Dated:

**Trust Deed**

adopting replacement provisions governing

**B & F Pension Scheme**

**Parties**

1. BIRD AND FAIRLEY (UK) LIMITED (Company No. 07726322) a company registered in England and Wales whose registered office is at 13-15 Regent Street, Nottingham, Nottinghamshire, NG1 5BS (in this Deed called the '**Principal Employer**’)
2. DOUGLAS GRAHAM MILLAR of 18 Walter Mead Close, Ongar, Essex, CM5 0BW (in this Deed called the '**Trustee**')

**Recitals**

1. B & F Pension Scheme (in this deed called the '**Scheme**') is a pension scheme which was established and is currently governed by a Trust Deed dated 15 August 2011 (in this Deed called the '**Trust Deed**') and its annexed Rules (in this Deed called the '**Rules**') (together the '**Existing Provisions**')
2. The Trustee is the present trustee to the Scheme.
3. It is intended to replace the Existing Provisions in their entirety.
4. Rule 8.1 of the Trust Deed states that “the Trustees may with the consent of the Principal Employer from time to time amend the provisions of the Trust Deed and Rules and any amendment may have retrospective effect. Any amendment will be made by deed executed by the Trustees and by the Principal Employer”

**Operative provisions**

1. Pursuant to clause 8.1 of the Trust Deed, the Existing Provisions shall cease to have effect and the Scheme shall be governed by the attached Rules.
2. Electronic signatures adopted in accordance with Electronic Signatures Regulation 2002 (SI 2002 No. 318), whether digital or encrypted, by any and all the parties included in this document are intended to authenticate this document and shall have the same force and effect as manual signatures.
3. Delivery of a copy of this document contemplated hereby bearing an original or electronic signature by electronic mail in portable document format (.pdf) form, or by any other electronic means intended to preserve the original graphic and pictorial appearance of a document, will have the same effect as physical delivery of the paper document bearing an original or electronic signature.
4. The provisions of this Deed shall have effect on and from its date.

IN WITNESS OF WHICH this document is executed as a Deed and is delivered on the date stated above.

SIGNED as a Deed, and delivered when dated,

by BIRD AND FAIRLEY (UK) LIMITED acting by:

Director Signature:

Name :

Witness Signature:

Name :

Address:

SIGNED as a Deed, and delivered when dated, by

(signature)

DOUGLAS GRAHAM MILLAR in the presence of:

Witness Signature:

Name :

Address: