



Could you help run the Fund?

Apply to join us as a Trustee Director –
see inside to find out more.

Shell Contributory Pension Fund



If you come and join us

The chance to become a Trustee Director is an exciting opportunity for you to play your part in running the Shell Contributory Pension Fund (the Fund).

As a Trustee Director, you'll get to share your views for the benefit of all the members of the Fund. You'll work as part of a varied team, including other Trustee Directors and advisers, all with the common goal of doing the best for the Fund and its members.

You'll receive training and you'll learn as you go, gaining board-level experience – like running a company.

And you'll be doing an important job – using your voice and experience to help look after the benefits of thousands of members.

Are you ready for a new challenge? Or do you want to learn something new? Then read on.

You could be who we're looking for.

What responsibilities would I have?

As a Trustee Director, you must act impartially, in the interests of members and beneficiaries, making sure that benefits are paid when they are due.

The Trustee role is wide ranging. Together with your fellow Trustee Directors, you will be responsible for ensuring that the Fund is run in line with the Trust Deed and Regulations – the legal documents that govern the Fund – and the legal framework governing pension schemes.

You must act wisely, responsibly and honestly.

What is a Member Nominated Director?

A Member-Nominated Director is just like any other Trustee Director. The only difference is that you would be nominated by the membership.

The Trustee Board is made up of eight Trustee Directors, four nominated by the membership and four appointed by Shell.

All Trustee Directors get the same training and are equally responsible for running the Fund.

Who are we looking for?

We're currently looking for two new Member-Nominated Directors to join the Trustee Board from **1 January 2024**.

We believe that bringing together people with different skills and life experiences is the best way to make sure we have a variety of views on the Board. And that, in turn, leads to a stronger team.

You could be an active, deferred or pensioner member. You need a desire to learn new things. But, you don't need to be a pensions or investment expert, or have previous experience as a director.

If you think you have the necessary skills and want to help with running the Fund on behalf of your fellow members, we'd like to hear from you.

What training would I receive?

To support you in the role, you'll receive the training you need to get a better understanding of what is involved in running a pension scheme. As well as the experience you gain along the way, this will include:

- Internal training (provided by the Trustee Services Unit), and
- External training through organisations such as the Pensions and Lifetime Savings Association.

Alongside the support we provide, you'll also need to:

1. Familiarise yourself with the Trust Deed and Regulations and other Fund documents, and
2. Complete The Pensions Regulator's online training for trustees of defined benefit schemes and we'll expect you to keep your knowledge up to date.

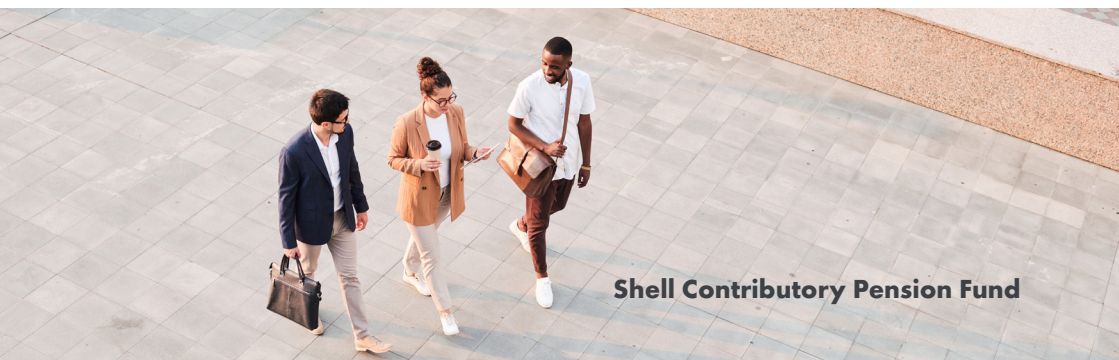
How much time will I need to commit?

20
Days

You'll need to be able to devote at least 20 days a year to the role.

You'll join one of two committees – the Investment and Funding Committee or the Risk and Operations Committee. This will mean you'll attend committee meetings as well as the main Trustee Board meetings.

The 20 days covers regular Trustee Board and committee meetings, ad-hoc meetings, preparation for meetings and ongoing training.



Will I get paid?

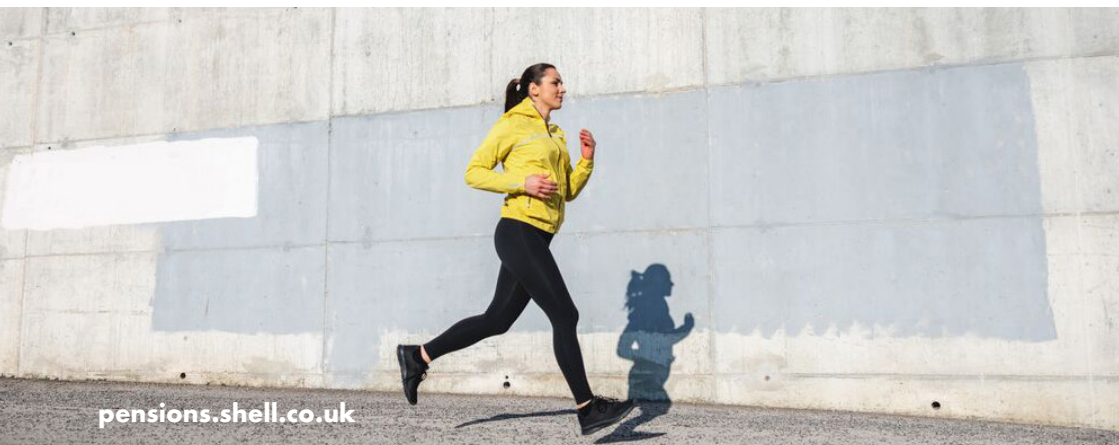
We recognise that you'll be carrying out an important role, and giving up your time, so if you're a deferred or pensioner member, you'll receive an annual fee. We'll also reimburse you for any expenses you incur as part of this role.

If you're an active member, you'll be able to take time off from your usual job during working hours to fulfil your duties as a Trustee and claim reasonable expenses in the usual way.

Interested in finding out more?

Before you apply, we recommend that you:

- Read the 'Introduction to Trusteeship' and the 'Selection Rules' available in the SCPF library at pensions.shell.co.uk
- Visit The Pension Regulator's website at thepensionsregulator.gov.uk for an external view on what being a Trustee involves.
- Find out more about the Fund at pensions.shell.co.uk
- Join one of the group calls with the Trustee Services Unit (TSU) senior management. This is an opportunity for you to ask questions and get a better understanding of the role before you apply. To book a place on one of the calls email SCPFtrustee@shell.com



How to apply

Request a nomination form from the TSU by emailing SCPFtrustee@shell.com

If you're an active member, talk to your line manager. As an employer, Shell in the UK supports employees acting as Trustee Directors, but you must get approval from your line manager before submitting your nomination form.

Complete the nomination form and return it, along with your CV, to SCPFtrustee@shell.com by 5pm on **30 September 2023**.

Keep 20 and 23 October free in case you're invited to a telephone interview.

Key dates in the process

Nomination period opens	1 September 2023
Group calls with the Trustee Services Unit	14 and 18 September 2023
Nomination period closes	30 September 2023
Telephone interviews	20 and 23 October 2023
Successful candidates appointed	1 January 2024
Training begins	January 2024
First meetings	February 2024