Being a Member Trustee
is a challenging but rewarding role.
We have a vacancy for two Member Trustees
and encourage all members to consider applying.

ARP
Aon Retirement Plan

For the first time, members of the Aon OnePlan are eligible to apply.

If you are interested in putting yourself forward, please read the information below.

What is a Trustee?

Most occupational pension schemes in the UK, including the Aon Retirement Plan (ARP), are set up as Trusts. The Trust framework provides security for members' benefits by ensuring the assets of the pension scheme are kept separate from those of the company. It also means the scheme can take advantage of certain tax allowances.

The ARP is run by a Trustee Company, Aon UK Trustees Limited, with a Board of Trustee Directors (called Trustees). Three of the Directors are Member Trustees and four are company appointed. Aon UK Trustees Limited runs the ARP, which includes different benefit categories and the Aon OnePlan, and the Aon Life Assurance Schemes.

What is a Member Trustee?

Member Trustees are members of the ARP who, when a vacancy arises, put themselves forward to serve as a Trustee. Member Trustees are distinct from other Trustees who are appointed by the company.

Having Member Trustees on a Trustee Board has a number of advantages:

- it helps to increase diversity of thought,
- it provides different perspectives, and
- it helps to improve communication between members and the Trustee.

All ARP Trustees (whether a Member Trustee or appointed by the company) have the same voting powers, functions and responsibilities.

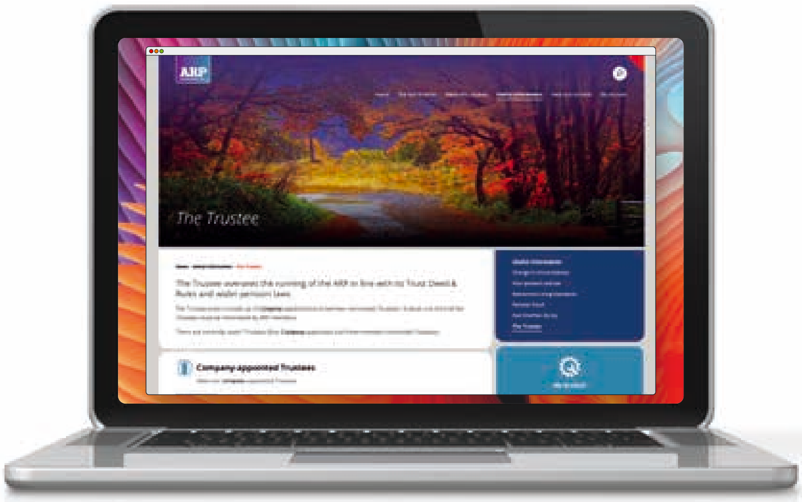
Do Member Trustees have to be pensions experts?

No, you do not need to be a pensions expert or have any prior experience to become a Member Trustee. We will provide all the training you need to fulfil the role, plus you will have the support of professional advisers.

We are asking you to join us . . .

What duties are Member Trustees expected to perform?

- to ensure that all members receive their benefits on time,
- to ensure that the assets of the ARP's different benefit categories are invested prudently and held securely, separately from those of the company,
- to maintain robust governance processes for all arrangements under the ARP umbrella,
- to monitor the suitability of the investment options in the Aon OnePlan,
- to appoint professional advisers to help with the running of the ARP,
- to ensure that the ARP complies with all Trust, regulatory and legal requirements,
- to monitor the security of members' benefits,
- to check that the ARP receives the correct amount of money it is due and that accurate records are kept each year,
- to make discretionary decisions in certain situations,
- to ensure that members know about their benefits and how the ARP is run, by producing regular communications,
- to have sufficient knowledge and understanding of trust law, funding and investment principles to carry out their duties, and
- to be familiar with key documents, such as the Trust Deed and Rules.



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Fair representation

Member Trustees must separate their trustee duties and responsibilities from their other roles (for example, as a pensioner of the ARP or as an active employee of Aon).

All members must be treated fairly and a Member Trustee cannot represent the interests of any particular group or individual, such as the company, a trade union or a particular group of members.

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How much time is involved?

There are normally at least four main Trustee Board meetings a year. Member Trustees will also be asked to join two of the Trustee Sub-Committees. Each Sub-Committee typically meets four times per year. From time to time, additional meetings or conference calls are also necessary.

A significant amount of reading is often necessary to prepare for meetings and time also needs to be set aside for travel and training.

Broadly speaking, you should allow around **200-250 hours a year** to cover this work. Before you apply, if you are an Aon employee, please speak to your line manager about balancing the Trustee role with your day job.

How long does a Member Trustee serve?

The term of office for Member Trustees is normally three years, however this could be extended to four or five years subject to Board approval. At the end of the term, applications are invited from members to fill the vacancy. This does not exclude the incumbent Member Trustee from reapplying.

Trustee knowledge and understanding

Member Trustees are at the heart of the decision-making process and make an important contribution to the success of the ARP. They need to know about the ARP and understand the basics of pensions law and investment principles.

Comprehensive training is provided to new Member Trustees when they join and during their term of office. All Trustees are expected to complete the Pensions Regulator's on-line training programme (Trustee Toolkit).

Member Trustees are also well supported by their fellow Trustees as well as specialist advisers including actuaries, lawyers and investment consultants.

Ongoing training

Ongoing training is provided 'on the job' and through formal training sessions at Trustee Board meetings. All Trustees are expected to complete additional training, through attendance at seminars and courses, to help them extend their understanding and keep up with developments in the pensions industry.

Who cannot be a Trustee?

There are a number of general criteria which you need to meet to be a Trustee. You will not be able to be a Trustee if:

- you are under 18 years of age,
- you are an undischarged bankrupt, or
- you have been subject to a disqualification order under the Company Directors Disqualification Act or Insolvency Act.

A rewarding and challenging role

The individual Trustees bring different personal qualities and experiences to the trustee role and so contribute to the work of the Trustee Board in their own way.

However, they all have one thing in common: a desire to see that the ARP is well run and to ensure that members' interests are protected.

The role of a Member Trustee is highly rewarding and at times hands-on. It comes with great responsibility but it also provides a unique opportunity to gain experience and new skills – and to help 19,000 other ARP members.

Anyone who is dedicated to looking after the interests of members and willing and able to learn what is necessary to carry out their responsibilities should apply to take on the role.

More Information

You can find out more about the role of a Member Trustee on the website of the Pensions Regulator, the body tasked with overseeing how UK pension schemes operate.

www.thepensionsregulator.gov.uk/en/trustees

If you have any queries, please contact Brian Kinlan,
Secretary to the Governance, Risk, and Audit Sub–Committee of the ARP.

Email: brian.kinlan@aon.com

How do I apply?

You will need to submit an application form by **21 August 2026**.
Simply go to: **www.cesvotes.com/ARP26**

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