



Ensign - the benefits:

- **Quality at its core.** Ensign has received Master Trust Assurance, demonstrating that it has been independently assessed as having good governance, low charges and clear member communications.
- **Low cost.** Significant economies of scale are achieved through being in a master trust, allowing us to provide one of the lowest annual management charges in the industry, at 0.31% for the default fund. A nominal annual employer charge is payable, which currently stands at £3,000 a year.
- **A long track record.** Ensign draws on over 80 years of working with seafarers and the companies that employ and supply them and our administrator Aegon has been delivering award winning pensions for many years.
- **Flexibility.** Ensign offers flexibility for both employer and member, providing choice in contribution rates, investment funds and retirement options, with members being able to use Ensign's in-scheme drawdown facility, and access to retirement guidance and advice services.
- **Auto-enrolment ready.** Ensign is fully compliant with the requirements of auto-enrolment and can help you meet your obligations.
- **Open to all.** No employer is too large or too small and all employees can join. All employers and members will benefit from the same economies of scale and low charges.
- **Operational excellence and cost savings.** The Trustee is fully committed to providing the best and most cost-effective solution for members. As an industry wide scheme, not tied to a single provider, we can quickly take advantage of developments in the industry, ensuring our members have access to innovative solutions that provide them with flexibility and choice at retirement.
- **Accountability.** Our Trustee Board, half member-nominated and half employer-nominated, ensures the best interests of both parties are always taken into account. We actively manage Ensign to ensure that it is continually doing its best for its members. This active management provides accountability and security to employers that cannot be obtained from schemes like Group Personal Pensions.
- **Transferability between employers.** The maritime industry is characterised by a transient workforce. As an industry wide scheme, Ensign enables members to move employer but keep their pension provision in the same place.
- **Seasonal worker flexibility.** The maritime industry also benefits from flexible and seasonal workers. Ensign is designed to incorporate gaps in employment, ensuring a clean and continuous pension arrangement, rather than multiple pots, from multiple employers.
- **Maritime focused.** We understand the challenges that our employers face and our team have extensive experience of managing maritime pension arrangements.