

## **BATH AND NORTH EAST SOMERSET**

### **PENSION BOARD**

Tuesday, 30th November, 2021

**Present:-** Nick Weaver (Chair), Helen Ball (Member Representative), Steve Harman (Employer Representative) and David Yorath (Member Representative)

**Observers:** Stuart Anstead and Alison Wyatt

**Also in attendance:** Tony Bartlett (Service Director - Financial Control and Pensions), Jeff Wring (Service Director - One West), Geoff Cleak (Pensions Manager), Anna Capp (Member Services Manager), Claire Newbery (Employer Services Manager), Carolyn Morgan (Governance and Risk Advisor) and Jason Morel (Communications & Marketing Manager)

#### **29 WELCOME & INTRODUCTIONS**

The Chair welcomed everyone to the meeting. He informed those present that Pete Sloman had now stood down as a Board member due to retiring from Weston College.

He explained that Stuart Anstead was to be his replacement and that he and Alison Wyatt were attending as observers ahead of becoming Board members on 1<sup>st</sup> December 2021 and 1<sup>st</sup> May 2022 respectively.

#### **30 APOLOGIES FOR ABSENCE**

Tony Whitlock and Mark King had both sent their apologies to the Board for this meeting.

#### **31 DECLARATIONS OF INTEREST**

There were none.

#### **32 TO ANNOUNCE ANY URGENT BUSINESS AGREED BY THE CHAIR**

There was none.

#### **33 ITEMS FROM THE PUBLIC**

There were none.

#### **34 ITEMS FROM MEMBERS**

There were none.

#### **35 MINUTES OF PREVIOUS MEETING - 21ST SEPTEMBER 2021**

The Board approved the minutes of the previous meeting.

## 36 UPDATE ON LEGISLATION

The Pensions Manager introduced this report to the Board and highlighted the following areas from within it.

### Public Sector Exit Payments Cap

He gave a brief summary of the process so far.

On 10<sup>th</sup> April 2019, HMT launched a consultation called ‘Restricting exit payments in the public sector: consultation on implementation of the regulations’. The key points in the consultation were as follows:-

On 4<sup>th</sup> November 2020 implementation of the £95k cap began.

On 12 February 2021, HMT published the Exit Payment Cap Directions 2021 disapplying parts of the Restriction of Public Sector Exit Payment Regulations 2020 with immediate effect, meaning the exit cap no longer applies to exits that take place on or after 12 February 2021.

A new consultation in relation to the Public Sector Exit Payments Cap is expected to be released in early 2022. However, unlike the previous exit cap, there won't be a single set of regulations from HMT that will apply and there will be different solutions across the Public Sector, including for the LGPS.

Statutory guidance in relation to “special severance” payments that apply to local authorities is expected soon following the consultation that ended in August.

### McCloud Judgment

The Public Sector Pensions and Judicial Offices Bill got its second reading in the House of Lords in September and moved to the Committee Stage on 11 October 2021, followed by the Report Stage on 29 November.

Fund to continue work on collating/analysing data from employers in relation to implementing the remedy.

Outside of the LGPS, a framework set out by the FBU and LGA in relation to the McCloud Judgment in the Firefighter Schemes requires “Immediate Detriment” cases to be processed in the coming weeks.

Fund to consider resource implications of the need to process Immediate Detriment cases in the Firefighter Scheme.

### General

At a recent Pension Manager's Conference it was highlighted that there are around 15 items coming through for the LGPS to deliver.

He informed the Board that the Ministry for Housing, Communities and Local Government (MHCLG) will become the Department for Levelling Up, Housing and Communities (DLUHC).

The Pension Board **RESOLVED** to note the current position regarding the developments that could affect the administration of the fund.

## **37 PENSION FUND ADMINISTRATION - OVERVIEW & SUMMARY PERFORMANCE REPORT**

The Pensions Manager introduced this report to the Board and highlighted the following points to them.

### Workload

There has been an increase in new monthly tasks over the previous 18 months from circa 1,800 to 2,200 tasks per month with the current outstanding cases totalling 4,980 (an increase of 87% since March 2020). The main volume of work is with member refunds, active member retirements and retirements from deferred status. Member estimate requests have increased by 40% over the same period. General enquiries also remain high in volume and a number of these identified as duplicate chasers.

As outlined in the previous quarterly report a project has now been set up to manage the outstanding workload. The project will run for a period of 6 months from October to March with the aim being to clear down all 'backlog' cases. Some degree has been cleared already, around 40%.

### Resource Recruitment & Training

Recruitment and retention remain a key factor impacting business operations. With a further 2 resignations in the past quarter the administration team is currently carrying 8.5 vacancies across both employer and member services teams in addition the Technical & Compliance post remains vacant and posts identified to support service transformation are still in development. The team is also carrying four maternity leave absences across the service at this time.

As such the agreed phased recruitment plan is behind schedule as staff movement continues to impact progress. Recruitment continues to backfill vacant posts, maternity cover and secondment to projects and overstaffing is being considered at Assistant Pensions Officer level to mitigate the impact of further staff movement.

### Annual Summary of Fund Membership Data Quality

This report shows the movement in the Fund's data from when it was first reported on in 2017 against this year's interim valuation data as at 31 March 2021. There has been continuous growth in the Fund over the last 12 months and a significant increase of 62 new employers since the last valuation in 2019.

