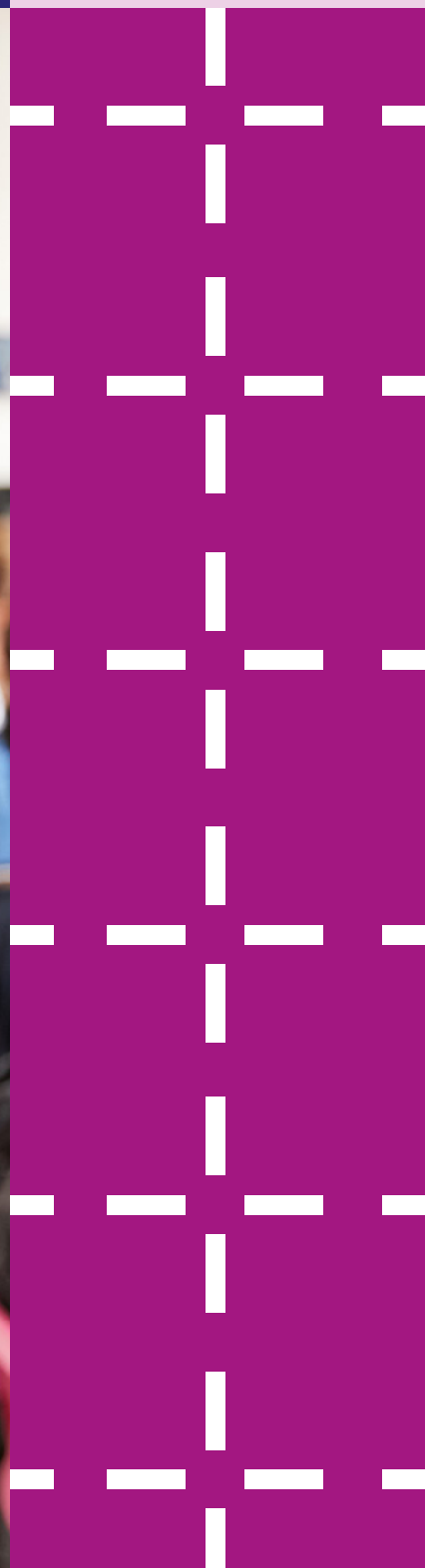


Candidate Pack

Becoming part of the TPT Team



| We are TPT Retirement Solutions

More than 75 years ago, we set out to build pension schemes for the people who made our nation work. Bringing peace of mind to the people and businesses we served. A resolve that has never left us.

A lot has changed since 1946 – the pensions industry has transformed beyond measure, as have the services and sectors we supply. We're still putting members' best interests first, driving better outcomes and delivering exceptional service.

In 2023 these better outcomes are just as important as they always have been, and TPT has an important role to play as a consolidator in both the DB and DC segments.

What makes us different?

Pension schemes are our core expertise. We focus on making pension schemes perform better. We know exactly what it takes to cut through the complexity and keep things simple, to get the best outcome for members, employers, and trustees. We collaborate closely with our clients to deliver robust governance and investment expertise they can trust.

We're a multiple award-winning business year on year. In the year to October 2023, we've won:

- European Pensions Innovation Award and Best Use of Video at the Investment Marketing Innovation Awards
- DB Master Trust Consolidator of the year and Pensions Communication Initiative of the Year at the Professional Pensions Awards
- Master Trust offering of the year – Pension Age Awards
- Communication and Investment Awards at the World Pensions Summit.
- Money Age Pension Provider of the Year
- Retirement Living Standards Award

As a consolidator, one of the key areas for us to be able to differentiate is in the delivery of investment services, which is why we are evolving into a fiduciary manager with strong foundations in Responsible Investment.

| A message from our CEO



Thank you for taking an interest in becoming part of TPT

We may have been around for more than 75 years, but we've not stood still and will continue to change and innovate to bring value for members, employers, and professional trustees with a view to growth and career development for our people too.

We employ people who do the right things in the right way. It's an approach that means TPT is a great place to work. This pack is designed to help you get a feel for what it's like to work with us and help you decide whether you can see yourself as part of our team.

