

How pensions & Tumelo work together

sky benefits



1. A pension is a tax efficient way to save money for your retirement. You can join at any time.

2. Your contributions are taken as a percentage from your salary each month, and Sky add in as a percentage of your pay too. For example, if you pay in 3% of your basic salary, Sky will pay 6%.

[> Find out more here](#)



3. These contributions will be invested into a fund, with the aim of increasing the amount available for you to retire on.

4. With Tumelo, you can now see which companies your funds are invested in, giving you the opportunity to make your views known about how companies in your pension are run and where they stand on issues you care about – like climate change, gender equality or human rights.

Should Shell set new targets to limit global warming?

Should Facebook report on the impact of removing a tool that tackles false information?

Should Amazon report on its plastic pollution?

And whilst you can't vote as a shareholder directly, the fact that you have a stake in these companies means you can use Tumelo to tell the investment managers – who do vote – what you think about these issues, and make your voice heard.



5. It doesn't stop there. Voting trends from Tumelo will help inform the Trustees of the Sky Pension Plan about what matters most to you all. They may consider your preferences as part of the future investment strategy and the choices made available to you. They retain their discretion to select the choice of investment available. They are not obliged to alter the investment strategy in line with member preferences.

Whether you're a
spender
or a **saver...**

build a financial future that matters to you

- The purpose of this announcement is to provide you with basic information. It should not be considered as advice nor guidance. Please seek impartial financial advice from an independent financial adviser as appropriate.
- The purpose of the Tumelo voting function is to allow members to express their views on certain issues. The views expressed by members are not binding on either the Trustees of the Sky Pension Plan or the Companies that the Plan invests in.
- The value of your investments can go up as well as down