The Liability Impact table shows the financial impact of missing or incorrect data and the direct cost to scheme employers. Since 2017, the Fund has managed to achieve

a reduction in the overall pension liabilities for employers of over £30 million. The Employer Services team will be using the data from the 2021 report to target data areas that are causing a significant impact on liability and smaller employers with poor data.

### Address Tracing

The members that have been previously written to but no response received have been sent a reminder letter in October 2021 and replies are starting to be received. The members that have not been found by the first 2 levels of tracing will shortly be sent to the tracing agency (via Mercer) for a third and final “premium batch” trace service.

After this 3rd level of tracing a process will be agreed in place to deal with untraced members and to review cases again at Normal Pension Age. Tracing pension members and keeping member addresses up to date is a key requirement of the TPR and data cleansing must continue to form part of our BAU processes.

### McCloud

The initial project started in December 2020 and to date we have completed data collection for just under 50% of APF employers. The membership completed number is proportionately lower as we have seen returns in the main from smaller employers. Two larger Unitary Authority employers that require data remedy are yet to make a data return which covers just over 7,000 members. We are working with these UA's to ensure they make data returns by 31/12/2021.

### Service Plan

Digital Transformation – Not quite where we want to be and this is likely to have an impact on delivery timetable. A number of other key projects are in progress.

### Accommodation

Positive meetings held over the past month with regards to alternative long term office space. Redevelopment of Keynsham Civic Centre has commenced with access only to one single floor currently. Short term allocation of six work-stations, with potential to use between an additional 2-10 daily through agreement with other service areas.

### Information Technology

Expecting to be part of the next phase laptop rollouts.

### i-Connect

Since Year End progress has been made to push all small employers to use Online Returns within IC. We now have 100 employers using online returns. We have identified 19 groups of employers including payroll providers to onboard, 4 of which would cover the majority of our active membership. These 4 groups (payroll providers) are now the focus of the project for extract development and onboarding.

Alison Wyatt asked what main issues behind the delay were in receiving new IT equipment, was it funding, priority or supply.

The Service Director for Financial Control and Pensions replied that there had been supply issues initially, but these had now been resolved. He added that a phased rollout across the Council had been agreed and that they were expected to be within the third phase which would take place around February / March. He said that it had been possible to advance receipt in some cases for team members.

Helen Ball commented that she found the Mercer report informative and that she was pleased with the progress of the address tracing project. She also praised the work of the backlog project.

Stuart Anstead asked what consideration the team has given to automation technology such as digital post.

The Pensions Manager replied that a gap analysis was being undertaken to see what processes can be utilised. He said that during the pandemic some automation had taken place, but further work was needed to progress requirements.

The Chair asked how the team decides what to prioritise and how can the Board support the decisions that are made.

The Pensions Manager replied that they do look to prioritise their workload as much as possible and that there is regular contact between the managers and the service teams. He added that he felt there may be a consideration needed to outsource some work to consultants over the next 6 – 12 months.

The Chair asked if support was available for internal staff to progress their career.

The Pension Manager replied that there was and they have always tried to promote and retain staff as much as possible within the team.

The Service Director for Financial Control and Pensions said that it was probably going to be towards the middle of 2022 before a 'new normal' was in place. He said that certain pressures will probably remain on the team for some time as even pre-pandemic it took around two years to fully train a Pensions Officer.

He added that they do review the Service Plan on a regular basis and that capacity within the team was required to implement any new available technology.

Stuart Anstead asked if a long-term outsourcing relationship should be put in place to try to smooth out the current problems.

The Service Director for Financial Control and Pensions replied that they do have some framework arrangements in place but was aware that they also have their own delivery challenges.

Alison Wyatt commented that from viewing a recent advert she felt that team members were being asked to do quite a lot within their roles for the salary. She asked where were job adverts mainly advertised.

The Pensions Manager replied that they were advertised on the Council's website and they are also posted on the LGA website to advertise more widely.

Alison Wyatt asked if they had considered using an agency to advertise posts.

The Pensions Manager replied that they have done so in the past, although not on a regular basis.

The Chair commented that on behalf of the Board he would like to thank all the staff for the work they have done and continue to do.

The Board **RESOLVED** to note the Fund performance for the three months to 30th September 2021.

### **38 BRUNEL UPDATE (VERBAL ITEM)**

The Service Director for Financial Control and Pensions addressed the Board.

He said that Brunel had recently launched their Paris aligned Fund that includes companies with active plans to decarbonise.

He stated that following COP 26 they were awaiting the intentions of the Government with interest and would be monitoring investments in renewables and green energy.

He said that they were implementing a new reporting system and that performance had been strong, achieving its objectives in benefits and cost savings.

The Board **RESOLVED** to note the update.

### **39 BREACHES REPORT**

The Governance & Risk Advisor introduced the report to the Board. She explained that between November 2020 and October 2021 no incidents were reported to the Information Commissioner's Office (ICO) or The Pensions Regulator (TPR).

Stuart Anstead commented that the figure relating to 5 year refunds seemed quite high.

The Governance & Risk Advisor replied that this not just an issue within our Fund and it was a case of finding / gaining a response from the members in question. We are also expecting a change to legislation so that such cases are not treated as a breach in future.

Alison Wyatt asked if the refund could be generated when their leaver's form is completed.

The Governance & Risk Advisor replied that the member needs to provide their bank details as the money belongs to the Fund not the employer.

The Board **RESOLVED** to note the report.