At TPT we have an important job to do and that's to secure the best possible future for our members. We make pensions perform better for all our stakeholders; delivering pension schemes that members, employers, and trustees can have complete confidence in, safe in the hands of experts with a passion to support them and engage with them.

Our corporate structure and range of capabilities make us stand apart from our peers. It means that the profit we generate is invested back into the business to help make the delivery of our services ever more effective. We focus on ensuring that the decisions we make today will secure the future for those we support. Our purpose is ingrained into everything we do, the people we employ and the investments we choose.

We have invested heavily in readying ourselves for the next stage in our evolution and the clients that we expect to bring on board over the coming years.

This has meant significant work on the operational, regulatory and investment structures, as well as how we go to market.

Already servicing over 2,600 organisations with more than 425,000 members and manage assets of around £10.3bn, we have recently completed a strategic review of the business.

We have a bold vision for our future that makes more of our capabilities, will grow our business and deliver innovative products all the while delivering customer excellence in everything we do. We'll bring more options and services for our existing customers and open TPT up to new clients and markets.

It's an exciting time to join us.

David Lane
CEO, TPT Retirement Solutions

Our Values

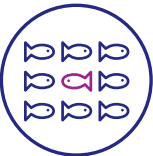
Our values centre around our customers, our members, our culture, and our colleagues. They underpin all aspects of our business so that we deliver a high-quality service and product offering.

We are:



Customer Focused

We offer an extremely high-level of service, but we also listen to and learn from our customers. We are friendly, approachable, supportive, understanding, and responsive, never losing sight that pensions are about people.



Innovative

We challenge current processes or traditional methods by being proactive and creative. We positively encourage and actively accept innovative ideas.



Committed

We are engaged and persistent in our pursuit of success. We keep to promises and meet our customers' expectations.



Inclusive

We establish partnerships with customers and embrace diversity in all that we do whilst working towards one goal and one vision.



Cost Effective

We always look for effective use of resources, act competitively and budget fairly and robustly.

And we have



Integrity

We are fair in all our dealings by considering the interests of others and respecting their views. We also offer the option of ethical investments.

What we can offer

We offer both a competitive salary and a generous pension scheme – you contribute from 4%, we'll pay 12% to your account.

We also offer:

35-hour working week

Flexible working options

Hybrid working – up to three days a week working from home (or remote working if geographically appropriate)

Generous performance related bonus

Death in service cover equal to four times your salary

Personal Accident Insurance

Permanent Health Insurance

A holiday purchase and sale scheme

Access to free 24-hour Employee Assistance Providers

Interest-free travel loans

Cycle to work scheme

Option to pay into a Health Cash Scheme

Plus, we'll pay your Professional membership fees and fund required professional qualifications to ensure continuous professional and personal development. We have an Employee Engagement Forum and a Sports and Social Club offering the chance to socialise as team.

Why join TPT?

We think that TPT is an exceptional business, and it always has been. But now more than ever it is an exciting new chapter and a place where you will have the autonomy to deliver and the support to flourish and develop your career ambitions.

You'll play a vital part in our growth ambitions, whilst making pension schemes perform better.



What do people say about us?

But don't just take our word for it, here's what your potential future colleagues said in our March 2024 b-Heard engagement survey:



“

Friendly colleagues, lots of support and feedback from line manager which helps me to improve my work. Great opportunities for training / professional qualifications.

”

“

“Colleagues at TPT are there for one another and the company also reflects this trait.”

”

“

There's plenty of support from every angle; from managers, HR, Pension trainers and good resources to enable us to do a good job. Colleagues are genuinely interested in providing a great service and have pride in doing their job to the best of their ability.

”

“

The company cares about their employees.

”

“

TPT is a great place to work as there is a culture of wellbeing where we are listened to, we are kept up to date by senior managers, directors and the CEO of what is going on behind the scenes. Further changes are implemented, and hard work is fairly rewarded both through salary and rewards both personal and social.

”

“

Overall, a feeling of purpose and certain common values. Strategic direction and progression towards this is pretty open. A reasonable balance between commercial considerations, client and staff needs.

”

“

A sense of purpose and the fact the business wants to grow in an organic way that benefits the members we serve.

”

| Contact us



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