

# Lloyd's Register today

Newsletter for pensioners - Issue 20



Lloyd's  
Register

Working together  
for a safer world



# Message from Richard Sadler

Welcome to the Pensioners' Newsletter 2013. If you would like to see a personal video message from me, please type into your web browser <https://lr.kulu.net/view/newsletter>

One of the biggest changes this year is our new brand refresh, which recently went live on 09 December. You can find out more about this later in the newsletter.

Our new governance structure is supporting our ambitious agenda for growth and profitability. The Lloyd's Register Foundation (our new charity which is explained on page 3) will rely heavily on Lloyd's Register, as its trading subsidiary, to generate profits which can be gifted to the Foundation. Our activities, working for a safer world, also help to fulfil the first of its charitable purposes. The achievements of the Foundation and of Lloyd's Register are therefore strongly connected.

Last year we set out to align our operating model with our four business streams and this was fully implemented by January 2013. It has involved a significant reorganisation of our people and operations including a redefinition of employees' roles; the launch of a centralised shared service centre for our EMEA region; and upgrading our operational software.

## Innovation and technology

To achieve our aims we need to invest in new concepts and technologies and this year we have confirmed our commitment to innovation through the establishment of our Singapore Global Technology Centre (GTC). This is a major milestone that will create another base for our research and development activities, complimenting those undertaken in the Southampton GTC. The two GTCs will serve as the cornerstones of our global R&D network that, along with the activities of the Lloyd's Register Foundation, will help to provide society and industry

with the advanced technologies, systems and solutions required for this increasingly complex world. Like Southampton, the Singapore GTC is an alliance between Lloyd's Register, industry, government and academia, a powerful combination that supports sustainable growth by combining the theoretical knowledge of universities with extensive practical experience of our employees and clients

## Business performance

Bearing in mind the continued tough global economic conditions, we are pleased that our consolidated income, at £920 million, shows reasonable growth on the previous year (2012: £893 million).

## Looking to the future

With over 60,000 clients ranging in size from SMEs to Fortune 500, our business demands that we strive to constantly improve the products and services we provide. We have bold plans in place to grow our existing business and acquire new companies to reach our target of at least £1.5 billion revenue by 2015/16. To this end, we are pleased to have just made our largest investment to date, in energy services company Senergy, and look forward to working with this new member of the group to provide a broad service portfolio to the oil and gas sector and wider energy market. To achieve our target organic growth, we need to improve our performance and build on the success of our key account management programme. As a consequence, we have created a new permanent position at director level with the title of Group Customer Strategy Director. The Board and management team's hard work and dedication has been invaluable. And without all of the Lloyd's Register employees' enthusiasm and commitment, none of this would be possible.

I hope to see you all soon.

Richard Sadler  
CEO

**"We recognise that to secure a sustainable future in an increasingly competitive and consolidating marketplace we need to grow our existing business and acquire new companies in line with our strategic plan."**



# The Lloyd's Register Foundation

Our public benefit activity has a long tradition and with the Lloyd's Register Foundation (LRF), we are building on the work of the Lloyd's Register Educational Trust and the Lloyd's Register exempt charity history.

## A new charity

We are building on the work of the Lloyd's Register Educational Trust and the Lloyd's Register exempt charity history. Lloyd's Register Foundation (LRF) is a new charity, set up in 2012. We fund the advancement of engineering-related education and support work that enhances safety of life at sea, on land and in the air. We are funded by the profits of our trading arm, Lloyd's Register Group Limited.

## A public benefit history

The history of our name dates back to 1760 through our Trading Group, an organisation with a long tradition of public benefit. Safety has been at the heart of Lloyd's Register's work since 1760. In that year, 11 men met in Edward Lloyd's coffee house to talk about publishing a list of ships, a register to define their quality and safeguard life and property carried on them. In the years since then, Lloyd's Register has applied its expertise across the energy and transportation sectors, helping to make the world a safer place.

In 2013, Professor Richard Clegg, former Nuclear Director at Lloyd's Register, was appointed Managing Director (MD) of the LRF. Here, we talk to Richard, a family man with a wonderful sense of humour, about his time with Lloyd's Register so far and his hopes for the LRF in the future.

## Can you give us an idea of how your career has progressed?

I'm a nuclear energy man by background, having worked in business, academia and government over the past 30 years for both the civil and defence nuclear sectors. I've always done technical type jobs being involved in many science and engineering disciplines. I started my career at Sellafield as an environmental modeller where I stayed in various roles and sites for about 18 years, leaving as Director of Science to go



to The University of Manchester as a Professor and founding Director of the Dalton Nuclear Institute. At Manchester I was also the Research Dean of the Faculty of Engineering and Physical Sciences, which included the largest engineering school in Europe. After Manchester I became the Chief Scientist on the atomic weapons programme at Aldermaston, then went to work for the Government as MD of the National Nuclear Centre of Excellence which advised on nuclear policy and proliferation matters.

## When did you join LR and in what capacity, and when did you become LRF MD?

I joined Lloyd's Register in 2010 to head up our nuclear business until a couple of months ago when I became the MD of the Lloyd's Register Foundation. This Christmas is the third anniversary of my joining Lloyd's Register.

## Can you please outline the transition from The LRET to the LRF?

The LRET has been disbanded and all of its on-going charitable commitments subsumed into the LRF. The role of the Foundation is different and much broader than that of the old LRET. The Foundation is the parent entity of the Lloyd's Register Group from which it raises its funds for its charitable activities, which makes it the largest charity in the UK in terms of revenue. A lot of good progress has already been made with the Trustees on defining the new strategy and priorities of the Foundation focusing on the following four areas of; supporting research, education and skills, technology development, and public education and outreach. In pursuit of its charitable aims, the Foundation will be guided by wanting to achieve excellence and impact. Excellence is all about working with the best researchers and leading minds in the fields we operate in. Impact is all about making sure that our outputs yield benefits, and as a consequence that the world is made a safer place.

*Continued-*

**“We aim to secure high technical standards of design, manufacture, construction, maintenance, operation and performance. This is to enhance the safety of life and property at sea, on land and in the air. Another objective is the advancement of public education including transportation and other engineering and technological disciplines.”**



During the coming year I'm hoping to be able to communicate specific examples of the programmes we're sponsoring and the achievements we're making.

#### Are you able to talk about your hopes and plans for the LRF?

As I've mentioned, the LRF is now the largest charity in the UK in terms of revenue. With this profile I'd like to see it become renowned as one of the premier-league engineering research and education charities in the UK and recognised internationally.

I'd like to see closer technical links forged between the Lloyd's Register Group and Foundation, helping to bring together researchers and teams from inside Lloyd's Register and universities around the world to work together on tackling the major safety challenges facing society. Most of all, I'd like to see the take-up and exploitation of the outputs from the Foundation's activities, be it in the form of people or technology, as evidence that the Foundation is delivering results and

demonstrably making the world a safer place.

#### Do you feel that the pensioners' contributions are still being felt in the LRF today and if so, how?

The recent change in the structure of Lloyd's Register leading to the creation of the operating Group and Foundation is an important step in the 253 year history of Lloyd's Register. The creation of the charitable Foundation and its endowment has only been made possible because of the strength and sound financial basis of the business which everybody associated with Lloyd's Register has contributed to building over many years. The Foundation is also in the privileged position of being able to build on the solid platform of Lloyd's Register's reputation as an independent technical authority achieved by its previous great engineers and scientists. The Foundation is not starting from nothing nor operating in a vacuum, thanks to everybody's contribution.

## Your Group Pensions team

It has been another year of change for the Group Pensions department with Group Pensions Manager Martin Bowles leaving in April, to be replaced by Colin Macnaughton in June.

Colin joins us from Nordben Life and Pension Insurance, where he was Manager for International Pension Plans. Colin also worked as Pensions Manager at Alcatel Lucent and EDF Energy earlier in his career. He is also an Associate of the Chartered Institute of Insurers and has 29 years experience in the pensions industry.

We also bid a fond farewell to long term team member Steve Tancred. Steve, who was UK Pensions Manager, worked for Lloyd's Register for 27 years and left big shoes to fill when he left to join NCR in August.

The departure of Steve led to two promotions within the team. Esther Thomas takes on the new role of Assistant Pensions

Manager and Claire Dowden was promoted to the role of Pensions Practitioner Supervisor, a role previously held by Esther.

We were also joined in July by temporary Pensions Practitioner Charlotte Gregory. Charlotte has been helping at a busy time as we go through a transition period with team members taking up new roles.

Group Pensions continues to focus on improving the governance of our overseas schemes with our ultimate aim of a consistent level of support being provided by or organised via Group Pensions, irrespective of an employee's location.

As a team we expect another busy year but look forward to the challenges that 2014 will bring.



Photo (L-R): Greg Jones, Charlotte Gregory, Jacqueline Wallace, Nicola Emery, Esther Thomas, Sophie Marley, Mary Babington, Claire Dowden, Colin Macnaughton.



# The pensioners' lunch 2013

The 2013 Pensioners' Lunch was a great success with around 380 pensioners in attendance. Pensioners enjoyed a drinks reception followed by a delicious sit-down meal at the usual venue of The Brewery in London. Many commented on how much they enjoyed dining amongst old friends and acquaintances.

This year's speech was given by CEO Richard Sadler. He outlined Lloyd's Register's target of £1.5 billion turnover with a profit margin of 15% by 2015/16. He also spoke of the continued growth and strength of the business which will pave the way to a successful 2013.





# LR brand refresh

It was an exciting moment for all of us at Lloyd's Register as we launched our refreshed brand identity and logo on 09 December.

Lloyd's Register has undergone significant change and growth over recent years. We have grown to a £1 billion turnover service provider with over 9,000 employees in 78 countries, restructured to create the Lloyd's Register Foundation as the organisation's parent entity. We have invested in technology leadership through our global technology centres, diversified our services further into energy and rail, and expanded our Management Systems business, LRQA.



Our refreshed brand identity and logo reflects our commitment to independence, technical excellence and public benefit. They will act as a device to link all of the members of the LR group and clearly communicate the sectors in which our business streams serve.

For years our clients have been referring to us as LR, so we took inspiration for our new logo from the LR stamp – the true 'brand' that our surveyors have stamped into steel as proof of approval since 1884. But this is not a name change – we will continue to be called Lloyd's Register, recognising the value that the Lloyd's Register name has around the world as a mark of quality.

We are also introducing a new strapline – Working together for a safer world. Working together with our customers to give them confidence that their assets and businesses are safe, sustainable and dependable; and working together as a team across our businesses and global network to deliver excellent customer service.

Life Matters will continue to be used by the Lloyd's Register Foundation, helping protect life and property and advance engineering education and research...because life matters.

X		X
X		X
X	Lloyd's	X
X	Register	X
X		X

# Ian Richards reports

Ian reports his findings since taking over as the new Chairman Of the Board of the Trustee of the Lloyd's Register Superannuation Fund Association (LRSFA)



Earlier this year I took over as the Chairman of the LRSFA Trustee Board from Neil Dunford, who had decided to stand down after six years leading the Board through some very challenging times. The first thing I decided to do was to familiarise myself with every aspect of the Fund and meet all of our investment managers, advisers and other service providers. My 40 years working in the pensions and investment industry, together with more recent experience as chairman of a FTSE 100 company's final salary and defined contribution scheme, enabled me to see very quickly what a good job Neil and the other Trustee Directors had done. It was clear that the LRSFA was weathering the latest financial storm, which started in 2008 following the collapse of a number of banks, very well with no causes for concern.

We are currently going through a three-year review where our independent actuary compares the final salary liabilities against the assets held and looks at the contribution plan that the Board has agreed with Lloyd's Register to cover the shortfall that was identified at the last review. I am confident that when that review is completed we will find we are on track and heading towards a position where the LRSFA will have no deficit using the technical assumptions that the Pensions Regulator requires us to make. The financial crisis, the fall in interest rates and the effect of the Government's Quantitative Easing programme has caused most schemes to be in a similar position to the LRSFA but as the effect of the crisis tails off and interest rates start to

rise we can expect an acceleration of the plan that we have in place (if you are interested in the details of the latest financial position please refer to the 2013 Trustee report and Accounts).

Looking forward, I see my role changing from helping steer the Board with its defensive strategy to one where we will be looking to take advantage of opportunities that are likely to arise so that we can build up a surplus to protect the Fund from any future crisis.

## LR Pensioners' Website

The Pensioners' Website has been created exclusively for Lloyd's Register pensioners and is maintained by the Group Pensions Department. As well as being a source of information, it is also interactive and allows members to add pictures and hold discussions.

If you would like access to the site please email the Group Pensions Department at [group.pensions@lr.org](mailto:group.pensions@lr.org). You will then be issued with an individual user ID and password to log on to the site.

How do I log on?

- Step 1: Go to: <http://pensioners.lr.org>
- Step 2: In the login box enter your pension number (User ID) and password.
- Step 3: Click the 'Register' button at the bottom of the form.

Areas on the Site

**News:** Lists articles relevant to pensioners. The latest news articles are displayed at the top of the page.

**What's Happening:** All the news from internal LR.

**Obituaries:** Displayed in chronological order. The date of the obituary is displayed along with the name of the deceased. Selecting the name of the deceased will display a page with more information about the obituary.

**Historical Interest:** Articles about historical issues.

**Interact:** The interact section allows you to add your own content, news, pictures and share information with other pensioners.

**Useful Links:** Links to websites of organisations and other institutions you may find useful.

### More news

We know how important it is for us to stay in touch with you. If you would be interested in potentially receiving quarterly updates, please email [holly.simpson@lr.org](mailto:holly.simpson@lr.org) or write to:

Holly Simpson  
Group Communications,  
Lloyd's Register,  
71 Fenchurch Street,  
London  
EC1R 1UB

LARGE PRINT AVAILABLE

If you require a copy of this newsletter in large print, please contact Mary Babington.

T +44 (0)20 7423 1785

E [mary.babington@lr.org](mailto:mary.babington@lr.org)

The Lloyd's Register Group

Created by Group Communications and Group Pensions.

Registered office: 71 Fenchurch Street, London EC3M 4BS, UK.

[www.lr.org](http://www.lr.org)

Services are provided by members of The Lloyd's Register Group.