#### **40 STATUTORY REPORTING AND YEAR END**

The Pensions Manager introduced this report to the Board and highlighted the following areas from it.

In preparation the Fund must undertake an annual exercise to reconcile member data supplied by employers at each 31st March year end. There are 459 active employers of which 273 provide member data digitally to the Fund on a monthly basis covering 76% of active scheme membership. The remaining employers continue to provide data annually.

For the purpose of data accuracy, the digital monthly employer returns undergo a reconciliation process on a continuous basis. Where the employer annually submits a data return it invariably will require further scrutiny and employer engagement to reconcile. The Fund is aiming to digitalise all employer returns as part of its published Administration Strategy.

Public service schemes have a legal obligation to supply the Pensions Regulator (TPR) annually with certain information via a scheme return. The information required includes scheme details, employer details and governance details. All information is completed and submitted to TPR via the online service exchange.

The Board **RESOLVED** to note the report.

#### **41 APF COMMUNICATIONS UPDATE (PRESENTATION)**

The Communications & Marketing Manager addressed the Board and gave a presentation, a copy of which will be available as an online appendix to these minutes and a summary is set out below.

##### Climate Emergency ESG communications

- Member newsletters distributed in Spring / Summer 2020 and Spring / Summer 2021
- Climate change targets / equity review press release

##### Climate Emergency animation

- Climate Emergency animation - accessible explanation of our actions and future strategy for responsible investment
- Over 500 views so far - distributed via LinkedIn, email, website and staff newsletters

##### ESG eZine - Climate Emergency

- Includes: Our Climate Action, About COP26 and a Case Study

- Distributed via LinkedIn, email and website

#### Members' ESG survey

- 41,365 emails delivered - 3,668 completed surveys (8.8%)

#### APF LinkedIn account

- APF LinkedIn account launched November - Communication channel to reach scheme employers

#### APF 2021 Annual Benefit Statements

- June 2021 - Deferred members ABS available online for the first time
- 810 members accessed their ABS digitally
- As part of the digital transformation process this facility will be extended to Active MSS members in August 2022

The Chair thanked the Communications & Marketing Manager for his presentation on behalf of the Board.

## **42 RISK MANAGEMENT UPDATE - RISK REGISTER**

The Governance & Risk Advisor introduced this report to the Board. She informed them that following the quarterly review of the risk register the following changes were made:

### **(i) R66 - Pensions Dashboard**

A new risk was added to the register to represent the risk to the Fund of not being ready for the implementation of the Pensions Dashboard. The Fund will be in breach of the regulations if it is not able to go live by the compulsion date, likely to be between Sept 2023 & March 2024. The risk of not being ready is currently a relatively low risk as preparations have started. A Project lead officer has been appointed & a project plan is in place. The focus of the project will be data quality, reducing backlogs and ensuring resources & processes are in place to deal with the expected increase in member queries following the implementation date. A data protection impact assessment will also be carried out.

### **(ii) R63 – McCloud/Sargeant Judgements**

The impact of the McCloud risk has been increased to (5) almost critical, to represent the significant additional workload to the administration team caused by the fire immediate detriment decision.

### **(iii) R28 – Recruitment of Staff**

Although phase 3 of the recruitment project is complete, the risk has been retained at its current high level due to the continuing difficulties of recruiting staff. The Technical &



Compliance Advisor role has not been filled, two other resignations have been received and there are still a few posts to backfill due to internal promotions.

#### **(iv) R08 – Internal Controls**

There was no change to the risk score but following the completion of the last year's internal audit work, reports on IConnect, Scheme of delegation, Altair IT System, Risk Management & COP14, all received an assurance level of 4 'Good'. A full report was reported to the Pension Board in September 2021 and will be reported to the Pensions Committee in December 2021.

The Board **RESOLVED** to note the report.

### **43 PENSION BOARD - TRAINING AND WORK PLAN UPDATE**

The Governance & Risk Advisor introduced this report to the Board and highlighted the following points to them.

#### Modern Gov & Library

- The proposal is to ask all Pension Board members to access meeting papers via Modern Gov from January 2022 onwards.
- It is intended that some of the more routine monitoring reports will be available on the Modern Gov library and will not form part of the meeting reports pack.

#### Hyman's LGPS Online Learning Academy (LOLA)

- The SAB's Good Governance Review is expected to include additional knowledge and skills requirements for Committee, Pension Board and Officers. Hyman's Robertson have been working with the SAB to develop these requirements and have produced an LGPS Online Learning Academy (LOLA).
- The training has been designed so that it can be done in bite sized chunks, including supplementary information, such as definitions of common jargon, links to additional learning material and a short quiz at the end of each module.
- The Fund has arranged for Hyman's to do a short demonstration of LOLA on 17th December 2021 at 2pm.

The Chair asked if Board papers would remain accessible to the public.

The Governance & Risk Advisor replied that they would, however the reports on the library would be private. If something from the library needed to be discussed at the meeting it would be included in the meeting report.

The Service Director for Financial Control and Pensions commented that these proposals would be monitored on an ongoing basis.

The Board **RESOLVED** to:

- (i) Note the workplan & training plan for 2021/22
- (ii) Note the changes to accessing future meeting reports
- (iii) Agree the proposal to complete modules from the Online Training Academy

The meeting ended at 11.58 am

Chair(person) .....

Date Confirmed and Signed .....

