ARTHUR COX

PENSIONS AND EMPLOYEE BENEFITS

IORP II Implementation Update

February 2022

Now that trustees and employers have had time to consider the impact of the European Union (Occupational Pension Schemes) Regulations, 2021 (the "Regulations") which were signed into law on 22 April 2021 and which fully transposed the requirements of the IORP II Directive into Irish law, it is time to consider the steps trustee boards should take to ensure compliance with the Regulations throughout 2022.

AREAS OF FOCUS FOR 2022

Most trustees will already have prepared their conflict of interest policy and remuneration policy in respect of trustees during 2021. On the basis that most trustee boards meet quarterly, we have set out below one potential way of taking a quarterly approach to IORP II compliance during 2022, to the extent that trustees have not already done so.

INVESTMENT/CUSTODY
- Outsourcing policy
- Statement of investment governance
- Written procedures for the appointment of service providers
- Remuneration policy (other than trustees)
- Custody framework

INFORMATION/COMMUNICATION
- Scheme administration procedure
- Member communication framework
- Data and information reporting framework
- Procedure for scheme management
- Conflict of interest policy (other than trustees)

INTERNAL AUDIT
- Internal control system
- Internal audit policy
- Trustee composition skills,knowledge and training framework
- Internal audit KFH

RISK
- Risk KFH appointment/selection procedures
- Risk management policy
- Risk processes
- Actuarial risk (DB)

Compliance statement - all schemes
31 January 2022

Master Trusts - Full compliance
1 July 2022

New pension benefit statement
31 December 2022

Carry out own risk assessment before April 2024

KEY CONTACTS

If you have any questions or queries on the Regulations, please contact any member of the Arthur Cox Pensions and Employee Benefits team.

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