

Your Sheffield Mutual

The newsletter for Sheffield Mutual members



What's inside



Page 4

2021 declared and 2022 interim bonus rates



Page 5

Performance highlights and 2021 overview



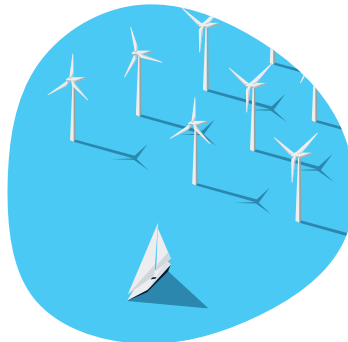
Page 6

Where we invest your money



Page 7

Focus on...Whole of Life Plan



Page 8/9

Sheffield Mutual's approach to tackling climate change



Page 10

Society news



Page 11

2021 – A year in review



Page 12/13

Sheffield Mutual in the community



Page 14/15

Birthday prize draw and wordsearch



We'd love to know what you think of this year's newsletter!

Please send your feedback by completing the enclosed flyer or for further information visit

www.sheffieldmutual.com/newsletter-2022-member-feedback/ to complete the survey online.

Welcome to the 21st edition of 'Your Sheffield Mutual'

A warm welcome to the 2022 edition of Your Sheffield Mutual. Thank you for being a member of the Society and for taking the time to read our newsletter.

We're now into our 130th year, and we're very grateful for everyone's support in enabling our mutual to grow. Although 2021 was another year in dealing with the pandemic, we were successful in a number of key areas, including customer satisfaction and positive reviews received. We find that word of mouth and member referrals are a very effective way of growing the business and understand that this can only be achieved by offering our existing customers a first-rate service. I'm sure many of us have first hand experience of faltering customer service 'due to Covid' but we aimed to be available to our members regardless of the pandemic and owe this in large part to our resilient team who have worked diligently throughout.

We hit another landmark achievement during the year as our asset base grew to over £200 million. In consideration of this growth, we decided to take the next step in managing our investment portfolio in partnering with Russell Investments who now act as our Outsourced Chief Investment Officer (OCIO). The partnership aims to improve asset and manager diversification and deliver enhanced returns for our members. We're also very aware of our social and environmental responsibilities and the need to integrate this into our investment approach. With the help of Russell Investments, we aim to have a better understanding and more informed engagement with our underlying investments to provide better information to our members on environment, social and governance issues. This process is evolutionary; any decisions taken will be for the benefit of our long-term savings business.

“We hit another landmark achievement during the year as our asset base grew to over £200 million”

In March 2022 we welcomed Courtney Marsh to the Board who is an experienced actuary and former CEO of a fellow mutual. In June 2022 Stephen Birch will be retiring from the Board after helping the Society to grow significantly over his tenure. I would like to personally thank Stephen for his unwavering support throughout my time at the Society. We'll be announcing a successor as 'Ambassador for Members' shortly.

I hope you enjoy our newsletter. This edition includes performance highlights, charity and community fund donations and more information on what we're doing to tackle climate change. I would also encourage all members to return the voting slip within the enclosed notice of AGM booklet to offer your support. If we reach our target of 500 votes for the AGM, we will plant a 1,000 square metre area of woodland.

Kind regards



Jamie Bellamy
Chief Executive



2021 declared and 2022 interim bonus rates

Policy Type	Interim rate for 2021	Declared rate for 2021	Interim rate for 2022
Investment ISA*	3.50%	3.50%	3.75%
Junior ISA*	3.75%	3.75%	4.00%
Tax Exempt Savings Plan (Type 23)	0.50%	0.50%	0.75%
Tax Exempt Savings Plan (Type 43)	0.70%	0.70%	1.00%
Tax Exempt Savings Plan with Life Insurance	0.50%	0.50%	0.75%
Regular Savings Plan (Type 27)	0.30%	0.30%	0.50%
Regular Savings Plan (Type 47)	0.50%	0.50%	0.75%
Investment Bond	1.50%	1.50%	1.75%
Income Bond	1.75%	1.75%	2.00%
Pension Bond	2.00%	2.00%	2.25%

*Before deduction of the 1.50% annual management charge for ISAs/JISAs.

