

PRIVACY NOTICE

Who we are

Allen Overy Shearman Sterling Pension Trustee Limited (the **Trustee**) is the current trustee of the A&O Shearman Pension Scheme (the **Scheme**).

As the Trustee of the Scheme, we hold certain personal information (known as **personal data**) about Scheme members and, where applicable, their dependants and beneficiaries. Most of the information held about you and processed by the Trustee in running the Scheme will be personal data. This is because we hold information from which you can be identified. The information we hold in respect of you will be subject to certain protections.

For legal purposes, the Trustee is known as the **data controller**, as we decide the purposes for and the means by which the personal data we hold is processed.

What information we collect about you

Depending on the circumstances and the stage of your membership, we may hold some or all of the following information about you:

- your name, age, date of birth, national insurance number and gender;
- your address and other personal contact details (such as telephone number and email address);
- your financial details, needed to pay benefits to you;
- family details, which may identify potential beneficiaries and dependants to allow us to consider your wishes for the payment of any benefits in the event of your death (such information may include your relationship status);
- relevant employment information (including past salary information and employment dates);
- details about your pension and any death benefits;
- medical and other details about your health; and
- if you have used a pensions dashboard, an online platform where you can access information about all of your pension benefits, a “pensions identifier”, which is a string of characters used to identify your specific benefits under the Scheme.

In order to properly administer the Scheme and to calculate and pay benefits, from time to time we may also need to hold other information about you.

How we gather your personal information

Your personal data will generally be collected directly from you or from your current or former employer. However, we may also receive personal data from other parties such as HM Revenue & Customs, the Pensions Ombudsman or someone acting on your behalf, such as an independent financial adviser. If you are receiving a dependant's benefit from the Scheme or a benefit resulting from divorce or the dissolution of a civil partnership, we may have been given your personal data by the member or through enquiries undertaken by us on a member's death.

How we use that information

The Trustee has a legitimate interest in holding and processing the above information about you as it is needed for us to properly administer the Scheme and to calculate and pay benefits. We also keep the above information in order to allow us to comply with our obligations towards members under the Scheme's governing documents, as well as under relevant legislation.

The main purposes for which we use your personal data include, but are not limited to, the following:

- to set up, administer and manage your benefits;
- to provide information to you, or a representative authorised by you, in response to queries, changes to your benefits, or changes in legislation that we must tell you about;
- to undertake identity checks, to ensure that your benefits are protected against fraud and that you are still alive;
- for compliance with regulatory and legal obligations, such as submitting statutory tax reports to HM Revenue & Customs; and
- to the extent required to comply with our duties in relation to individuals using pensions dashboards. This includes "matching", where we use personal data that a user has provided to search our Scheme records to check whether that user is a member of the Scheme, and where we collect further personal data from that user in the event of a "possible match".

Personal data relating to the Scheme is held on paper, on microfiche and on computer systems. As the "data controller", the Trustee must process this information fairly and lawfully.

As part of running the Scheme, we may also need to hold and process particularly sensitive information about you and/or your dependants and beneficiaries (known as **special categories of personal data** or "sensitive personal data"). Under data protection legislation, among other things, details relating health, racial or ethnic origin, religious or other similar beliefs, sexual orientation and political affiliations are regarded as special categories of personal data. Except where the legislation allows it (for example, where the processing is in connection with employment, social security, and social protection, where you have made the relevant information manifestly public or where the information is required to establish, exercise or defend legal claims), this information cannot be processed or passed to a third party without your explicit consent. The Trustee may, at times, need to process this type of data, for example, when considering any information relating to your relationship status on an expression of wish form.

Will personal data be transferred outside of the UK?

Certain organisations with which the Trustee shares Scheme personal data may from time to time process data outside of the UK. Where this happens, we will take reasonable steps to ensure that your personal data continues to be appropriately secured and treated in accordance with this notice, and in accordance with recognised mechanisms as set out in data protection legislation. This may include reliance on findings of adequacy for the relevant territories, or entering into data transfer agreements with relevant third parties based on the model clauses approved for this purpose, to ensure that the third parties to whom we transfer personal data commit to ensuring an adequate level of protection for your personal information.

Who we share it with

As the Trustee needs help from various advisers or providers to properly administer the Scheme, we share personal data with the following:

- your current or past employer;

- the Scheme's professional advisers, including the Scheme actuary, auditor, medical advisers, investment adviser and lawyers;
- the third parties who are responsible for the day-to-day administration of the Scheme on behalf of the Trustee;
- HM Revenue & Customs and other statutory bodies (such as the Pensions Ombudsman and the Pensions Regulator) or other third parties as required by law;
- the advisers and printers who help us prepare various communications we send to you, such as the annual benefits statement;
- our appointed insurance company or companies for the purposes of life insurance and additional voluntary contributions;
- the providers of the Trustee's banking and payment facilities, in order to effect pension payroll and any other payments to beneficiaries;
- third parties who provide member verification services;
- beneficiary or mortality tracing agencies;
- third parties that form part of the “dashboard ecosystem” that enables pensions dashboards services to work, as well as the Scheme’s Integrated Service Provider (ISP), which provides a service allowing pensions information from the Scheme to be connected to the dashboard ecosystem; and
- such other third parties whose services we may require to administer the Scheme from time to time.

