

# Alistair Gray



**Trustee:** Independent Trustee

**Title:** Chair of Trustees

**Date appointed:** 13/09/2018

I first became a trustee in 1992 as a non-executive Director of Highland Distillers PLC. My role was to chair the Pension Trustee board as well as my roles on the Remuneration and Audit committees. When Edrington acquired Highland in 1999 I was asked to chair the joint Edrington and Highland Pension Trustee Board. I retired from this position in December 2020. Over the years I have become increasingly aware of the importance of Trustees ensuring members' benefits are paid in full and on time. My experience as a non-executive Director outside Pensions has equipped me with a strong commitment to good and effective governance on behalf of members. Since 2013 I have been a member of Scottish Pensions Trustees as a professional Trustee. This has been a valuable addition to my portfolio of work as a consultant, non-executive director and lecturer at Strathclyde Business School.

I love chairing boards, committees or groups, taking an inclusive approach and ensuring they focus on delivering a good outcome for our members and stakeholders. I am committed to that as well as complying with legislation and the Regulator's guidance. I enjoy opportunities to engage directly with members and have introduced the Pensions Forum and Webinar to Scottish Enterprise as one of my first priorities as Chair. I also enjoy receiving feedback from board members as to our effectiveness as a group and acting on their recommendations for improvement. I enjoy challenging and supporting our advisers and the executives I engage with at Scottish Enterprise. The meetings of our Investment Committee are interesting and enjoyable where we meet with our advisers and discuss our strategy that is currently delivering a fully-funded position for members. I also gain insight into financial markets and good practice elsewhere. In the last year we have committed to our *ESGplus* strategy that focuses our investment positively on organisations who embrace climate change, social inclusion and good governance.

Leading Pension Trustee boards is one of the most enjoyable experiences I have had in my career. The passion Trustees display for protecting members' interests is clear for all to see. There are no personal agendas. I have learned to use my experience as a consultant to build effective relationships between sponsoring employers and trustees. My approach is always to work towards a win-win position for the employer and trustees as the best way to sustain the health of the scheme and effective relationships. I work actively to ensure that every member of the Trustee board has the opportunity to contribute and grow personally from their experience as a Trustee.

# Derek Ballantyne



**Trustee:** Employer Nominated Trustee

**Title:** Place Manager

**Date appointed:** 27/05/2011

I was asked to become a company appointed Trustee as the Trustee Board had a mainly financial focus and I could add a wider (property investment and development) perspective.

I enjoy the extent that Trustees can influence on behalf of the wider membership, particularly in terms of the investments and diversification / de-risking, and also dealing with sensitive issues as a member of the Discretionary Sub-Committee.

By completing the Pensions Regulator's Trustee Toolkit programme I have a much better understanding of pension schemes' funding, investments, law, governance, risks etc, some of which is also helpful in my SE Place role.

# Linda Ellison



**Trustee:** Member Nominated Trustee

**Title:** Pensioner

**Date appointed:** 11/09/2014 (reappointed 09/12/2020)

I have been a Scottish Enterprise Pension Fund Trustee for many years. I was originally appointed as an employer nominated trustee in 1996 when I was Director of Finance with Scottish Enterprise Lanarkshire. I found the experience both challenging and interesting.

The Scheme was relatively 'young' then and, given the strong employer covenant, the Trustee Board was able to consider opportunities that generated higher returns with an acceptable level of risk. I gained a good understanding of investment issues and was exposed to some sensitive decisions that impacted on individual members. It was that combination of factors that made me consider standing as a member nominated trustee following my change of status to 'retired member' in 2009.

I currently serve on the Investment Committee, which is particularly interesting with the fund maturing and our objective shifting towards securing more certainty of income, and focussing on a sustainable investment strategy that reflects environmental, social and governance factors. I look forward to continuing in my role as a member nominated trustee.

# Derek Shaw



**Trustee:** Employer Nominated Trustee

**Title:** Commercial Director

**Date appointed:** 09/09/2020

I am Commercial Director within Scottish Enterprise and have been with the organization since 2007. In my previous role, I was Head of Investment Management within the Growth Investments Team where I had overall responsibility for the management of our early stage equity portfolio.

I was very excited about joining the Trustee Board in 2020 as an employer representative as I thought I would be able to use by existing financial and investment knowledge and experience for the benefit of the Scheme, whilst also augmenting my knowledge of the Scheme in particular and the pensions industry more generally. Since joining the Board, I have found it challenging, rewarding and highly informative in equal measure. The breadth of experience on the Board, together with the invaluable input from our professional advisers, is impressive and I am looking forward working with colleagues to support the continued successful delivery of the Scheme.

# Leah Pape



**Trustee:** Employer Nominated Trustee

**Title:** Head of Scaling Services

**Date appointed:** 25/03/2021

I joined SE in 1993 and have been privileged to work in a range of company facing roles across SE, developing and delivering various programmes, services and business support. Currently, I am Head of Scottish Enterprise's Scaling Services, a position I have held since 2016.