**Prepared by Democratic Services**

# APF Communications update

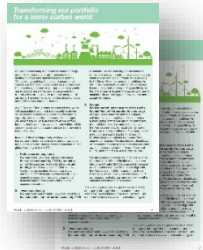
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30<sup>th</sup> November 2021

1. Climate Emergency comms
2. Press
3. CE animation & eZine
4. Members' ESG survey
5. APF LinkedIn account
6. MSS sign up campaign
7. Internal comms - APF staff newsletter

# Climate Emergency ESG communications to date



Spring 2020 newsletter 38,000 - Active members

Spring 2020 newsletter 31,500 - Deferred members

Spring 2020 letter 34,500 - Pensioner members

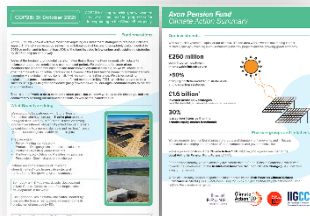
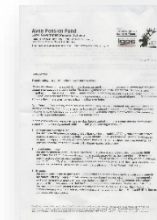
Summer 2020 newsletter 38,000 - Active members

Spring 2021 newsletter 38,000 - Active members

Spring 2021 newsletter 34,500 - Pensioner members

Summer 2021 newsletter 31,500 - Deferred members

Summer 2021 newsletter 38,000 - Active members



# Climate change targets / equity review press release



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**FINTECH ZOOM**  
**UK pension fund to shift £780m to FTSE Paris-aligned benchmark**  
by JAMES ALBERT - October 8, 2021

**TrustedInsight**  
**Avon, Phoenix Group And TfL: Pension Schemes Covering Billions Bolster Net-zero Ambitions**  
BY CONTACT | 0000-1234-567 | 000000

**responsible investor**  
**Friday Funds: UK pension fund to shift £780m to FTSE Paris-aligned benchmark**  
The latest developments in ESG-related funds  
By Dennis Hayes - Oct 08, 2021

**edie**  
**Avon, Phoenix Group and TfL: Pension schemes covering billions bolster net-zero ambitions**  
4 October 2021, source: [www.edieonline.com](#)

**PENSIONS**Age  
The leading pensions magazine  
**Avon and TfL pension schemes step up commitment to net zero**  
By Sophie Smith - 6/10/21

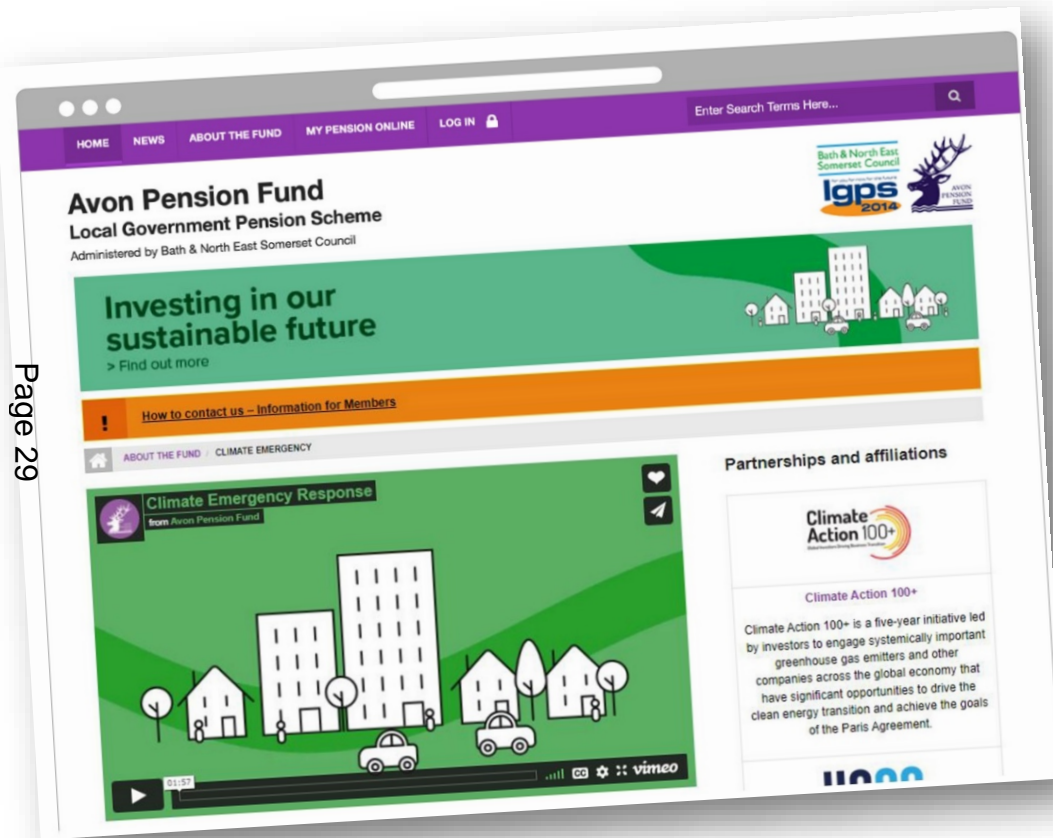
**total Bristol**®  
**AVON PENSION FUND SETS AMBITIOUS CLIMATE CHANGE TARGETS**

**Pensions & Investments**  
October 04, 2021 12:11 PM  
**U.K. pension funds Transport for London, Avon set net-zero goals**  
By HAZEL BRADFORD - 02