We're also paying the following final bonuses:

- 5% final bonus will be paid on ISA subscriptions in qualifying tax years: types 30 & 31 (Insurance) ISAs issued in 2003 and 2004 and Investment ISA subscriptions in the 2009/10 tax years through to 2016/17 tax years
- 5% final bonus on Junior ISA subscriptions which have been in force for five years or more
- 5% final bonus on bonds in force more than five years for investments made in 2014 and onwards
- 10% final bonus on bonds for investments made prior to 2014
- 2% final bonus on maturing regular premium endowments

Warning: Past performance is not an indicator of the future.



Special offer for our readers...

Open a new policy or transfer an ISA from another provider to Sheffield Mutual (before 31 July 2022), quoting **NL22** for a **gift card worth up to £50^A**.

^ABased on the amount you save or invest (see below), minimum premium of £10 per month/£100 single. For regular premium plans the amount will be based on year one contributions. Terms and conditions apply, please visit our website for full T&Cs. In certain circumstances, your capital may be at risk.

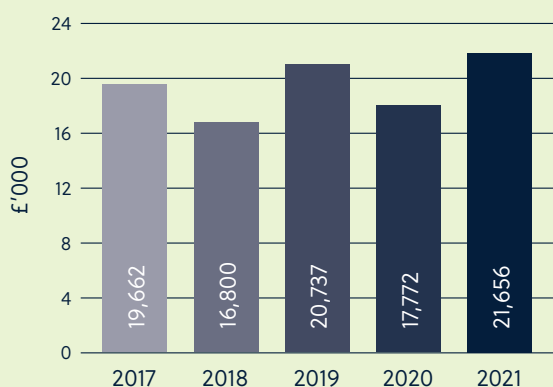
Up to £4,999 = £25 | £5,000 - £9,999 = £30
 | £10,000 - £19,999 = £40 | £20,000+ = £50



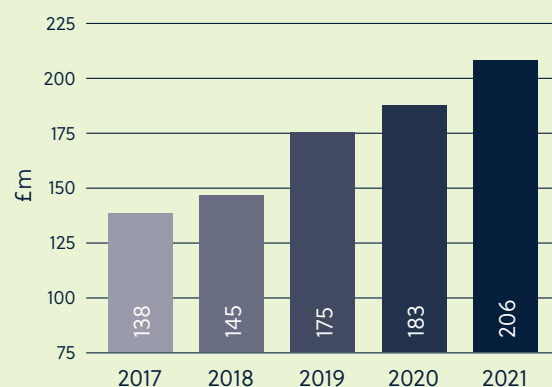
Performance highlights and 2021 overview



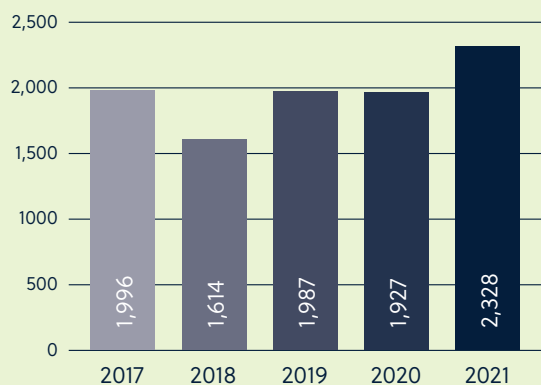
Premium income = £21.7m



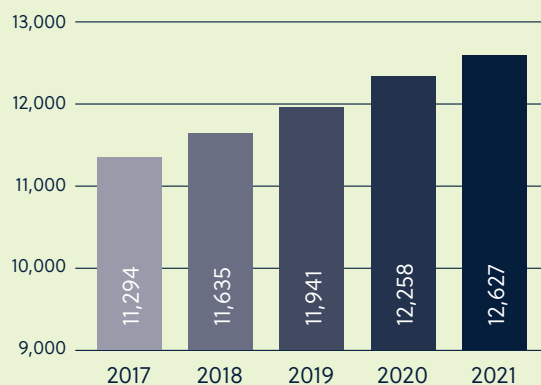
Assets = £206.3m



New policies = 2,328



Membership = 12,627



Overview of 2021

Despite Covid-19 and the threats posed to economic recovery of new variants, many of the main global markets posted double digit returns over the year, aided by the successful vaccine drives and substantial stimulus packages from governments and central banks. Inflationary worries were largely dismissed by investors, with the FTSE 100 in particular increasing in value by 14.3% over 2021, its largest increase since 2016.

