

ONE LIFE PARTNERS

A MULTI-EMPLOYER PROVIDENT FUND



one plus capital

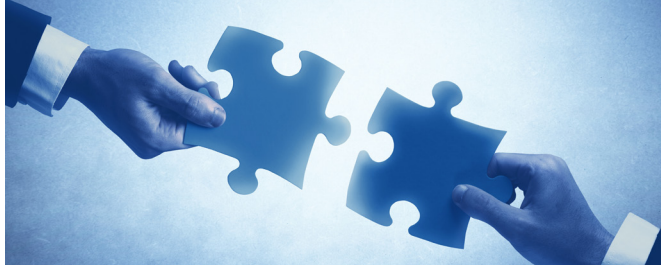
One Plus Capital Ltd

Published by
OnePlus Capital Ltd
Nicosia, March 2016

Copyright
© 2016 oneplus capital Ltd

All rights are reserved. No part of this publication may be reproduced,
stored in a retrieval system or transmitted in any form or by any means,
electronic, photocopying or otherwise, without prior written permission.

Design
grafica&grafica



CONTENTS

CURRENT REGULATIONS	5
INVESTMENT OBJECTIVE	6
THE OLP FUND	7-9
LEGAL FRAMEWORK	11
INVESTMENT PLAN	13-14
MANAGEMENT AND STRATEGIES	15-17
SERVICES	18



CURRENT REGULATIONS

Provident Funds are arrangements that are agreed within the framework of the free collective negotiations. They provide defined contribution lump sum benefits to the employees who are covered in these agreements. They are financed by contributions from employers and employees. Industry based Provident Funds in Cyprus operate for certain categories of employees, such as construction workers, hotel employees etc.

In 2014, the House of Representatives of Cyprus enacted a new set of Regulations on Professional Retirement Benefits Funds which place Fund Management Committees under increased obligations and scrutiny, with regard to the administration and governance of these Funds, as well as to the content and frequency of the information that must be provided timely to Fund Members.

Management Committees are required to maintain detailed records of information on their Members, including personal data, dates when employees joined and dates and circumstances when membership is terminated. Moreover, they must keep accurate and up to date accounting records, which can be retrieved at any given time and show a true and fair view of the Fund's financial position.

Management Committees must also ensure that both the Employers' and Members' Contributions are paid timely. Information for Members entails, at least, annual and more importantly, upon request, statement of their accumulated benefits at the beginning of the year, their contributions thereafter and accumulated benefits at the end of each year after apportionment of expenses and investment returns.

Moreover, Management Committees must be in position to provide detailed information on the benefits their Members should expect to receive upon retirement or upon termination, the current investment portfolio and alternative options, as well as the risks, costs and potential returns associated with each investment option. This



entails an increased administrative burden but also increased knowledge of requirements.

As a result, it can be beneficial for the Management Committees to outsource their administrative functions to professionals such as One Plus Capital Ltd and Oneworld Ltd and relieve them from the administrative burden. The functions outsourced can include individual accounts for each Member, the records of the Members' and the Sponsoring Undertakings' contributions.

Although the regulations, at present, require the Funds to perform valuations of assets twice a year, it is expected that monthly valuations will soon become a requirement. With regard to the information given to Members, the Management Committee is obligated to provide – at least annually and upon request – statement of their accumulated benefits at the beginning of the year, contributions during the year and accumulated benefits at the end of the year.

INVESTMENT OBJECTIVE

Investment strategy

Our primary objective is to design for your aspirations and goals, the optimal investment policy that suits you best. We have formulated investment strategies and custom made portfolios that are designed to achieve the best performance for the level of risk that each Member is willing to take. Provident Funds are complicated, they take a lot of work to set up and manage and require specialist knowledge to operate. We all know that a “one size fits all” approach is rarely a good idea but in investment management this will simply yield suboptimal results. Your goals are individual and they deserve a custom made solution from knowledgeable professionals.

Creating better Provident Funds is a key aim for us. That means delivering a more effective investment

approach, capable of greater speed of action, using best in class fund managers and better diversification – all with the ultimate aim of better outcomes for members.

They result in:

- improved confidence through the unbiased investment approach from a leader in retirement investment consulting
- reduced risk by delegation of investment management to expert fund managers
- better member experience and decisions supported by smarter technology and streamlined choices
- lower costs through greater scale and efficiency

Investment services

One Plus Capital Ltd (OPC) is an independent boutique investment firm creating value and focusing on the best interests of its clients.

