

The Sovereign logo is a rectangular box with a black top section containing the word "SOVEREIGN" in white, a thin white horizontal line, and a red bottom section. The background of the slide features a grayscale image of a plant with large, flat-topped flower heads against a blurred landscape of hills and water.

**SOVEREIGN™**

# THE SOVEREIGN DEFINED CONTRIBUTION PENSION SCHEME

Delivering solutions with experience and expertise

## THE CHANGING LANDSCAPE

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The good news is that we are all living longer. "Generation X" (1966-1980) life expectancy is 87\* years however "Generation Z" (2001-2015) could well live to 100 years old.

With an ageing population and longer lives, Governments are already delivering change through pensions' auto-enrolment programmes to help people prepare.

Appropriate retirement planning and pensions are more important than ever and employers are shouldering the burden to help their employees accumulate wealth for retirement in a tax-efficient manner.

In the future, a workforce could have four generations within the population and as HR teams are becoming more stretched and looking for support, the Sovereign Group can help you meet the challenges with a tried and tested cost-effective and efficient solution.

\*Source: ONS, 2014 based UK & England & Wales lifetables for females.

### **MEETING THE CHALLENGES OF THE 21ST CENTURY WORKFORCE**

A successful compensation strategy is an important consideration for any employer wanting to drive their business forward and who is looking to attract and retain the best talent. There is the added challenge of a finite working population so local employers must look to encourage cross-border workers, with a significant proportion of Spanish residents in their workforce. After all that hard work and expense to attract staff, you need to develop and retain them as well as provide a benefit that is meaningful and portable. Our product is Institutions for Occupational Retirement Provision (IORP) compliant.

Most employees now regard retirement provision as a key part of their remuneration package.



“ It is a challenge to fulfil the  
” needs of employees

## SPEAK TO OUR EXPERTS

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Sovereign provides a tried and tested simple structure that is a cost-effective and an efficient solution. The product is pre-approved so we can deliver quickly and efficiently.

We will co-ordinate the implementation and deliver the plan documentation and engagement for your HR and employees. We provide secure self-service capability for all stakeholders to streamline and embed our service seamlessly.

Don't worry if your needs change and evolve over the years. By working together we can keep it relevant and fit for purpose in a changing environment.

### CASE STUDIES

- 1) Large Local Employer – Customised Scheme
- 2) Local SME Employer – Multi-Employer Scheme

## SOVEREIGN GROUP

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We are proud of our history. Over the last 30 years, from our initial office in Gibraltar, the Sovereign Group has grown to become one of the largest independent corporate, trust and pension service providers in the world, with over 20 offices worldwide. Our global footprint allows us to be closer to our clients and provide local understanding and support, whilst having the capability to offer a global service that includes a wide range of employee benefits.

With over 30 years working in Gibraltar, the Sovereign Group understands the local life and the unique challenges that it brings.

## WANT TO KNOW MORE?

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Please contact our experts who are happy to help:

### **Sovereign Pensions**

Tel: +350 200 76173

Email: [localpensions@SovereignGroup.com](mailto:localpensions@SovereignGroup.com)

Visit us at: Sovereign Place, 117 Main Street, Gibraltar

 [PRE-PROPOSAL QUESTIONNAIRE](#)

# SOVEREIGN OFFICES

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