The Society's with-profits fund performed strongly throughout 2021, with a strong weighting towards the UK market helping to boost the returns of our listed investments, particularly equity holdings. The Society's overseas equity holdings also demonstrated value over the year. The Fidelity Emerging Markets fund, which is heavily weighted towards China, returned almost 4% as China

became the first country to return to its pre-pandemic economic growth trajectory*. The Fidelity Global Special Situation fund posted a remarkable return of over 17%. The Global Special Situation fund, biased towards North America, saw its main three market indices (S&P 500, Dow Jones, and Nasdaq) all reach all-time highs throughout 2021. The Society's directly held property portfolio, which now totals around £46m once again returned a very respectable 7.10%, with an average of 5.06% over the last five years which highlights the merits of the diversification in both sector and geographical spread.

The Society's overall assets grew by 13% to a record £206m, highlighting that strong investment performance can be achieved by maintaining a strong level of diversification.

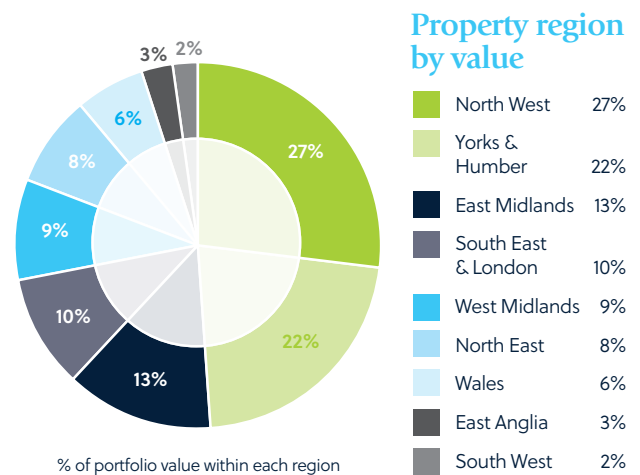
*Source: 2021: a year in review Vanguard UK Investor (vanguardinvestor.co.uk)

Where we invest your money...

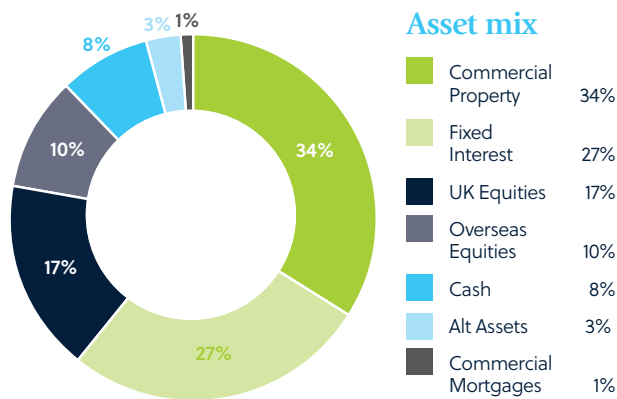
Over recent years the Society has aimed to diversify its investment portfolio in several ways. The initial part of the strategy was to reduce our reliance on one investment manager and looked to invest with fund managers. The funds we chose, such as the Emerging Markets fund, were best in class in terms of performance but also gained us access to specialist knowledge in those fields. Investing in overseas markets also reduced exposure purely to fluctuations within UK markets. In December 2021 we took the next step on this journey in appointing Russell Investments as our Outsourced Chief Investment Officers (OCIO) to further diversify in terms of investment managers and asset classes, lessening the impact of market volatility.

Prior to the appointment, further investments were made into the Society's existing holdings in line with the Society's business plan, with funds under management at Investec reaching almost £62m, consisting of UK listed equities, corporate bonds, government gilts and alternative assets.

Our holdings within the Fidelity Global Special Situations fund and the Fidelity Emerging Markets fund reached a combined total of almost £22m, after a strong 2021 performance saw the funds return 17.6% and 3.9% respectively. These two funds have helped to offer overseas diversification to the Society, with the Emerging Market fund principally investing in areas experiencing rapid economic growth such as Latin America, Southeast Asia, and Africa, with the fund having a strong weighting towards China.