OPC also focuses on providing investment services to institutional clients including provident funds, investment funds, insurance companies and pensions as well as to selected private clients.

Investment services cover:

- the provision of advice and views on investment strategy, financial instruments and outlook on financial markets
- the identification of investment opportunities based on pre-determined investment objectives, characteristics and circumstances
- the provision of investment advice and recommendations
- company and financial instruments valuations
- intermediation for transactions in investment products
- research and analysis

OPC’s main objective is to assist clients to achieve consistent superior long term performance and value creation with a risk management focus. Its philosophy, services, organizational structure, team of professionals and processes are all designed and developed towards this goal.

THE OLP FUND

In an ever changing landscape for Provident Funds, and as regulation increases globally, it becomes more time consuming, complicated and expensive for Management Committees and Employers to administer and manage Employee Provident Funds.

Our group, given its long standing experience in the field, has progressed with the establishment of a new defined contribution provident fund to cater for our clients' requirements. One Life Partners (OLP) Provident Fund is a horizontal, multi-employer provident fund available to employers and employees.

OLP Provident Fund caters especially for employees of the private sector, as a vast majority of them remain without a provident fund, whilst the majority of the existing funds are small and place an increased administrative and fiduciary burden on the employers.

OLP Provident Fund enables medium to large sized employers to benefit by cost effectively outsourcing the administration, investment and general management of their pension funds. It is targeted at employers on the island who no longer want to deal with the burden of today's regulatory compliance but who also want to offer their members a modern, cost efficient, professionally managed solution.

The Fund offers a choice of globally diversified investment strategies that will cater to the different risk profiles of its members meeting their current and future needs.



Asset management and administration

The fund administration is carried out by **Oneworld Ltd**, licensed by the Cyprus Securities and Exchange Commission (CySEC) as an Administrative Service Provider (Licence No 149/196). Services cover preparation of provident fund rules, registration, monthly bookkeeping, updating records, income allocation, compliance reporting, statutory and secretarial.

The Fund is managed professionally by **One Plus Capital Ltd** licensed by CySEC to operate as a Cyprus Investment Firm (Licence No 111/10). One Plus Capital Ltd is licensed to carry out investment advisory, portfolio management, custody, forex, corporate finance and brokerage services.

We aim to deliver a solution to cater the needs of both employers and employees whilst ensuring their provident fund is managed in the most cost effective and professional manner achieving long term objectives and returns.

Investment choice

Under our OLP Provident Fund, the following investment options are available:

Money Market (cash)	Conservative Portfolio	Balanced Portfolio	Aggressive Portfolio
The portfolio's primary objective is to preserve the members' capital in cash deposits and refrain from any additional risk. The funds are kept at a range of reputable financial institutions.	The portfolio's primary objective is to provide a high income yield and capital protection. Investments will be held in various asset classes including equities, bonds and real estate both local and international. This portfolio will generally have a lower exposure to equities to minimize capital risk and is suited to more conservative members nearing retirement.	The portfolio's primary objective is to produce inflation hedged income and capital growth. Investments will be balanced across various asset classes including equities, bonds and real estate both local and international. This is the recommended portfolio as asset exposures are adjusted according to market conditions.	The portfolio's primary objective is to grow income and capital in excess of inflation. Investments will be held in various asset classes including equities, bonds and real estate both local and international. This portfolio will generally have a higher exposure to equities and is suited to members with a longer term investment horizon.



The establishment of the OLP Provident Fund presents a step in the consolidation in the provident fund sector. It allows for the integration of several single employer funds that are burdensome and expensive to run into a horizontal fund, achieving economies of scale and offering a professional, flexible and cost effective option for saving for retirement. The use of various investment portfolios allows for risk allocation in different investment categories that correspond to the different risk profiles and preferences of the Fund's members, offering choice and flexibility. The Fund's assets are responsibly invested and accounted from the prudent professional management of the investments and by a continuous, transparent and open communication with both employers and employees.

- Defined contribution Provident Fund
- Open to employees in the private sector
- Professionally managed by experts
- Choice of investment portfolios
- Globally diversified
- Regulated by the Ministry of Labour

Saving for retirement

- Start early!
- Use a registered provident fund for protection and growth through a tax efficient investment plan
- The employer contributions to the provident fund are also not taxed
- Use globally diversified portfolios
- Safeguard your income for when you will need it the most

OLP is a turnkey solution. From the administration and reporting, to the design of communication strategies, investment strategy, asset allocation and compliance we do whatever it takes to ensure that you have a proper, well-managed Provident Fund that will be an asset to its members.