**bbpmedia**  
**Avon Pension Fund sets ambitious climate change targets..**  
News  
08/10/2021

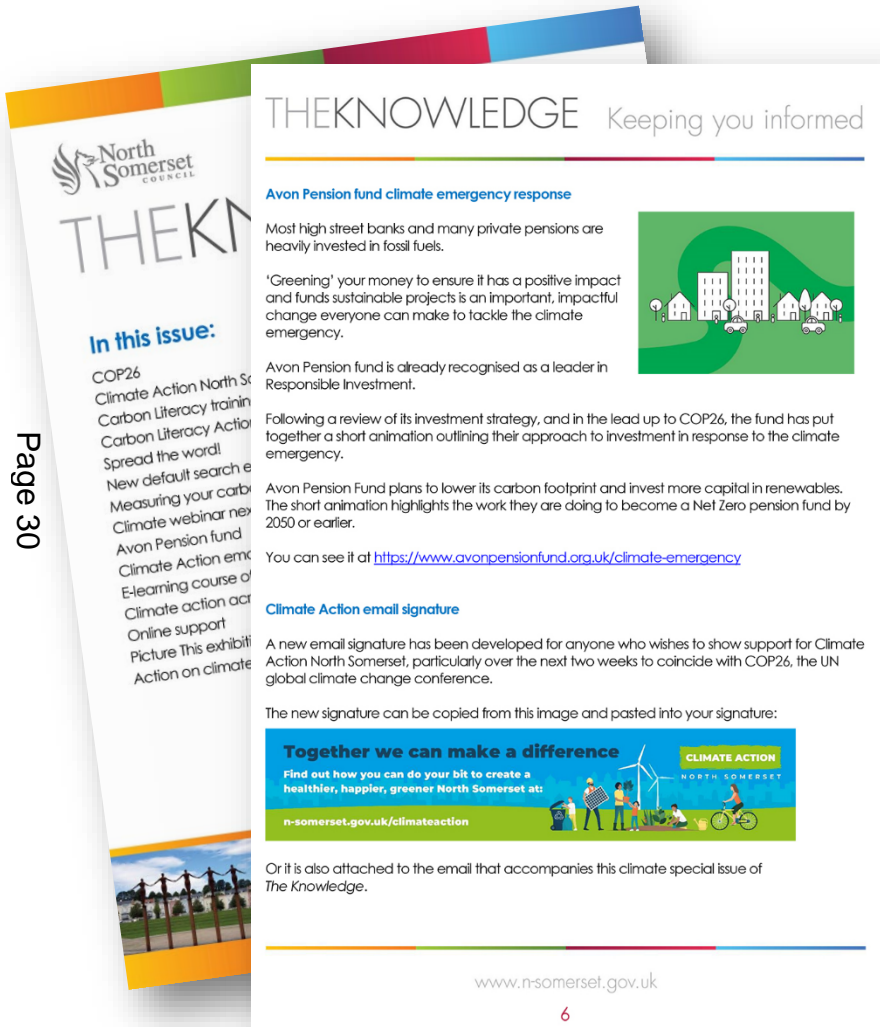
**PROFESSIONAL PENSIONS** 25 YEARS  
**TfL and Avon commit to climate change targets**  
TfL looks to 55% reduction by 2030 while Avon commits to 43% reduction by 2025  
Jonathan Higgins  
8 October 2021 - 3 min read

# Climate Emergency animation



- Climate Emergency animation - *accessible explanation of our actions and future strategy for responsible investment*
- Hosted in Vimeo
- Over 500 views so far
- Distributed via LinkedIn, email, website and staff newsletters

# Climate Emergency animation




**THEKNOWLEDGE** Keeping you informed

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**Avon Pension fund climate emergency response**

Most high street banks and many private pensions are heavily invested in fossil fuels.



'Greening' your money to ensure it has a positive impact and funds sustainable projects is an important, impactful change everyone can make to tackle the climate emergency.

Avon Pension fund is already recognised as a leader in Responsible Investment.

Following a review of its investment strategy, and in the lead up to COP26, the fund has put together a short animation outlining their approach to investment in response to the climate emergency.


Avon Pension Fund plans to lower its carbon footprint and invest more capital in renewables. The short animation highlights the work they are doing to become a Net Zero pension fund by 2050 or earlier.

You can see it at <https://www.avonpensionfund.org.uk/climate-emergency>

**Climate Action email signature**

A new email signature has been developed for anyone who wishes to show support for Climate Action North Somerset, particularly over the next two weeks to coincide with COP26, the UN global climate change conference.

The new signature can be copied from this image and pasted into your signature:

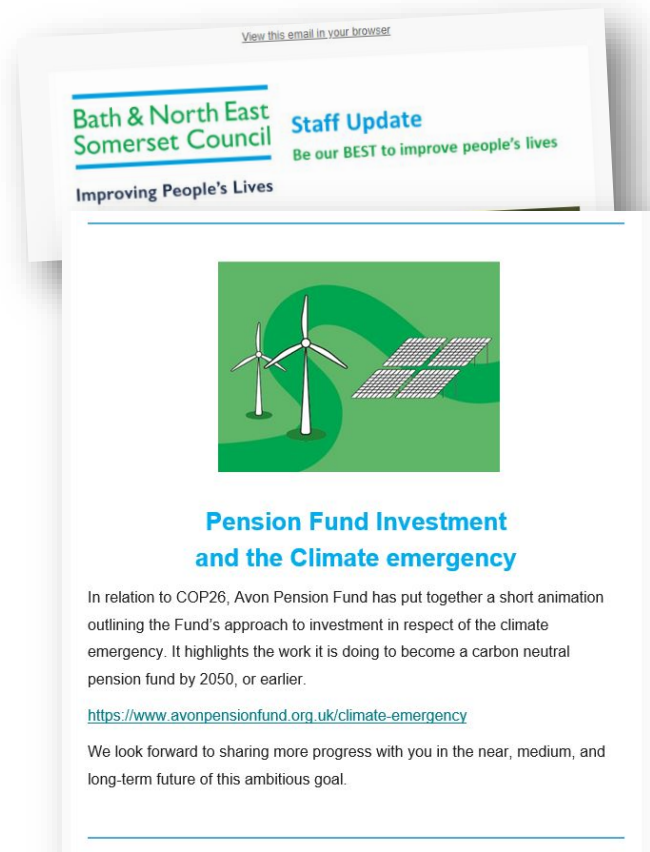


Or it is also attached to the email that accompanies this climate special issue of *The Knowledge*.

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[www.n-somerset.gov.uk](http://www.n-somerset.gov.uk)


6



View this email in your browser

**Bath & North East Somerset Council** **Staff Update**  
Be our BEST to improve people's lives

Improving People's Lives



**Pension Fund Investment and the Climate emergency**

In relation to COP26, Avon Pension Fund has put together a short animation outlining the Fund's approach to investment in respect of the climate emergency. It highlights the work it is doing to become a carbon neutral pension fund by 2050, or earlier.

<https://www.avonpensionfund.org.uk/climate-emergency>

We look forward to sharing more progress with you in the near, medium, and long-term future of this ambitious goal.



# ESG eZine - Climate Emergency

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1. Foreword
2. Our Climate Action
3. Climate Emergency

Animation

4. About COP26
5. Case Study

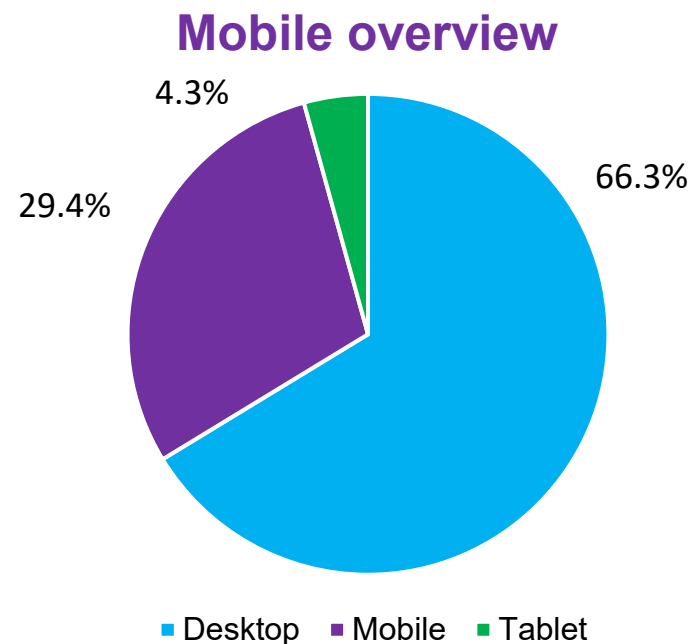
- Distributed via **LinkedIn**, **email** and **website**



# Google Analytics – APF Members’ website

Webpage	Unique views
/	3,490 (23%)
/my-pension-online	1,215
/contact-us	542
<b>/climate-emergency</b>	<b>484</b>
/paying-in	441
/nearing-retirement	337
/update-members-how-to-contact-us	337
/thinking-of-joining	330
/no-longer-paying-in	305
/about-the-fund	280

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Data: 29 Oct – 27 Nov 2021

# Members' ESG survey



**Avon Pension Fund**  
Local Government Pension Scheme  
Administered by Bath & North East Somerset Council

**Avon Pension Fund**  
Members' Responsible Investment Survey

Dear Scheme Member,

With COP26 taking place on UK soil this year, you, as a valued member of the Avon Pension Fund, are invited to complete our Responsible Investment and our Environmental, Social and Governance (ESG) survey. Your opinion matters to us, so we would appreciate you taking a few minutes to complete this short survey we have put together. It is anonymous and will only take a few minutes to complete.

[Click here to complete the survey](#)

The survey will be available to complete until 30th November 2021.

Your answers are anonymous and will only be used to inform the Avon Pension Fund.

**Avon Pension Fund Members' ESG Survey**

1. Please tell us your age range

2. What is your membership status?

Active  
 Deferred  
 Pensioner  
 Non-member

3. What level of interest do you have in how the Pension Fund invests?

3

1 = Not interested  
5 = Very interested

4. What level of knowledge do you already have of Responsible Investing?

Very high level of knowledge  
 Somewhat high level of knowledge  
 Somewhat limited knowledge  
 Very Limited knowledge  
 No knowledge  
 Other

Here, responsible investing refers to the consideration of environmental factors, social factors and corporate-governance standards when making investment decisions and while holding investments.

5a. How important do you think it is for the Fund to take account of Responsible Investment issues when making investment decisions?