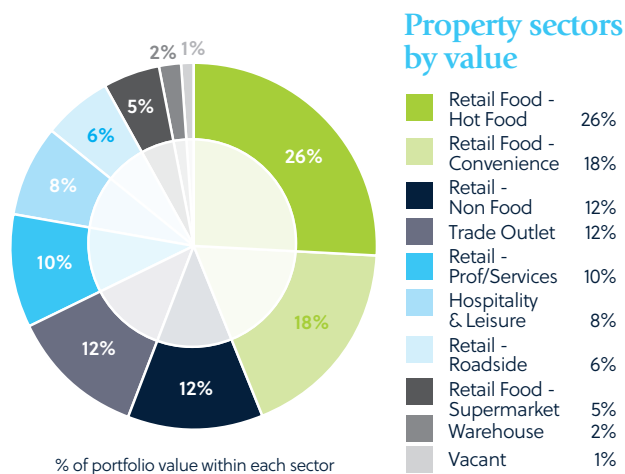
The Schroders UK Real Estate fund, which is geographically weighted towards London and the Southeast, recorded a return of 13.3%, highlighting that despite the reported struggle for commercial property on the UK high street, UK property investments do remain a strong avenue for consistent returns. The Society also made a new investment into the Schroders Global Healthcare fund at the outset of 2021 with this specific fund focussing on healthcare and medical related companies worldwide.



31 December 2021



Some of our properties in Manchester, Stockport and Birstall



% of portfolio value within each sector

We continue to have a strong interest in directly held commercial property. Rental returns provide a consistent income to pay for day-to-day costs, but this also feeds through into the overall investment return. We hold a strong geographical spread of properties, which are tenanted by small and large organisations. The strategy of purchasing property as part of our asset mix began in the early 1980's, when we purchased a charity shop and travel agents (which we still own). This strategy has evolved over time but is still part of our investment approach, as demonstrated by recent purchases including an autocentre and multi-tenanted industrial units.

Investment diversification has been a key strategy of ours but achieving strong returns for members, whilst not materially adjusting our risk appetite, remains to be our priority.

Provide a legacy for a loved one with our Whole of Life Plan

Discussing death, or even just the thought of dying, is uncomfortable for many of us. However, taking out a life insurance policy means that you could at least protect your nearest and dearest financially if you die unexpectedly or prematurely.

The most common type of life insurance is designed to pay out a tax-free* lump sum to your loved ones if you die within a certain period, this is known as the 'term'. That's why you'll sometimes see it called 'Term Insurance' and there are different types available. If you survive to the full length of the term, your policy comes to an end - it does not have any value at this point. Likewise, if you stop paying premiums, the policy simply ends. If you have a mortgage or financial dependents, you may be familiar with this type of cover.

The other main and simplest form of life cover is 'Whole of Life'. There are different types available, but this type of policy ensures that, no matter when you die, your loved ones will receive a lump sum pay out which you would have agreed at the outset. In return, you agree to pay fixed monthly premiums until you die.

At Sheffield Mutual, we offer a 'non-profit' **Whole of Life Plan** as a simple and affordable way to provide a financial gift for a loved one or to help towards funeral expenses.

Who can take out our Whole of Life Plan?

- Anyone aged between 16 and 70 next birthday
- Those in sound health when applying (medical questionnaire required)

What does it offer?

- A guaranteed fixed amount of up to £50,000 paid when you die, providing you maintain your premiums until death or age 90
- The facility to stop paying premiums after ten years, with a reduced guaranteed fixed amount
- The option to nominate a family member to claim the policy proceeds when you die (for policies with cover of up to £5,000 only)

Why choose our Whole of Life plan?

- We'll waive your first three months premiums (on the Whole of Life Plan) if you are an existing member or if you open a different type of policy at the same time
- Quote promo code **WOLNEWS** and receive a **£25 gift card** after your policy starts
- Access to our Member Benefits, BenefitHub and Member Assistance Programme

The Whole of Life Plan is a non-profit policy which has no investment element or surrender value. If you stop paying premiums in the first ten years, the policy will lapse without value.

***Tax treatment depends on individual circumstances and may be subject to change in the future.**

This feature provides generic information and opinions of the writer and should not be relied upon for making investment decisions. No advice has been provided by Sheffield Mutual. If you are in any doubt as to whether a savings, investment or life insurance plan is suitable for you, you should consider contacting a financial adviser for advice. If you do not have a financial adviser, you can get details of local financial advisers by visiting www.unbiased.co.uk or www.vouchedfor.co.uk. Advisers may charge for providing such advice and should confirm any costs beforehand.