LEGAL FRAMEWORK

The One Life Partners (OLP) Provident Fund is a multiple employer Provident Fund administered by Oneworld Ltd and managed by One Plus Capital Ltd in terms of asset management.

Supervision

OLP is a Provident Fund regulated by the Registrar of Occupational Retirement Benefits Funds under the Ministry of Labour and Social Insurance. The legal and regulative framework for the operation of the Fund is in accordance with EU Directive 2003/41/EC (the "Directive") as adopted by the Government of Cyprus originally by Law 146(I), 2006 and amended by Law 208(I), 2012.

Taxation

OLP is also registered with the Cyprus Income Tax Authorities and Participating Employers and Members enjoy the tax advantages associated with a Provident Fund.

- *Equality*

The processes are set to eliminate any discrimination in the treatment of Members that would lead to the benefit of some Members of the Fund at the expense of others

- *Efficiency*

The processes of the Fund are designed to be as simple and efficient as possible without endangering the achievement of its objectives.

Structure of OLP Provident Fund - Participating Employers

The Fund is established as an open-ended fund for employers and partnerships. Any employer may participate in the Fund. An employer can be admitted to the fund and become a new Participating Employer by entering into a Participation Agreement with the Management Committee. The Participation Agreement defines mainly the eligibility criteria and contribution schedule applicable for their employees. A Participating Employer can withdraw from the Fund by submitting a four month written notice.

Cross border transfers

As OLP Provident Fund is an IORP (Institution of Retirement Provision), it can perform cross border activities in accordance with the Law, subject to following the relevant cross border notification procedure stipulated by the relevant regulatory authorities in the EEA.



INVESTMENT PLAN

Our Multi-Employer Provident Fund solution in Cyprus enables Employers and Members to fully outsource the governance, management and administration related to their Provident Funds whilst still maintaining full flexibility to achieve their specific targets and financing needs.

One Life Partners (OLP) Provident Fund is administered by Oneworld Ltd, one of the leading fiduciary firms on the island with extensive experience in administering corporate structures, funds, provident funds and providing structuring solutions for high net worth individuals (HNWI) and groups.

The Fund's investment approach is set and delivered by affiliated CySEC licensed investment firm, One Plus Capital Capital Ltd, a long established player in the financial services industry.

Through the Fund, Oneworld Ltd offers participating Employers and their Employees a variety of services and sophisticated strategies that can help to minimize risk, control fees and provide the type of experience and retirement readiness clients deserve.

The solution features comprehensive administration solutions, including Provident Fund record keeping and Member services such as online management of individual accounts.

The establishment of OLP allows for the integration of several single employer funds - that are burdensome and expensive to run - into a horizontal fund, achieving economies of scale and offering a flexible and cost effective option for saving for retirement. We offer a fixed participant based fee for administration ensuring a low cost solution especially for smaller sized funds which cannot afford to stand alone.

The use of various investment portfolios allows for risk allocation in different investment categories that correspond to the different risk profiles and preferences of the Fund's members, offering unprecedented choice and flexibility.

Individual investment choices

The aim of our OLP Provident Fund is to assist employees to achieve long term financial security through regular savings. The Fund allows each Member to choose how his contributions are invested through a range of carefully designed strategies that can be tailored to meet his specific requirements.

The potential of the Fund to grow must be weighed against a level of risk acceptable to each Member. Everyone is different, but it is likely that as one approaches retirement his attitude to risk will become more conservative.

Therefore, at joining the Fund each Member can choose an investment option or a mixture of options in accordance to the investment profile and attitude to risk.

The main objective for all investment strategies is to invest prudently so that the reasonable expectations of members can be met at the level of risk chosen by the Member. The objectives set relate to the real value of the Members' benefits and thus risk and return objectives are linked to inflation. To meet this objective, we established the following investment strategies:

- Money Market (cash)
- Conservative Strategy (low risk)
- Balanced Strategy (low to medium risk)
- Aggressive Strategy (high risk)

You choose your investment risk profile

Integrated Services

Investment Architecture

Streamlined participant investment solutions designed to simplify Provident Fund savings and deliver better diversification and retirement readiness

Access to institutional investment options managed by best in class investment managers

Improved participant spending - optimized active and passive management

Governance

Simple but effective governance delivered by OLP, less time consuming for your business

