

# **The Institution of Mechanical Engineers Staff Pension and Life Assurance Scheme**

## **Statement of Investment Principles**

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# Contents

1.	Introduction .....	3
2.	Choosing investments .....	3
3.	Investment objectives .....	3
4.	Kinds of investments to be held .....	4
5.	The balance between different kinds of investments .....	4
6.	Risks .....	4
7.	Expected return on investments .....	6
8.	Realisation of investments .....	6
9.	Financially material considerations, the exercise of rights and engagement activities, and non-financial matters .....	6
10.	Additional voluntary contributions (AVCs) .....	6
11.	Policy on arrangements with asset managers .....	7
12.	Agreement .....	8
Appendix 1	Note on investment policy of the Scheme as at November 2023 in relation to the current Statement of Investment Principles .....	9
1.	The balance between different kinds of investment .....	9
2.	Choosing investments .....	9
3.	Investment Benchmarks and objectives .....	10
4.	Fee agreements .....	12
5.	Investments and disinvestments .....	12
Appendix 2	Financially material considerations, non-financially material considerations, the exercise of voting rights and engagement activities .....	13
1.	Financially material considerations .....	13
2.	Non-financially material considerations .....	14
3.	The exercise of voting rights .....	14
4.	Engagement activities .....	15

## 1. Introduction

- 1.1. This is the Statement of Investment Principles prepared by the Trustees of the Institution of Mechanical Engineers Staff Pension and Life Assurance Scheme (the Scheme). This statement sets down the principles which govern the decisions about investments that enable the Scheme to meet the requirements of:
  - the Pensions Act 1995, as amended by the Pensions Act 2004; and
  - the Occupational Pension Schemes (Investment) Regulations 2005 as amended by the Occupational Pension Schemes (Investment) (Amendment) Regulations 2010, the Occupational Pension Schemes (Charges and Governance) Regulations 2015, the Occupational Pension Schemes (Investment and Disclosure) (Amendment and Modification) Regulations 2018, and the Occupational Pension Schemes (Investment and Disclosure) (Amendment) Regulations 2019.
- 1.2. In preparing this statement the Trustees have consulted The Institution of Mechanical Engineers, the Principal Employer, and obtained advice from Barnett Waddingham LLP, the Trustees' investment consultants. Barnett Waddingham is authorised and regulated by the Financial Conduct Authority and licensed by the Institute and Faculty of Actuaries for a range of investment business activities. Barnett Waddingham has also achieved accreditation from the Pensions Administration Standards Association.
- 1.3. This statement has been prepared with regard to the 2001 Myners review of institutional investment (including subsequent updates), and Scheme Funding legislation.
- 1.4. The Trustees will review this statement at least every three years or if there is a significant change in any of the areas covered by the statement.
- 1.5. The investment powers of the Trustees are set out in Clause 39 of the Definitive Trust Deed & Rules, dated 24 March 2009. This statement is consistent with those powers.

## 2. Choosing investments

- 2.1. The Trustees' policy is to set the overall investment target and then monitor the performance of their managers against that target. In doing so, the Trustees consider the advice of their professional advisers, who they consider to be suitably qualified and experienced for this role.
- 2.2. The day-to-day management of the Scheme's assets is delegated to one or more investment managers. The Scheme's investment managers are detailed in Appendix 1 to this Statement. The investment managers are authorised and regulated by the Financial Conduct Authority, and are responsible for stock selection and the exercise of voting rights.
- 2.3. The Trustees review the appropriateness of the Scheme's investment strategy on an ongoing basis. This review includes consideration of the continued competence of the investment managers with respect to performance within any guidelines set. The Trustees will also consult the employer before amending the investment strategy.

## 3. Investment objectives

- 3.1. The Trustees have discussed key investment objectives in light of an analysis of the Scheme's liability profile as well as the constraints the Trustees face in achieving these objectives. As a result, the Trustees' main investment objectives are:

- to ensure that the Scheme can meet the members' entitlements under the Trust Deed and Rules as they fall due;
- to achieve a long-term positive real return;
- to manage the expected volatility of the returns achieved in order to control the level of volatility in the Scheme's required contribution levels;
- to invest in assets of appropriate liquidity which will generate income and capital growth to meet, together with new contributions from the participating employer, the cost of current benefits which the Scheme provides;
- to reduce the risk of the assets failing to meet the liabilities over the long term;
- to minimise the long-term costs of the Scheme by maximising the return on the assets whilst having regard to the above objectives.
- to take account of the long-term risks, including those relating to non-financial factors, when making investment decisions.