Sheffield Mutual's approach to tackling climate change

Our Chief Operating Officer, Paul Galloway, explains below.



The world's eyes for two weeks in November 2021 were fixed firmly on Glasgow as government and business leaders across the world descended on the Scottish city for COP26¹. Its purpose: to secure global net zero by mid-century and keep 1.5°C above pre-industrial levels within reach, but why?

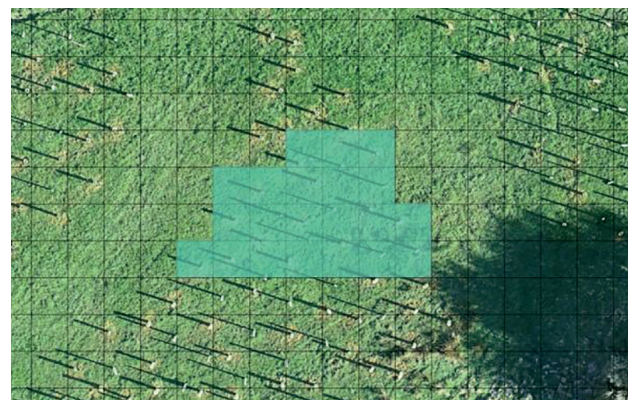
One of the biggest risks to planet Earth is the impact of climate change. Since the 1800's the primary driver of climate change issues has been human activity²; over the last 100 years, the planet has warmed up by 1°C and on our current trajectory the planet is expected to warm up by 4°C in 80 years' time³. The consequences of this rise will severely impact ice caps, sea levels, wildlife, and the natural world as a whole. In addition, the effects of climate change could see 1.2 billion people in the world's poorest parts become climate refugees⁴. Life as we know it, could change considerably.

Regulated by both the Financial Conduct Authority (FCA) and the Prudential Regulatory Authority (PRA) the Society is required to follow certain regulations when it comes to climate change. As a mutual, the Board feels that it is our responsibility to go beyond the regulation and do the right thing for our members, community, the future of the planet and the future of Sheffield Mutual. All whilst ensuring we provide an exceptional and trustworthy service through easy-to-understand products, with the strongest returns possible.

The Board sees unmitigated climate change risk as posing a challenge not only to the transition to a net-zero business, but also to how the Society invests for the

future. Disinvesting from 'bad polluting' companies may feel like the right approach today but owning a stake in these businesses and holding them to account at their AGM is one approach which may add more value and drive positive change for the future. It should be noted however that disinvesting is an approach the Society has used for many years in its exclusionary investment policy of not knowingly or directly investing in industries relating to armaments, tobacco, gambling, or pornography within the with-profits fund.

The Society operates from one office, which has been using 100% renewable energy⁵ for its power source since 2017. We have been calculating our direct carbon footprint since 2019 and started to offset this in 2021 through the planting of trees in North Yorkshire with 'Make it Wild'⁶ (see below for a map of our trees).



In addition to this, after the AGM vote, the Society partnered with the National Trust to plant 1,000 sq. metres of woodland. Although offsetting is a method which businesses can use, it is not the only tool. Work continues to reduce our carbon footprint, whilst being aware that as the Society grows so will our carbon footprint. It is therefore important not only to reduce unnecessary waste but to continue to use tools such as offsetting on areas which we cannot or will struggle to reduce.



As the senior manager responsible for the financial risks of climate change at the Society, it is within my remit to ensure that we are continuously improving how we monitor and reduce our impact on climate change with a particular regard to the physical or transitional risks the Society may face over the long-term. Over 2020 and 2021 the Society delivered on a number of climate change initiatives including: a risk management and governance structure to monitor the main risks of climate change, removal of all one-use plastic in the office and all paper used for member communications is now sourced from FSC⁷ responsible sources. We're working closely with our Outsourced Chief Investment Officer (OCIO) (Russell Investments) throughout the transition period to understand the impact of the carbon footprint of the with-profits fund. We will continue to work with Russell Investments to reduce that impact over time, including the long-term investment in green projects and the transitioning to sustainable investments to ensure that Environmental, Social, and Governance (ESG) considerations are embedded within all investment decisions.