Reduced risk due to delegated fiduciary investment management and monitoring

Execution of investment strategy with well proven fund manager selection

Daily monitoring and reporting

Implementation

Rapid and decisive manager selection, termination and oversight

Proven ability to deliver with scale and excellence in administration

Member Experience

Research and behavioural finance based approach

Up to date information and guidance integrated across channels

Innovative and robust pro active communication

Significant investment in technology across web, mobile and other channels

Cost

Opportunity for shared operational and external costs for smaller pension funds that do not have critical mass on a stand-alone basis

Institutionally priced investment menu

Fixed participant based fee for administration ensures that lower cost solution is maintained

MANAGEMENT AND STRATEGIES



Legal framework

The Fund is registered in accordance with the amended law of "208(1)/2012" which caters for The Establishment, Activities and Supervision of Occupational Retirement Provision and it will be authorized and registered with the Ministry of Labour and Social Insurance, via the Department of Registrar of Provident Funds.

Structure

The Fund is established as an open ended fund for employers. Any employer may be admitted to the fund and become a new Participating Employer by signing a Participation Agreement and submitting an application to the Management Committee. The Agreement and application define the eligibility criteria and contribution schedule applicable for their employees. The Employers have the opportunity to withdraw from the Fund in accordance with the Fund's Regulations.

Management

The management, control and rights to delegation of administration vest with the Management Committee. The Management Committee will hold position for 3 years and consist of up to 10 members. In accordance with the law, 1/3 of the members will be appointed from the contributing employers and 1/3 will be elected from the Members. It is further recommended that an investment advisor - the licensed person who, under the law, prepares the investment strategies - sits on the Management Committee. Upon registration, the founder and principal employer of the Fund will be Oneworld Ltd.

Administration

The Fund will enter into a Services Agreement with Oneworld Ltd for the provision of administration services, including but not limited to:

- Employee record maintenance
- Monthly bookkeeping and updating of the Provident Fund records

- Preparing on a timely basis the annual income allocation to Members' accounts and Annual Members' Statement
- Compliance and regulatory reporting
- Statutory and secretarial services

The Fund will enter into a Services Agreement with One Plus Capital Ltd for the provision of financial advisory and asset management services, including but not limited to:

- Contribution calculations and benefits determinations
- Financial, investment advice and brokerage
- Management of portfolio

Investments

The main investment objective for all investment strategies is to invest prudently so that the reasonable expectations of Members can be met at the level of risk chosen by the Member. The objectives set relate to the real value of the Members' benefits and thus risk and return objectives are linked to inflation.

To meet this objective, the Management Committee has set four investment strategies:

- Money market (cash): designed for those individuals who want to preserve their capital in cash deposits and not take any additional risk. The funds are kept at a range of reputable financial institutions.
- Conservative Strategy (low risk): designed to provide a high probability that the return will be at least equal to the inflation over time plus a

small margin in order to reduce as far as possible the risk. This would usually be suitable for people with shorter term horizons or those who do not want to have annual fluctuations in their balances.

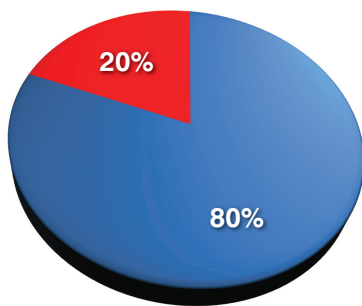
- **Balanced Strategy (low to medium risk):** designed to provide a higher long term return in a balanced way aiming to provide moderate fluctuation in values but offer good growth potential. They are usually suitable for people with medium to long term investment horizons.

- **Aggressive Strategy (medium risk):** designed to provide higher long term return but minimize the probability of losing nominal value of assets in the long term. It has more growth potential than the lower risk strategies as it takes higher risks.

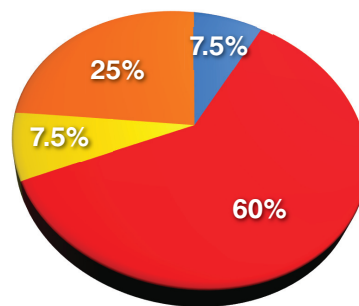
The Fund allows each Member to choose how their contributions are invested through the selection of one of the four strategies.

Indicative strategies are shown below.

