot as cash at their selected retirement date.

WHAT ARE THE AIMS?
This strategy aims to reduce the risk of a sharp fall in the value of your pension savings as you approach your selected retirement date. Initially, your pension savings will be invested in equities and a diversified fund that invests in a broad spectrum of investments. As you approach retirement, 50% of your pension savings will be gradually moved out of equities and into a lower-risk fund that invests in loans to companies. By the time you reach your selected retirement date, all of your pension savings will be invested in a low-risk fund that invests in short-term deposits, designed for members who plan to take their pension pot as cash.

WHERE CAN I FIND OUT MORE?
For more information about the A-Plant Cash Lifestyle Profile please see the lifestyle profile factsheet.

If you’d like to find out more about the funds that make up this investment strategy including the charges, risks and performance, please see the fund factsheets for the Multi-Asset Fund, the Global Equity Fixed Weights 50:50 Index Fund, the AAA-AA-A Corporate Bond Over 15 Year Index Fund and the Cash Fund.

A-PLANT ANNUITY LIFESTYLE PROFILE

WHO IS IT DESIGNED FOR?
This lifestyle profile is designed for members who intend to take their tax-free cash and buy a guaranteed income (an annuity).

WHAT ARE THE AIMS?
This strategy aims to provide some protection against changes in the cost of buying an annuity at your selected retirement date. It also aims to reduce the risk of a sharp fall in the value of your pension savings as you approach your selected retirement date. Initially, your pension savings will be invested in equities and a diversified fund that invests in a broad spectrum of investments. By the time you reach your selected retirement date, your pension savings will be invested 75% in fixed interest funds, intended to be suitable for members who plan to buy an annuity and 25% in a low-risk fund that invests in short-term deposits, designed for members who plan to take part of their pension pot as cash.

WHERE CAN I FIND OUT MORE?
For more information about the A-Plant Annuity Lifestyle Profile please see the lifestyle profile factsheet.

If you’d like to find out more about the funds that make up this investment strategy including the charges, risks and performance, please see the fund factsheets for the Multi-Asset Fund, the Global Equity Fixed Weights 50:50 Index Fund, the Pre-Retirement Fund, the Over 5 Year Index Linked Gilts Index Fund and the Cash Fund.
CHOOSING YOUR OWN INVESTMENTS

There’s a lot to think about when it comes to choosing your own investments. We’ve created this step-by-step guide to help you consider all the relevant things before making any investment decisions.

<table>
<thead>
<tr>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
<th>Step 6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Identify your attitude to risk</td>
<td>Things you may want to consider.</td>
<td>Find out about Legal &amp; General’s Fund Risk Ratings.</td>
<td>See how the funds compare in terms of risk.</td>
<td>Consider funds that suit your risk profile.</td>
<td>Making sure you’re happy with your choice.</td>
</tr>
</tbody>
</table>

Legal & General has developed an **Attitude to Risk** tool that can help you to identify how you feel about risk. It can also provide you with an indication of the Customer Risk Profile that most closely fits you.

Each profile offers a description of the different levels of investment risk that a typical person with that attitude to investment risk may be prepared to take. See the ‘Balancing risk and reward’ section for more information.

When choosing funds you may want to consider:
1. Investing in a range of different investment types.
2. How much you understand about investing.
3. Your income needs in retirement.
4. How often you’ll review and change your investments.
5. The timing of your investment and whether you’re making one-off or gradual investments.

Legal & General has created five Fund Risk Rating categories, using a scale of 1 (lowest risk) to 5 (highest risk). The definitions in the ‘Fund risk rating descriptions’ section will provide you with a broad description of the level of risk attached to the funds within each category.

Legal & General has risk rated all its funds and has placed them on a risk meter, which you will find in the ‘Your risk meter’ section. This will help you identify the relative risk of investing in one fund compared to the other funds in that range.

You can decide on the level of risk you want to take.

You may want to invest in funds from a single Fund Risk Rating category or you may prefer to invest in a range of funds across more than one Fund Risk Rating category.

You can find more information on all the funds available to you, including details of each funds Fund Risk Rating category in the ‘Your investment funds’ section.

