

Your guide to becoming a Member Nominated Trustee Director

Thames Water Pension Scheme



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Becoming a Member Nominated Trustee Director

Your Pension Scheme is run by trustees, who are responsible for managing the assets for the beneficiaries of the Scheme.

This can be a Trustee Company (as is the case with the Scheme) with an appointed board of Trustee Directors. The Scheme needs your help as we're looking to appoint a new Trustee Director.

Legally, at least one third of the Trustee Directors must be members of the scheme (either active, deferred or already receiving a pension) and they can nominate themselves. These are the 'Member Nominated Trustee Directors' or MNTDs for short.

We are looking for a new MNTD right now and would like you to think about joining us on the Board.

In this guide you can read about:

- what you'll be expected to do.
- what we are looking for in a trustee.
- how you can apply.

Important

We won't be able to take any more applications after 23 February 2026, so it's important you read through the information we've sent you and send over your form as soon as you can.

Being a trustee gives you the opportunity to really help shape how members of the Scheme view their pensions. The Trustee Board is responsible for managing its team of professional advisers to ensure that the Scheme is well run and adapts to changes in regulation and other legal requirements. It can be challenging but also very interesting and rewarding, allowing you to develop new skills that you can use elsewhere in your working or personal life. As a trustee you will have the opportunity to develop a stronger understanding of how pensions are managed and to help spread the word that the fundamental principles are not as complicated as people may think – you don't need to be an expert in finance to do this role! I can attest to how welcoming the Board is, both trustees and advisers, and how much help and support new trustees are given to help them settle into their role. We welcome diversity in all its forms and would encourage anyone interested to register for the online Q&A session. You can find out more about this on page 4.

Amanda Hamilton-Stanley
Chair of Trustees



Being a trustee – What do we do?

Being a MNTD is more than just a responsibility, it's an opportunity to connect with amazing people and make a real difference.

What will you do?

As a MNTD, you'll be working alongside other directors to make key decisions about your Pension Scheme, like:

- Making sure everyone gets their benefits according to the Scheme Rules.
- Investing the Scheme's money wisely to grow it for the future.
- Keeping the Scheme on the right track legally and according to regulations.
- Choosing and working with legal experts, investment advisors, and financial analysts.

Will you get paid?

You will be reimbursed for all reasonable out-of-pocket expenses and, if not employed by Thames Water, will receive a modest annual honorarium.

More information?

There is a full guide on ins and outs of the role on The Pensions Regulator's website at www.thepensionsregulator.gov.uk/en/trustees

How will you do it?

This is a real commitment, but it's also a rewarding one. You'll:

- **Attend meetings:** There are typically four main board meetings per year. These are usually held in London. You will also participate in conference calls between meetings, and take part in regular training sessions, these often use Microsoft Teams video conferencing. There are also a number of sub-committees on which you may be invited to sit.
- **Get trained:** You'll complete online training (the Pensions Regulator's Trustee 'Toolkit') and a qualification in pension trusteeship within your first year and a half. Plus, there's ongoing training to keep you on top of things.

You'll normally serve for 4 years, but you can always step down if you need to. At the end of your 4 year term you can stand for reselection.

Want to find out more?

We'd love you to join us for an online Q&A session with some of our Trustee Directors. These will take place during February 2026. To register your interest and find out more, please email Dean Bywater: d.bywater@capitalcranfield.com

What makes a great trustee?

We come from diverse backgrounds, bringing unique perspectives and skills that reflect the wide diversity of our members.

We don't expect you to be a pension expert, we'll train you on what you need to know and we are supported by professional advisers every step of the way.

As a trustee, you'll work with a team of dedicated people, to ensure the Scheme is run in the best interests of our members.

What makes a great trustee is not your knowledge of pensions, it's about your personal qualities and skills like:

- **Enthusiasm** - You're eager to learn and want to make a difference.
- **Being a team player** - You work well with others and you're willing to consider all sides.
- **Open-mindedness and integrity** - You're fair and honest.

Any questions?

If you have any questions about the position of Member Nominated Trustee Director before you apply, please email Dean Bywater: d.bywater@capitalcranfield.com

I have to say the support and guidance that I was given during my induction was excellent and really appreciated. All of the current Trustees have welcomed me with open arms and have been a pleasure to work with. The combined approach of learning from the wealth of experience of the Trustees and the formal training and accreditations received from the Pensions Management Institute, has made for a smooth landing into trustee life. Being a trustee is extremely personally and professionally rewarding and has surpassed my expectations on what I expected before coming into the role. I've had the opportunity to learn new skills in an environment I would not normally operate in, obtain new qualifications and increase my knowledge on the very important topics of pensions and investments. The most enjoyable element of being a trustee is the direct opportunity it has provided me to make a positive impact to Scheme members.

Chris Pollard

Company Nominated Trustee Director



The selection process

Once the closing date for nominations has passed and applications have been validated, we'll start the selection process whereby:

A sub-committee of the Trustee Board will review the applications received.

The sub-committee may choose to bring in candidates for an interview. Any interviews are likely to take place during early March 2026, either over Teams or in-person in London or Reading. Reasonable travel expenses will be reimbursed.

The Trustee Board will then decide whether to offer any of the candidates the position of MNTD.

You may change your mind at any time during the process. If you're unsuccessful this time we'll let you know.

How do I apply?

Most people over 18 can be a trustee, but there are some exceptions.

You can't be one if you've:

- committed fraud,
- are bankrupt,
- or are banned from being a company director.
- people who audit or advise the scheme usually can't be trustees either.

In rare cases the Pensions Regulator can also stop someone from being a trustee.

We are looking for a new trustee right now, so if you're a member of the Scheme and none of these things apply to you, we'd love to hear from you.



SCAN ME

Just scan the QR code or go to www.myworkpension.co.uk/SchemeNoticesTWPS then download, complete and return the application form.

The closing date for applications is 23 February 2026, so please make sure we've got your form by then.



Any questions?



If you have any questions about the position of Member Nominated Trustee Director before you apply, please email the secretary to the trustees, Dean Bywater:

d.bywater@capitalcranfield.com