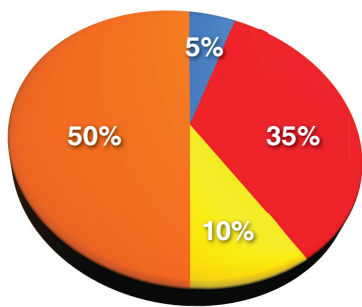
Money-Market Strategy



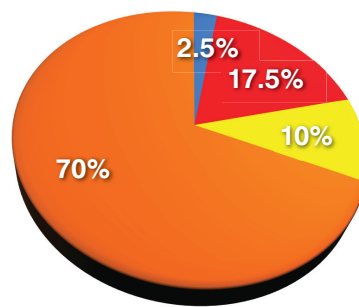
Conservative Strategy



Balanced Strategy



Aggressive Strategy



■ Cash
 ■ Bonds
 ■ Equities
 ■ Gold & Commodities

The permissible asset allocation ranges for each Investment Strategy Portfolio option to the different strategic asset classes are shown below.

Strategic Asset Classes	Investment Strategy Fund Options			
	Money Market	Conservative	Balanced	Aggressive
Cash	70-90%	5-10%	2,5-7,5%	0-5%
Bonds	10-30%	45-75%	25-45%	12,5-22,5%
Equities	-	20-30%	40-60%	55-85%
Gold & Commodities	-%	5-10%	5-15%	7,5-12,5%

Note:

The strategic asset allocations for each Option are reviewed on a quarterly basis and are subject to the above permissible ranges.

The preferred investment strategy and the contribution schedule for each Member will be notified to the Management Committee by the respective Employer who must submit to the Committee a Member Application Form. Each Member will have the opportunity to switch their investment to another portfolio with a different investment strategy.

Benefits

Benefits from the Fund may only be paid to a Member of the Fund or to the legal heirs of such a Member and shall be possible for a Member to request from the Committee to transfer the Member's accrued benefits in cash to another Fund or abroad (transfer out payment). The rules of the Fund on the events and timing of the benefit payment are as required by law and aligned with market practice.

Loans to Members

Members may have a choice to obtain loans from the Fund, provided the Employers consent is obtained and the Management Committee is satisfied for the terms of repayment. Any loan may not exceed 45% of the Member's rightful share at that time and the loan granting procedure will be followed in accordance with the provisions of the Law and any related regulations.

Cost effectiveness

The multi-employer Fund reduces the cost by:

- Shared operational costs
- Reduced opportunity costs
- Tailored-made risk/investment strategies
- Benefit from economies of scale
- Transparency



SERVICES

One Plus Capital Ltd

One Plus Capital (OPC) provides highly specialized advice that takes into account every aspect of the client's business.

OPC is licensed by the Cyprus Securities Exchange Commission (CySEC) under Licence No 111/10 to perform investment advisory, portfolio management, brokerage, custody, corporate finance and forex services.

OPC Wealth Management is committed to proactively and protectively manage and enhance the wealth of clients by providing the best investment options and service. An account manager, who provides personal counsel and support, is assigned to each client. Detailed proprietary reporting is available with real time online updates, or hard copy reports if required.

With regard to OLP Provident Fund services offered from OPC, you can expect us to:

- Compile your investment profile
- Provide tailor-made investment solutions that suit your financial needs
- Manage actively your investment portfolio
- Formulate hedging strategies to mitigate risk
- Restructure assets to optimize your wealth
- Assist your operational growth
- Advise on your corporate finance needs

All the above services are performed with professionalism, confidentiality and integrity.

Oneworld Ltd

Oneworld Ltd is rendering a wide range of fiduciary and business services to an international clientele and is licensed by the Cyprus Securities Exchange Commission (CySEC) under Licence No 149/196, as an Administrative Service Provider.

As a leading corporate provider, Oneworld Ltd brings a depth of experience to its our work and dealings with clients. Personnel consists of chartered accountants, lawyers, financial advisors, tax specialists, administrators and corporate secretaries as well as a highly trained and knowledgeable corporate and support staff. Administration services cover incorporations, corporate and trust, accounting and VAT, tax planning, legal, nominees and trustees, management and business advisory.

OLP Provident Fund services offered by Oneworld Ltd include:

- Assistance with the preparation of the Provident Fund Rules and Regulations
- Registration with the Registrar of Provident Funds in Cyprus including the preparation and completion of the relevant applications
- Registration of the Provident Fund with the Income Tax Authorities
- Monthly bookkeeping and updating of the Provident Fund records
- Preparation of annual income allocation to Members and annual member statements
- Compliance and Regulatory reporting
- Statutory and Secretarial Services