It’s important to be comfortable with the risks associated with each fund before investing. You should also review your fund choices regularly to ensure they remain appropriate for your needs. To do this go to the A-Plant Retirement Plan website and select ‘Manage Your Account’. You may want to seek financial advice before making any investment decisions. For more information on how to find a financial adviser see in the ‘Your risk meter’ section.
APPROACHING RETIREMENT?

You now have a choice about what you can do with your pension savings from the age of 55 onwards. So, if you haven’t already, you should start thinking about how you want to use your pension pot and when you intend to take it.

IS THERE ANYTHING I SHOULD BE DOING NOW?

Your pension savings will be invested in the default investment option unless you tell us otherwise.

Following the introduction of the new pension freedoms, you now have a choice about what you can do with your pension savings from age 55 onwards.

With this in mind, it’s important to regularly review your pension savings, to see if you’re on track to achieve your retirement goals, especially if you’re aged 50 or over.

We’ve created the flowchart on the right to help you identify what you might want to be thinking about, if you haven’t already.

WHAT ARE MY OPTIONS AT RETIREMENT?

You’ll have a number of options available to you without having to leave this plan but you may want to shop around to find what’s best for you.

You don’t have to stay with Legal & General. You have the right to transfer some or all of your pension savings to one or more providers. Alternatively, if you have pension savings with other providers, you may want to consider consolidating them into your Legal & General pension plan.

You’ll need to fully understand the tax implications of these options and any impact they may have on your entitlement to State benefits.

Are you aged 50 or over?

Are you less than five years from your selected retirement date?

Do you know how you want to take your pension savings?

No

If you’re approaching 50 but haven’t already done so, you may want to start thinking about how you want to take your pension pot and when.

It’s important to review your pension savings on a regular basis to ensure it’s on track to help you achieve your goals in retirement.

Yes

We have three lifestyle profiles that have been designed to help you if you want to take your pension pot as:

- Cash
- Guaranteed Income (an annuity)
- Flexible Income (drawdown)

For more information about each of these specific investment options please see the ‘Your lifestyle profiles’ section.
APPROACHING RETIREMENT?

Whether you want more information on the investment options available to you, impartial guidance from an independent government-backed service or wish to speak to a financial adviser, help is available.

WHERE CAN I GET MORE INFORMATION?

THE A-PLANT RETIREMENT PLAN WEBSITE

The A-Plant Retirement Plan website contains information intended to help you if you’re thinking of making your own investment decisions. In addition, you’ll be able to access Legal & General’s online:

- Attitude to Risk tool
- Retirement Planner

You’ll also be able to log in to Manage your Account.

MONEY ADVICE SERVICE

The Money Advice Service produces a free guide ‘Your pension: it’s time to choose’, which contains information regarding your options and helpful tips on how to shop around for the best deal.

To find out more, go to their website at: www.moneyadviceservice.org.uk/en/categories/pensions-and-retirement

PENSION WISE

When you want to access your pension pot you’ll be offered free and impartial guidance from an independent government backed service called Pension Wise to help you understand your options.

You will be offered an appointment either face to face or over the phone.

To find out more, go to their website at: www.pensionwise.gov.uk

FINANCIAL ADVICE

If you’re still unsure about your options we recommend you speak to a financial adviser.

To find a financial adviser in your local area go to: www.unbiased.co.uk

Please note, financial advisers will usually charge a fee for their services

Retirement Planner tool

Not sure what your plans are?

Legal & General has developed an online tool designed to help you make your retirement choices.

If you’d like to use the tool, please go to your scheme website or log on to Manage your Account.
PART 4: TERMS EXPLAINED

Throughout this guide, we’ve highlighted in blue a number of terms you may not be familiar with. Here’s a list of those terms along with a definition.

**ANNUITY**
An insurance policy that uses the value of your pension pot to provide you with an income, which can be payable for the rest of your life, depending on the type of annuity you buy.

The amount you receive will depend on a number of things including the value of your pension pot, your age, your health and the annuity rates available when you purchase one.

**ASSETS**
Assets are the building blocks of investment funds – they are the things that funds invest in. There are four main types of asset: shares, bonds, property and cash.