## 4. Kinds of investments to be held

- 4.1. The Scheme is permitted to invest in a wide range of assets including equities, bonds, cash, property and alternatives.
- 4.2. The Trustees monitor from time-to-time the employer-related investment content of their portfolio as a whole and will take steps to alter this should they discover this to be more than 5% of the portfolio.

## 5. The balance between different kinds of investments

- 5.1. The Scheme invests in assets that are expected to achieve the Scheme's objectives. The allocation between different asset classes is contained within Appendix 1 to this Statement.
- 5.2. The Trustees consider the merits of both active and passive management for the various elements of the portfolio and may select different approaches for different asset classes. The current arrangements are set out in Appendix 1 to this Statement.
- 5.3. From time to time the Scheme may hold cash and therefore deviate from its strategic or tactical asset allocation in order to accommodate any short-term cashflow requirements or any other unexpected items.
- 5.4. The Trustees are aware that the appropriate balance between different kinds of investments will vary over time and therefore the Scheme's asset allocation will be expected to change as the Scheme's liability profile matures.

## 6. Risks

- 6.1. The Trustees have considered the following risks for the Scheme with regard to its investment policy and the Scheme's liabilities, and considered ways of managing/monitoring these risks:

<b>Risk versus the liabilities</b>	The Trustees will monitor and review the investment strategy with respect to the liabilities in conjunction with each actuarial valuation. Liability driven investment is employed to manage the impact of fluctuations in interest rates and inflation on the Scheme's funding level. The investment strategy will be set with consideration to the appropriate level of risk required for the funding strategy as set out in the Scheme's Statement of Funding Principles.
<b>Covenant risk</b>	The creditworthiness of the employer and the size of the pension liability relative to the employer's earnings are monitored on a regular basis. The appropriate level of investment risk is considered with reference to the strength of the employer covenant.
<b>Solvency and mismatching</b>	This risk is addressed through the asset allocation strategy and ongoing triennial actuarial valuations. The Trustees are aware that the asset allocation required to minimise the volatility of the solvency position may be different from that which would minimise the volatility on the Scheme's funding basis.
<b>Asset allocation risk</b>	The asset allocation is detailed in Appendix 1 to this Statement and is monitored on a regular basis by the Trustees.
<b>Investment manager risk</b>	The Trustees monitor the performance of each of the Scheme's investment managers on a regular basis in addition to having meetings with each manager from time to time as necessary. The Trustees have a written agreement with each investment manager, which contains a number of restrictions on how each investment manager may operate.
<b>Governance risk</b>	Each asset manager is expected to undertake good stewardship and positive engagement in relation to the assets held. The Trustees monitor these and will report on the managers' practices in their annual Implementation Statement.
<b>ESG/Climate risk</b>	The Trustees have considered long-term financial risks to the Scheme and ESG factors as well as climate risk are potentially financially material and will continue to develop its policy to consider these, alongside other factors, when selecting or reviewing the Scheme's investments in order to avoid unexpected losses.
<b>Concentration risk</b>	Each investment manager is expected to manage broadly diversified portfolios and to spread assets across a number of individual shares and securities.
<b>Liquidity risk</b>	The Scheme invests in assets such that there is a sufficient allocation to liquid investments that can be converted into cash at short notice given the Scheme's cashflow requirements. The Scheme's administrators assess the level of cash held in order to limit the impact of the cashflow requirements on the investment policy.
<b>Currency risk</b>	The Scheme's liabilities are denominated in sterling. The Scheme may gain exposure to overseas currencies by investing in assets that are denominated in a foreign currency or via currency management. Currency hedging may be employed to manage the impact of exchange rate fluctuations.

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**Loss of investment**

The risk of loss of investment by each investment manager and custodian is assessed by the Trustees. This includes losses beyond those caused by market movements (e.g. default risk, operational errors or fraud).