As referred to above, over many years the Society has aimed not to invest knowingly or directly in industries relating to armaments, tobacco, gambling, or pornography within the with-profits fund. It is with this that I and the rest of the Board strongly believe that doing the right thing for the environment builds on our ethical stance, ensures the future of the Society and protects your long-term saving and investment goals.

References:

1. ukcop26.org
2. www.theguardian.com/environment/2020/sep/09/climate-crisis-could-displace-12bn-people-by-2050-report-warns
3. www.theguardian.com/environment/2013/dec/31/planet-will-warm-4c-2100-climate
4. www.carbonbrief.org/analysis-why-scientists-think-100-of-global-warming-is-due-to-human
5. www.eonenergy.com/about-us/our-wind-farm-legacy.html
6. www.makeitwild.co.uk
7. fsc.org/en/forest-management-certification

Links correct at time of article creation

Our charity of the year 2021

We were pleased to announce that after a team vote, Barnsley Independent Alzheimer's and Dementia Support (BIADS) were chosen as our 'Employees' Chosen Charity'.

The donation of £2,500 was used to set up a garden with raised beds for their members to look after. In this setting, the charity has been growing flowers and plants to create a sensory garden with fragrant flowers, colourful displays and plants offering various 'touch' sensations.

BIADS Chief Officer, Linda Pattison said:

"I can just imagine the pride of our members when they see the product of their work and how they will be enabled to feel a sense of achievement.

Many of our members (both people with dementia and their family carers) find it difficult to continue with gardening because of the usual aches and pains, so the raised beds at our centre and at an allotment have enabled them to continue this much-loved hobby."

The employee's chosen charity for 2022 is the Children's Hospital Charity, we'll tell you more about that in the next issue.

From left to right: Paul, Will, Lewis, Dawn and Tom helping out at the BIADS garden.

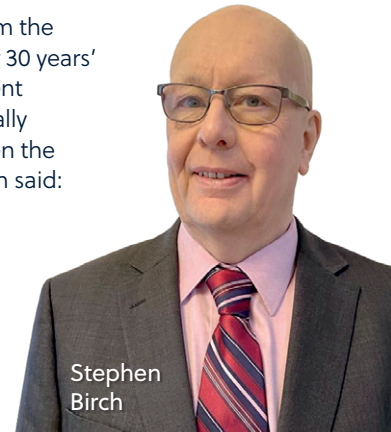


Board news

Stephen Birch will be retiring from the Board at the next AGM after over 30 years' service. Stephen is a past president of the Society, and he was originally a lodge secretary in the days when the Society had local lodges. Stephen said:

"During my time on the Board, we have relocated the office, modernised and expanded the Society's product range, grown the team significantly and increased our premium income, all whilst keeping members interests at the forefront of every decision we make. Despite the increasing regulation, I hope the Society will never lose sight that we are a member's society and I'm confident that Sheffield Mutual will always be a great place for our savings and investments. It certainly has been for me over the past 50 years."

Chairman, Stephen Hindmarsh said: "Stephen's focus on the Board has always been in the interests of our members, and over the last few years that focus has been recognised by his regular reports to the Board as our Ambassador to Members. I am extremely grateful to Stephen for his years of service to Sheffield Mutual."



Stephen Birch

We welcome Courtney to the Board

Courtney is a qualified actuary with a rounded knowledge of the financial services and insurance sector. He consulted for Mercer and Oliver Wyman for 12 years with a focus in the mutual space and then joined Health Shield Friendly Society as Chief Risk Officer in 2010. Courtney went on to hold Chief Operating Officer and Commercial Director roles before becoming Chief Executive Officer in 2018. He now runs his own consulting firm, specialising in the health, wellbeing, and cash plan arena.

Courtney has a love for all sport but a passion for cricket, badminton and triathlons. He's addicted to Zwift, an ex-arm-wrestling champion, cooks a mean risotto and is rubbish at Fortnite (though not bad at Mario Kart).

Commenting on his appointment to the Board, Courtney said:

"I'm really looking forward to joining Sheffield Mutual's Board. They are a Society that lives and breathes the mutual ethos and has strong member focused plans for the future. I hope I can bring my skills to the Board to help them achieve their goals."