**BONDS**
Sometimes called ‘fixed interest securities’, Bonds are basically IOUs - a promise to pay back the original investment at a set date in the future, plus payments at regular intervals in between.

Some bonds are ‘index linked’, which means these regular payments increase in line with inflation. A bond issued by a company is normally called a corporate bond. Bonds are also issued by governments, with UK government bonds often referred to as gilts.

Bonds make money in two ways. As well as receiving interest type payments from the company or government, bonds can be traded in a similar way to shares. This means it may be possible to sell a bond for more or less than it was bought for.

Bonds often provide more modest returns than shares but tend to be less volatile over the short to medium term.

**CASH**
When you invest in cash, you are investing in short-term deposits with governments and major financial institutions, such as banks and building societies. Although your pension savings may not grow by very much when it’s invested in cash, investing in cash can be useful.

For example, investments held in cash are very secure. What’s more, the value of investments in cash tend to be far more stable than investments in other types of asset. Cash can be a useful investment option to preserve the value of your pension pot as you get close to your selected retirement date.

**DEFAULT INVESTMENT OPTION**
The default investment option is an investment which the Trustees believe will meet the needs of most members. If you don’t want (or feel unable) to make your own investment decisions, your pension savings will automatically be invested in the default option.

**DERIVATIVES**
An investment whose characteristics and value depend upon the characteristics and value of one or more other assets or indices, typically a commodity, bond, equity or currency.

Examples of derivatives include contracts for difference, futures and options.
4. TERMS EXPLAINED

**EQUITIES**
See ‘shares’.

**FIXED INTEREST**
See ‘bonds’.

**FUND**
Your pension savings are invested in one or more investment funds.
A fund is an investment that pools together the money from many individuals. Fund managers then use it to invest in a wide range of assets. Each investor is issued with units, which represent a portion of the holdings of the fund.

**GILTS**
These are bonds issued by the UK Government. For more information please see ‘bonds’.

**LIFESTYLE PROFILE**
A lifestyle profile is an investment strategy that offers the potential to grow your pension savings over the long term.
In most cases it will normally move your pension savings from higher volatility funds into lower volatility funds as you approach your selected retirement date or target a specific objective such as:
- buying a guaranteed income (an annuity)
- taking cash
- taking flexible income (drawdown).

To find out more about the advantages and disadvantages of investing in a lifestyle profile, please see the ‘What is a lifestyle profile’ section.

**PENSION POT**
The value of all your contributions plus any investment growth, less charges.

**PROPERTY**
In investment terms, property means commercial property such as offices, shops, warehouses, factories and other business buildings. Investors in property look to make money in two ways: from rent paid by tenants and from rises in the value of the property itself. Property can offer good prospects for long-term returns but property prices can fall too - particularly in the short term.

**SELECTED RETIREMENT DATE**
Your selected retirement date is the date you will take your benefits from the plan and can be any time from age 55. This date is automatically set by the scheme when you join. Should you wish to change this date, you can do so at any time.

**SHARES**
Shares, also known as ‘equities’, are where you buy a small part of a company. If the company is seen to be successful, their shares may be in high demand, pushing up the share price. Share values can go up and down a lot in the short term but can offer long-term growth potential. Shares are suitable for medium to long-term investments – that’s to say at least five years, preferably longer.
4. TERMS EXPLAINED

TRUSTEES
The current Trustees are Legal & General Trustees Limited, Pitmans Trustees Limited and BESTrustees plc.
The Trustees are responsible for the management and administration of the plan in accordance with the formal documents that govern the plan and relevant UK legislation.
They are also responsible for the safekeeping of the money and investments belonging to the plan.

UNITS
All investment funds are divided into units. Contributions are used to buy units in the funds you have chosen at the price applicable on the day we invest your money.
The price of units can rise and fall. The total value of your pension savings can be calculated by multiplying the number of units you hold by the price of each unit.

VOLATILITY
A fund can go up or down in value. The extent to which its value might change, and how often, will determine whether it's regarded as having high, moderate or low volatility.
For example, the value of a fund that invests in shares can change by a relatively large amount on a daily basis. This type of fund is regarded as having high volatility.
The value of a cash fund, however, is likely to change by only a relatively small amount over a number of months. This type of fund is regarded as having low volatility.