In some instances, the Trustee will share your personal data with organisations who are data controllers in their own right. This is likely to be the case where those organisations are not simply acting on the instructions of and fulfilling the purposes of the Trustee but are determining the purposes and means of processing personal data themselves. The following organisations are processing data in this way:

- Aon Solutions UK Limited, the current Scheme actuary. Aon Solutions UK Limited's privacy notice is accessible through the following link:
www.aon.com/unitedkingdom/retirement-investment/retirement-investment-services-privacy-statement.jsp
- PricewaterhouseCoopers LLP (PwC), the current Scheme auditor. PwC's privacy notice is accessible through the following link:
www.pwc.co.uk/who-we-are/privacy-statement.html
- Allen Overy Shearman Sterling LLP, the Scheme's sponsoring employer. Allen Overy Shearman Sterling LLP's privacy notice is accessible through the following link:
www.aoshearman.com/en/legal-notices/privacy-policy
- However, the Trustee will remain your primary point of contact for data protection purposes (see "Who to contact about your personal data" below).

How long we keep personal data for

The Trustee will keep personal data for as long as is required to meet the purposes for which it was collected. In practice, this will be the lifetime of the Scheme and for an appropriate period after that time. This is because of the long-term nature of pension schemes and the possibility of queries being brought many years after an

individual has ceased to be a member or a scheme has been wound up. Where there is a maximum limit on how long we can keep certain personal data for, such as in relation to pensions dashboards, we will comply with that restriction.

From time to time, the Trustee will consider whether certain types of personal data are no longer needed. If they are not, they will generally be destroyed, erased or made inaccessible.

Security

We strive to use appropriate technical and physical security measures to protect your personal data which is transmitted, stored, or otherwise processed by us, from accidental or unlawful destruction, loss, alteration and unauthorised disclosure. Service providers with access to your personal data are also selected carefully, must undergo due diligence, including a privacy risk assessment, and are contractually required to use appropriate protective measures.

Your rights

- **Right of access** – you have the right to see personal data that is held about you and a right to have a copy provided to you, or someone else on your behalf, in a machine readable (namely, digital) format.
- **Right to rectification** – if at any point you believe that the personal data we hold about you is inaccurate, you can ask to have it corrected.
- **Right to restrict processing** – you can require the Trustee to limit the processing of your personal data in certain circumstances, for example, while a complaint about its accuracy is being resolved.
- **Right to object to processing** – where we rely on legitimate interests as a reason for processing, you can object to your personal data being processed, although the Trustee can override this objection in certain circumstances. Where we rely on other legal grounds for processing, the right to object does not apply.
- **Withdrawing consent** – where you have given us your consent to process your personal data, you can withdraw that consent at any time by notifying us (see "Who to contact about your personal data" below). However, withdrawing your consent will not affect the processing of any personal data which took place beforehand, and it may be possible for the Trustee to continue processing your personal data where this is justified.
- **Right to be forgotten** – you can request that your personal data is deleted altogether, although the Trustee can override this request in certain circumstances.
- **Right to complain** – you have the right to complain to the Information Commissioner's Office, or to bring an action before the court, if your personal data rights are not complied with (see "Making a complaint to the Information Commissioner's Office" below).

You should be aware that taking any of the above steps could impact on the payment of your benefits, your participation in the relevant Scheme, and/or our ability to answer questions relating to your benefits.

Information will generally be provided to you free of charge, although the Trustee can charge a reasonable fee in certain circumstances.

Who to contact about your personal data

If you wish to:

- see your personal data or to exercise any of the rights mentioned above;

- request a hard copy of the notice; or
- make a complaint about how we have handled your personal data,

please contact Capita in relation to your DB Section benefits:

In writing: Capita, PO Box 555, Stead House, Darlington DL1 9YT.
By telephone: 01227 774654 or email: aoshearman@capita.co.uk

please contact Fidelity in relation to your DC Section benefits:

Website: <https://retirement.fidelity.co.uk/aoshearman/>.
By telephone: 0800 368 68 68

Making a complaint to the Information Commissioner's Office

If you are not satisfied with our response to any query you raise with us, or you believe we are processing your personal data in a way which is inconsistent with the law, you have the right to lodge a complaint with the Information Commissioner's Office whose helpline number is **0303 123 1113**.

Updates to this notice

This notice is the latest version as at May 2025. This notice will be updated from time to time and will be available at: <https://www.myallenoverypension.com/Library/AOLibMemComm.asp> and <https://retirement.fidelity.co.uk/aoshearman/>. Should you not have access to the internet, please contact Capita or Fidelity (see "Who to contact about your personal data" above for more details on who to contact and how to contact them). Alternatively, if you would prefer to receive a hard copy of the notice, please let us know (see "Who to contact about your personal data" above).