I was delighted to join as an employer nominated Trustee in March 2021. In particular, I am keen to develop my pension knowledge and I am currently enjoying completing the Pension Regulators Toolkit modules (and assessments) to give me a good grounding in this complex and ever changing subject. The toolkit covers topics such as pension legislation, trustee responsibilities, how a DB scheme works and how to run one, how to fund a scheme as well as best practice around overall governance and risk management to name a few.

I am looking forward to fully participating in discussions and will seek to learn from the experienced Trustees as well as the professional advisors we have on board to ensure good decision making in all we do for the benefit of all members.

# Ross McKie



**Trustee:** Member Nominated Trustee

**Title:** Deferred member

**Date appointed:** 09/12/2020

I am a CFA (Chartered Financial Analyst) Charterholder leading the Pensions Proposition team at Scottish Widows. In this role I lead on our propositional strategy, helping to maximise the retirement of 3.5m members with > £80bn in savings.

As a deferred member of the Scottish Enterprise scheme, I am passionate about having a scheme with strong member engagement and a clear strategy to manage ESG (environmental, social, governance) investment risks.

So far I have really enjoyed being a trustee, the highlight has been working as part of the investment committee to continue to implement our new investment strategy. Looking forward, the Trustee Board will have an important role in continuing to steer the fund through the developing ESG investment landscape, and equally important, making sure we can engage all members in their retirement.

# Aileen Hotchkiss



**Trustee:** Employer Nominated Trustee  
**Title:** Interim Head of Communications and Corporate Affairs  
**Date appointed:** 09/12/2021

I am a communications specialist with more than twenty years of experience delivering communications strategies across a range of public and private sector organisations.

I joined the Scottish Enterprise Communication function in 2003 and enjoyed working with fantastic colleagues across the organisation helping communicate the great work we do and the impact we have.

I was honoured to be asked to join the Trustee Board in October 2021 as an Employer Nominated Trustee. My appointment coincided with Jan Robertson stepping down and came at a time when the Board recognised a need to focus more on communication with key stakeholders.

I thrive on learning new things and with a limited exposure to the pensions industry, I'm really looking forward to raising my knowledge and understanding of the sector with a view to playing a full and active role as a Trustee whilst bringing my skills and expertise in communications to the team.

# Clair Alexander



**Trustee:** Employer Nominated Trustee  
**Title:** Head of Financial Accounting  
**Date appointed:** 09/09/2020

I am a Chartered Certified Accountant (ACCA) and have worked for Scottish Enterprise since 2000. I am currently the Head of Financial Accounting within the Chief Financial Officer Group.

I was asked to join the Trustee Board in September 2020 as an Employer Nominated Trustee, at the time that Douglas Colquhoun was stepping down from the board following his promotion from Finance Director to Chief Financial Officer of Scottish Enterprise.

I was keen to learn more about the scheme, from both a personal point of view, wanting to know more about how my pension was managed, and also from a work perspective given the impact on the Scottish Enterprise Annual Report and Accounts which I am responsible for in my day job.

I was initially worried about my lack of experience in this area, there has been a significant amount to learn in my first 6 months as a trustee, from pension legislation to scheme rules, which has been very challenging. I have however received strong support from my fellow trustees and scheme advisors and of course this will be an ongoing process where I hope to continually develop and broaden my skills and experience during my time on the board.

I am looking forward to playing my part in making sure the scheme is well funded and administered for the benefit of all the scheme members.



# Anne Featherstone



**Trustee:** Member Nominated Trustee

**Title:** Investment Specialist

**Date appointed:** 10/06/2021

I currently work within Growth Investments team of Scottish Enterprise, having worked in Account Management previously. I trained as a Chartered Accountant and worked in Banking and equity investment before joining SE.

I am interested in all things financial! Not knowing much about pensions, I thought immersing myself as trustee would be a good way to understand how it all works and be able to help any of my colleagues that were in a similar situation – I am certainly learning fast!

I am keen to see that SE pension scheme is well run and well-funded, and I have been very impressed to date with the professionalism and knowledge of our Chair, fellow Trustees and all advisers. I am looking forward to implementing our new Environmental, Social and Governance focussed investment strategy and being an active Trustee.

# Catherine Corr



**Trustee:** Member Nominated Trustee

**Title:** Principle Solicitor

**Date appointed:** 09/12/2020

I am a solicitor in the Legal Services team at SE with particular interests in commercial /joint venture contracts, subsidy law and corporate/finance related matters.

It is a privilege to have been nominated as a trustee of the Scottish Enterprise Pension Scheme and I am committed to representing the interests of all members of the scheme, whether active or not.

I think that a pension is one of the most valuable assets a person can have and therefore we have to be constantly focused on protecting and maximising those assets to be the benefit of the members - including keeping under regular review our investment approach in furtherance of that.

I have come fresh to the area of pension law specifically and, as part of my role, enjoy learning more around Investment and pensions.