Courtney Marsh



2021...a year in review

2021 was another challenging year for everyone, but the team at Sheffield Mutual remained as busy as ever. Here, we take a look at some of 2021's highlights.

January – We welcomed William Powell to the Sheffield Mutual team as our IT and Cyber Risk Specialist.



February – Barnsley Independent Alzheimer's and Dementia Support (BIADS) were selected as our chosen charity for 2021.

March – We announced our bonus rates for 2020 and paid over £2.2million in bonuses to our members.

April – A team took on the Yorkshire Three Peaks Challenge and raised over £2,750 for Sheffield Mind. We also welcomed Tanya Hetherington as our Finance Administrator.

May – We asked for your nominations for the 2021 Charity Award.

June – Becky Wade joined the team as our Junior Member Services Administrator. We also held our Annual General Meeting at Wortley Hall.

July – As a result of our members voting in 2021's AGM, we were able to donate funds to plant a 1,000 square metre area of woodland in the UK with the National Trust.

August – Our 2021 Charity Award was set live for voting.

September – Oliver Castledine joined the team as our Risk and Compliance Specialist.



October – We held our annual pumpkin carving competition, with Megan (pumpkin 5) taking the number one spot.

November – Some of the team had the opportunity to attend the Support Dogs Showcase and raised £1,625 by doing a skydive from 15,000ft.

December – We were pleased to take part in the Hallam FM Cash for Kids Mission Christmas. Our team became Secret Santa's to less fortunate children who rely on gift donations at Christmas.



Sheffield Mutual in the community...

Sheffield Mutual Charity Award 2021

The Sheffield Mutual Charity Award keeps going from strength to strength and 2021 was no exception. Now in its fourth year, we saw a variety of different charities nominated and it was a difficult decision to shortlist them.



The final charities were as follows:

Abbie's Army, Autism for Supported Employment Centre, Calderdale Lighthouse, Fareshare Yorkshire, Issabelle's Appeal, Moo Haven, Ravens Rescue, Rush House and The Brain Tumour Charity.

We received thousands of votes and Chief Executive Officer, Jamie Bellamy said:

"It gives me great delight to announce this year's 2021 Charity Award winners - Raven's Rescue, Abbie's Army and Rush House. With it being another difficult year for everyone, we hope that the donations will benefit the charities and support them where it's needed."

First place – Raven's Rescue

Raven's Rescue UK is a fully vet supported registered charity based in the West Midlands that was founded to help the ever-increasing number of pets that find themselves in need of rescue.



Merlin is a collie who arrived in Raven's Rescue's care recently after waiting since July 2020 to fly from China after he was saved from the meat market.



Sarah from
Raven's Rescue

Sarah Price from Raven's Rescue (pictured above) said:

"This is amazing and we cannot thank you enough! We have recently taken in two puppies that need urgent medical treatment, the Sheffield Mutual award will improve their quality of life and help towards vet treatments for some of our other rescues too."

Second place – Abbie's Army

Abbie's Army is a children's DIPG (Diffuse Intrinsic Pontine Glioma) brain tumour research charity, founded in loving memory of Abbie. DIPG is a rare and fatal brain tumour that develops in the brainstem with currently no effective treatments or a cure.

Amanda Mifsud, Trustee at Abbie's Army said:

"We are so grateful to Sheffield Mutual, without this support we really cannot achieve our aims to deliver new opportunities for children diagnosed with DIPG. Together we can truly make a difference in overturning this fatal diagnosis through crucial research. We are absolutely thrilled to receive this funding among so many worthy causes."

Third place – Rush House

Rush is a charitable organisation based in Rotherham, South Yorkshire, that provides a range of accommodation and support services including advice, independent living skills and training to young people aged 16-25. They also offer a person-centred education, employment and training programme for people aged 18-30.

Lisa Rachieru, Manager at Rush House commented:

"I just want to start by expressing our deepest gratitude to Sheffield Mutual for this wonderful award and also for giving us the impetus and opportunity to get out there and gather support from our wonderful stakeholders, service users (past and present), colleagues and friends. It has been so affirming to see the support we have. The icing on the cake of course being the 3rd place and £1,000 prize which will make such a massive impact here at Rush."

Community Fund

Our Community Fund has one main aim; to make donations to smaller local charities, community groups and voluntary organisations.