3

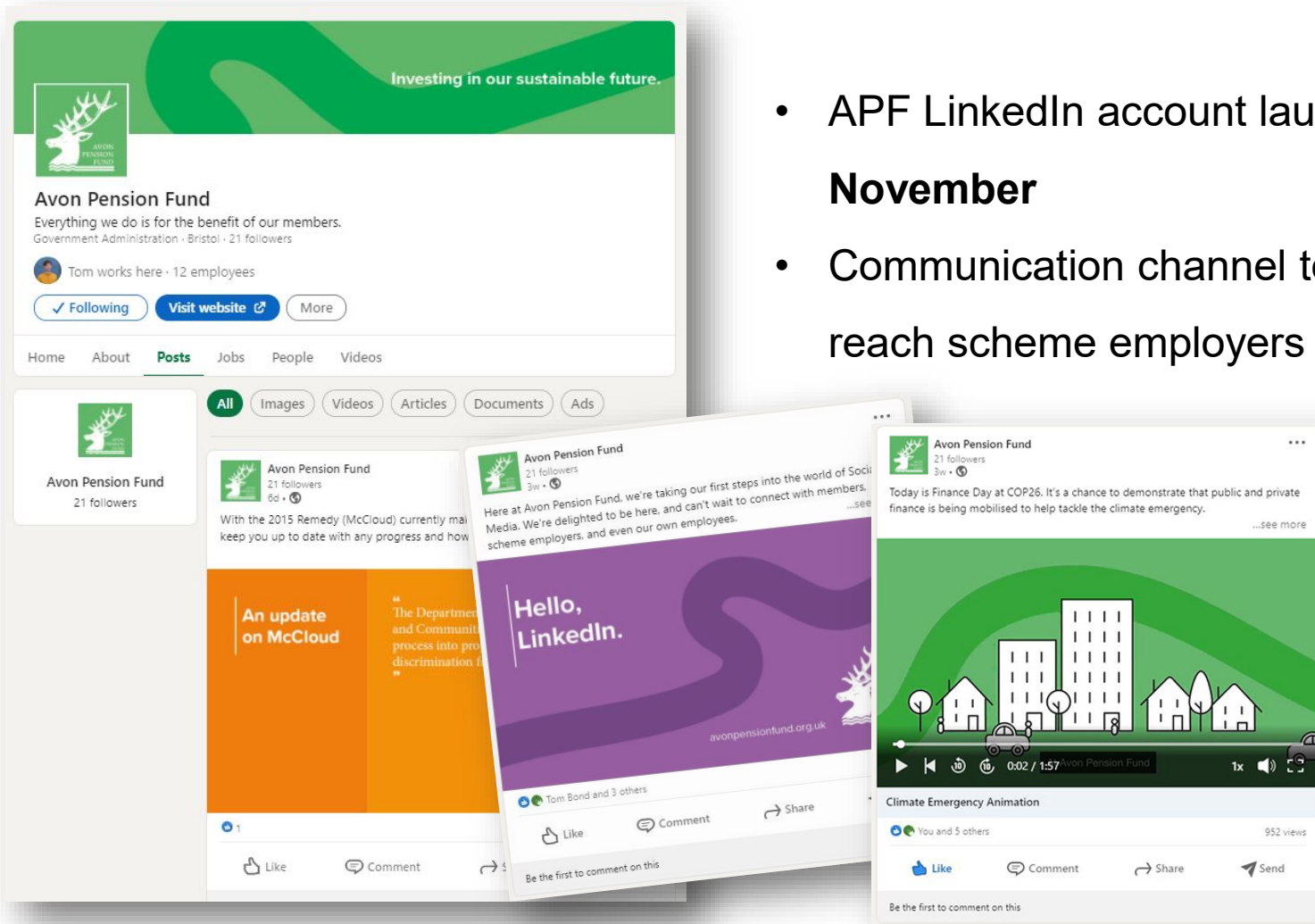
1 = Not very important  
5 = Very important

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- **41,365** emails delivered
- Closing date **30th Nov 2021**
- **3,668** completed surveys (8.8%)

# APF LinkedIn account

- APF LinkedIn account launched **November**
- Communication channel to reach scheme employers



# APF 2021 Annual Benefit Statements



## Avon Pension Fund Local Government Pension Scheme

Administered by Bath & North East Somerset Council



Dear Scheme Member,

Scheme administrators are currently in the process of preparing the dispatch of your latest Annual Deferred Pension Statement.

This email is to notify you in advance of some changes we are making to the way we communicate this information to you.

This year, as well as posting your statement to you, we're also making them available via the [my pension online](#) service. We will notify you shortly when your statement is available to view online and give instructions on how to access it.

