Summary Post Mitigation Risk scores

Reference	Strategic Risk	Jun-24	Sep-24	Nov-24	Feb-25	Jun-25	Sep-25	Nov-25	Feb-26	Change from Nov 2025
Employer										
E1	**Contributions Funding** Failure to collect contributions from employers in line with Funding strategy requirements and Rates and Adjustment Certificate	4	4	4	4	4	4	4	4	↔
E2	**Employer data** Employers fail to provide accurate and timely data to the PAT team	9	9	9	9	9	9	9	6	↓
E3	**Employer Covenant** Delay in employers agreeing Admission Agreement, risk of insufficient security	6	6	6	6	6	6	6	6	↔
Administration										
A1	**Pensions service Delivery** Inadequate delivery of Pensions Administration	6	6	6	6	6	6	6	6	↔
A2	**Regulatory Change** Risk that new benefit structures can not be set up correctly or in time	6	6	6	6	6	6	6	9	↑
A3	**Production of Statutory member returns** Risk of failure to produce ABS, Annual Allowance and event reports	6	4	4	4	4	6	4	4	↔
A5	**Transfer Scams** Failure to comply with CETV anti scam checks	2	2	2	2	2	2	2	2	↔
A7	**Implementation of Oracle** Failure to deliver the new ERP system to effectively deliver for Pension Fund accounting and payroll requirements	6	6	6	6	6	6	6	6	↔
Governance										
G1	**Key Person risk** Risk of loss of key / senior staff resulting in lost knowledge and skills within the Pensions Team	6	8	8	6	6	9	4	4	↔
G2	**Committee / Board Member** Lack of decision making caused by loss of Pension Committee/Pension Board members or insufficient knowledge and skills of members	6	6	6	6	6	6	6	6	↔
G3	**Cyber Security** Risk of Loss of data or systems breaches through cyber attacks	12	12	12	12	12	12	12	12	↔
G4	**Governance and Compliance** Inadequate governance arrangements and controls to discharge powers & duties	3	3	3	3	3	3	3	3	↔
G5	**Data Breach** Failure to comply with General Data Protection and Disclosure Regulations	4	4	4	4	4	4	4	4	↔
G6	**Fraud** Internal and External fraud risk	2	2	2	2	2	2	2	2	↔
G7	**Governance Compliance with the Requirements of the Fit for the Future Consultation** Failure to comply with the Fit for the Future requirements								4	↑
Investment/Funding										
I1	**Funding risk - poor investment returns** Risk that investment strategy fails to result in performance required to meet the needs of the Funding strategy discount rate	4	4	4	4	4	4	4	4	↔
I3	**Regulatory risk** Failure to comply with regulations, legislation and guidance from an accounting and investment perspective	4	4	4	4	4	4	4	6	↑
I4	**Investment Pooling** Inability to comply with government direction on pooling, insufficient sub funds to implement investment strategy, poor management of the pool	9	9	9	9	9	9	9	9	↔
I5	**Investment Pooling** Existing arrangements agreed via ACCESS do not meet the needs of East Sussex Pension Fund					9	9	9	9	↔
I6	**Funding risk - higher inflation** Risk of inflation leading to increased liabilities, lower asset returns and a funding gap	6	6	6	9	6	6	9	9	↔
I7	**Environmental, Social and Governance** Risk of ESG factors within Investment strategy, underlying holdings and implementations of investment decisions	6	6	6	6	6	6	6	6	↔
I8	**Climate change** Risk to assets and liabilities associated with Climate Change	6	6	6	6	6	6	6	6	↔
I9	**Liquidity** Insufficient cash to pay benefits as they fall due	4	4	4	6	4	4	4	4	↔
I10	**Money Purchase Additional Voluntary Contributions** Inadequate offering to Scheme Members	2	2	2	2	2	2	2	2	↔