We were delighted to be able to donate £2,500 to six charities over the course of 2021.

CLIC Sargent

CLIC Sargent is the UK's leading cancer charity for children, young people and their families. The charity made a request for a donation to help provide essential financial support to families impacted by cancer in the South Yorkshire area.

Disability Awareness with Sport

Disability Awareness with Sport is a not-for-profit organisation which aims to promote and protect the physical and mental health of any disabled or impaired individual through the provision of gym, exercise classes and sporting activities. We were pleased to donate £250 to go towards the funding of a new automatic van for the charity.

Hallam FM Cash for Kids

Hallam FM Cash for Kids is a grant-giving charity helping the children that need it the most across South Yorkshire. Our donation was utilised to help relieve some of the hardship faced by families in South Yorkshire during the pandemic.

Nomad Opening Doors

The charity's aim is to help those facing homelessness to be able to build a sustainable future for themselves. All their accommodation is supported by housing officers and an asset coach who work with their clients to help them regain confidence, discover their passions, and undertake volunteer opportunities, education, or employment.

The donation was used to help furnish a new property.

Sheffield Riding Group for the Disabled

The charity provides riding lessons for children, young people and adults with disabilities from two riding schools, Smeltings and Cowley.

The charity requested a donation to help fund new riding equipment at the stables.

Sheffield Royal Society for the Blind

We were happy to make a donation to the charity's Rotherham Sight and Sound centre which currently supports 1,600 local people with sight and/or hearing loss for their 'give us a lift' appeal to make their building safer and more accessible.



Happy Birthday to us!

The Society was originally set up to provide funeral and sickness benefit schemes in the absence of the welfare state. This year, we're celebrating our 130th birthday! We've taken great steps over the last decade to become the modern mutual we all know and trust today!

Our products and services have been developed to include a range of trusted savings, investment and protection plans but most importantly we've never lost that emphasis of putting our members first. In the last ten years alone, membership has increased by 57%, total assets have increased by 260%, premium income increased (for the year) by 413% and the number of policies written in the year by 81%, all achieved whilst providing an exceptional personal service to our members.

To celebrate our 130 years, we'd like to offer a **£10 Love2shop gift card** to 130 of our members. To enter the prize draw, all you need to do is visit www.sheffieldmutual.com/newsletter-2022-member-feedback and complete the short online questionnaire to enter. You can also enter by completing and returning the enclosed paper questionnaire along with your voting form in the freepost envelope provided.

Terms and conditions apply, winners will be selected at random on 1 August 2022.



Sheffield Mutual wordsearch

Just for fun...

Do you think you can find all ten words in our Sheffield Mutual wordsearch?
A hint, all the answers have something to do with the Society!

There is also the chance to win a £25 Love2Shop gift card. All you have to do is spell a word out of the highlighted letters and head over to our website and give us the correct answer to enter!

www.sheffieldmutual.com/sheffield-mutual-wordsearch

One winner will be selected at random on 1 August 2022.
Terms and conditions apply.



P	C	F	W	B	R	R	Q	O	A	T	C	P	O	X
A	H	G	R	Y	D	I	O	B	M	S	G	Z	C	J
S	A	A	C	I	E	B	F	D	Q	C	I	W	K	A
T	R	E	P	O	E	S	C	L	C	C	Y	K	C	M
U	I	M	Q	N	V	N	Q	G	T	X	H	Q	I	Y
B	T	O	P	K	T	L	D	R	X	C	E	I	L	N
Y	Y	X	A	T	N	Y	H	L	V	E	N	O	A	X
S	A	V	I	N	G	S	M	H	Y	V	H	R	I	E
B	N	W	S	H	E	F	F	I	E	L	D	D	C	J
V	O	C	N	G	L	K	Q	S	A	L	D	J	N	D
V	D	N	Q	N	N	Z	T	U	B	B	D	V	A	B
V	F	T	U	R	E	M	T	V	L	U	R	H	N	Z
N	T	W	N	S	E	U	C	D	M	L	U	A	I	L
O	W	C	U	N	M	V	Q	D	G	O	Q	I	F	A
M	S	K	T	T	W	X	Q	Z	S	G	C	J	O	I

Struggling to find them all? You can find out all the answers by contacting the office or visiting the webpage above.



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