### Why are we making Annual Deferred Pension Statements digital?

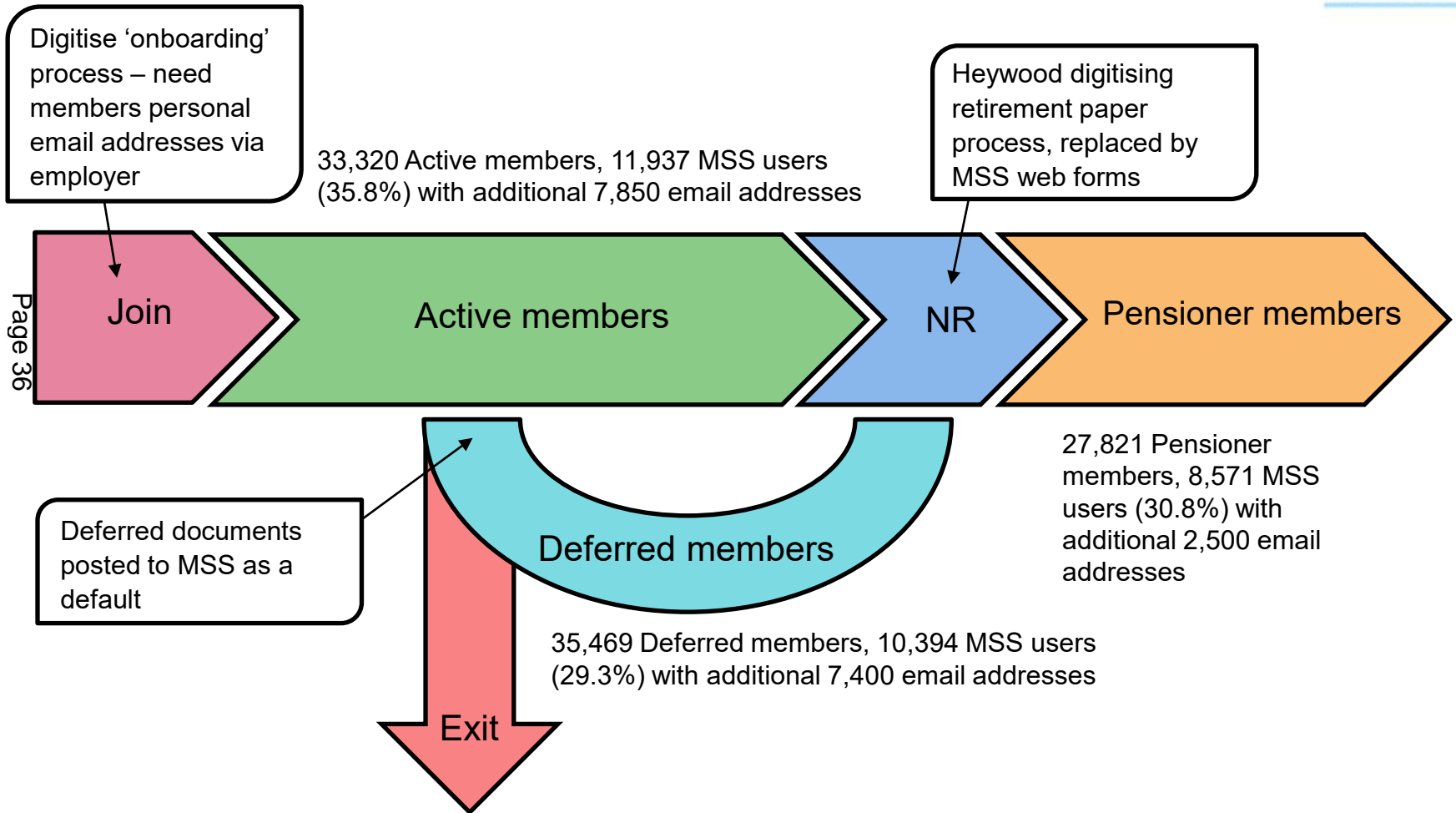
Having pledged to align Avon Pension Fund with the climate goals of the Paris Agreement, we must do all we can as an organisation to limit our carbon output – and that includes reducing our use of paper. Going forward, our goal will be to communicate with members digitally where possible, so if we have the means to contact you digitally, we will do so in the first instance.

This doesn't mean we won't contact you by post if that's what you'd prefer. You'll be able to update your communications preference to your preferred method through your [my pension online](#) account, or simply by getting in touch if you don't have an account.

If you require any assistance regarding your statement or anything else regarding your pension, please don't hesitate to contact a member of our team using the button below.

- **June 2021** - Deferred members ABS available online for the first time
- Bulk email sent to Deferred members who had signed up for MSS (approx. **10,000**)
- **810** members accessed their ABS digitally
- As part of the digital transformation process this facility will be extended to **Active MSS members in August 2022**

# APF member journey



# APF staff newsletter



## The APF Chronicle

November 2021 (Issue 1)  
Climate Animation, Marathon Success, and New Peers to Welcome

Dear all,

Welcome to this inaugural issue of the APF Chronicle – the digital staff newsletter for the Avon Pension Fund.

With remote working set to become more of a permanent fixture in our lives, we're unable to have those little 'water cooler' moments that we'd once enjoy during the day.

Without those moments, we don't get to have those spontaneous conversations or spread of good/fun news through the office that we've been used to for so many years before now. We hope this will help bring back some of that cheer and help us all feel a bit more connected. We'll be sharing good news and fun stories of things that have been going on 'around the Fund', both in the office and out!

So, if you have anything you feel like sharing – and it could be anything from a hobby you've picked up to a charity you're raising money for – please drop our resident APF Journalist, Tom Bond, a line – [tom\\_bond@bathnes.gov.uk](mailto:tom_bond@bathnes.gov.uk)

Without further ado, let's dive into issue one!

### Climate Emergency Animation

In the lead up to COP26, we've put together this short animation outlining the Fund's approach to investment in respect of the climate emergency. It highlights the work we are doing to become a Net Zero pension fund by 2050 or earlier.

A special thanks to Mark Foster and Nathan Rollinson for their assistance in getting this off the ground!

Just click the link below to view the animation on our Climate Emergency FAQ page.

[Click here to view the animation](#)

- Inaugural issue of the APF Chronicle
- Climate Emergency Animation
- Marathon Man
- New faces join APF
- A fond farewell

# Any questions?

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