



# OPTING OUT FACTSHEET

## WHO IS THIS FACTSHEET FOR?

This factsheet is for Active members of the Shell Contributory Pension Fund who are considering opting out (ending active membership of the SCPF whilst continuing to work for the Company).

## WHAT IS THE PURPOSE OF THIS FACTSHEET?

This factsheet provides information to members of the consequences of opting out of the SCPF and what will happen to their pension.

## OPTING OUT OF THE SCPF

You may opt out of membership of the SCPF and remain in employment with the Company at any time by completing an 'opt-out form' and sending it to the Pensions Administration Team.

**Important!** Because the SCPF is a closed scheme, you will never be able to re-join the SCPF. If you opt out you will stop accruing SCPF benefits and some other benefits will no longer apply to you, for example, Death in Service Benefit cover and eligibility for an immediate pension in the event of incapacity.

Under current UK pension legislation every three years the Company must put certain members of staff back into a pension scheme. If you opt out of the SCPF and remain in employment with a UK base Shell Company you must be automatically enrolled into the UK Shell Pension Plan (UKSPP) if you meet certain criteria. You can then choose to opt out of the UKSPP.

It is strongly recommended that you take independent financial advice before you decide to opt out of the SCPF.

## JARGON

**Deferred pension** is the retained benefit in the SCPF after a member has left the Company or opted out of the SCPF, but not started to receive a pension.

**Final Pensionable Salary** is the salary on which your pension is calculated at the date you opt out of the SCPF, leave the Company, or die, whichever is the earliest.

This factsheet provides a summary of the benefits available from the SCPF. Benefits can only be paid in accordance with the Trust Deed and Regulations and relevant law at that time.

## WHAT HAPPENS TO MY SCPF PENSION?

Your active membership will stop on the last day of the month following the month in which the opt out form is received by your Employing Company (the opt out date); for example, if you opt out on the 6 April, the opt out is effective on 31 May.

If you have more than two years' pensionable service at the opt out date, your pension will become deferred. The deferred pension will be calculated using your Final Pensionable Salary and Pensionable Service as at the date of opting out.

You will receive a deferred statement from the Pension Administration Team confirming your total pension and how it will be revalued up to retirement.

## WHAT IF I ALSO HAVE SOCPF BENEFITS?

If you have past Pensionable Service with the Shell Overseas Contributory Pension Fund (SOCPF) and it is continuous with your current SCPF membership you are classed as a Linked Fund Member and the Inter Fund Linking Rules apply (refer to the Linked Fund Membership factsheet). If you opt out of the SCPF then any benefits you have in the SOCPF will be calculated in accordance with the opt out date. This means your Final Pensionable Salary at the opt out date will be used for calculating your benefits in both Funds.

Important: If you opt out of the SCPF you cannot continue active membership of the SOCPF.

## I WANT TO TRANSFER MY SCPF BENEFITS

If you want to opt out of the SCPF to transfer your benefits to another pension scheme you must indicate this on the opt out form. Your active membership in the SCPF will stop on the last day of the month after the opt out form is received by the Pensions Administration Team.

For further information on transferring your benefits out of the SCPF, we recommend that you read the 'Transfers out of the SCPF' factsheet.

## PENSION CASH ALTERNATIVE

If you decide to opt-out of the SCPF and continue to work for the Company, you may qualify for the Pension Cash Alternative. The Pension Cash Alternative was introduced to help employees who have opted out of a pension scheme, because they were impacted by Tapered Annual Allowance (TAA) or the Lifetime Allowance (LTA), manage their own saving for retirement. To find out if you qualify to receive the Pension Cash Alternative please contact HR Services or the Pensions Administration Team for more information.

## CONTACT DETAILS

If you wish to opt out of the SCPF, please print, complete and return the opt out form to the Pensions Administration Team. The opt out form is available in the [Forms](#) section of the website. Should you have any questions regarding opting out please contact the Pensions Administration Team.

Email: [UK-PensionsAdmin@shell.com](mailto:UK-PensionsAdmin@shell.com)

**Write to:** Pensions Administration Team, Trustee Services Unit, Shell International Limited, Shell Centre, London, SE1 7NA.