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## **7. Expected return on investments**

- 7.1. The Trustees have regard to the relative investment return and risk that each asset class is expected to provide. The Trustees are advised by their professional advisors on these matters, who they deem to be appropriately qualified experts. However, the day-to-day selection of investments is delegated to the investment managers.
- 7.2. The Trustees recognise the need to distinguish between nominal and real returns and to make appropriate allowance for inflation when making decisions and comparisons.
- 7.3. In considering the expected return from investments, the Trustees recognise that different asset classes have different long-term expected returns and expected volatilities relative to the liabilities.
- 7.4. Having established the investment strategy, the Trustees monitor the performance of each investment manager against an agreed benchmark as frequently as appropriate according to market conditions and the Scheme's funding position. The Trustees meet the Scheme's investment managers as frequently as is appropriate, in order to review performance.

## **8. Realisation of investments**

- 8.1. The Trustees have delegated the responsibility for buying and selling investments to the investment managers. The Trustees have considered the risk of liquidity as referred to above.
- 8.2. Ultimately, the investments will all have to be sold when the Scheme's life comes to an end. In this situation, the Trustees are aware of the fact that the realisable value of some investments, were there to be a forced sale, might be lower than the market value shown in the Scheme accounts.

## **9. Financially material considerations, the exercise of rights and engagement activities, and non-financial matters**

- 9.1. The Trustees have set policies in relation to these matters. These policies are set out in Appendix 2.

## **10. Additional voluntary contributions (AVCs)**

- 10.1. Although the option for existing members to contribute to the AVC fund is closed, Trustees still have an obligation to monitor the credibility of the fund providers and performance of the funds so long as any members of the Scheme remain invested in those funds.

## 11. Policy on arrangements with asset managers

### Incentivising alignment with the Trustees' investment policies

- 11.1. Prior to appointing an investment manager, the Trustees discuss the investment manager's approach to the management of ESG and climate related risks with the Scheme's investment consultant, and how their policies are aligned with the Trustees' own investment beliefs.
- 11.2. When appointing an investment manager, in addition to considering the investment manager's investment philosophy, process and policies to establish how the manager intends to make the required investment returns, the Trustees also consider how ESG and climate risk are integrated into these. If the Trustees deem any aspect of these policies to be out of line with their own investment objectives for the part of the portfolio being considered, they will consider using another manager for the mandate.
- 11.3. The Trustees carry out a strategy review at least every three years where they assess the continuing relevance of the strategy in the context of the Scheme's membership and their aims, beliefs and constraints. The Trustees monitor the investment managers' approach to ESG and climate related risks on an annual basis.
- 11.4. In the event that an investment manager ceases to meet the Trustees' desired aims, including the management of ESG and climate related risks, using the approach expected of them, their appointment will be terminated. The investment managers have been informed of this by the Trustees.
- 11.5. Investment manager ESG policies are reviewed in the context of best industry practice and feedback will be provided to the investment manager.

### Incentivising assessments based on medium to long term, financial and non-financial considerations

- 11.6. The Trustees are mindful that the impact of ESG and climate change has a long-term nature. However, the Trustees recognise that the potential for change in value as a result of ESG and climate risk may occur over a much shorter term than climate change itself. The Trustees acknowledge this in their investment management arrangements.
- 11.7. When considering the management of objectives for an investment manager (including ESG and climate risk objectives), and then assessing their effectiveness and performance, the Trustees assess these over a rolling timeframe. The Trustees believe the use of rolling timeframes, typically 3 to 5 years, is consistent with ensuring the investment manager makes decisions based on an appropriate time horizon. Where a fund may have an absolute return or shorter term target, this is generally supplementary to a longer term performance target. In the case of assets that are actively managed, the Trustees expect this longer term performance target to be sufficient to ensure an appropriate alignment of interests.
- 11.8. The Trustees expect investment managers to be voting and engaging on behalf of the Scheme's holdings and the Scheme monitors this activity within the Implementation Statement in the Scheme's Annual Report and Accounts. The Trustees do not expect ESG considerations to be disregarded by the investment managers in an effort to achieve any short term targets.

### Method and time horizon for assessing performance

- 11.9. The Trustees monitor the performance of their investment managers over medium to long term periods that are consistent with the Trustees' investment aims, beliefs and constraints.
- 11.10. The Scheme invests exclusively in pooled funds. The investment manager is remunerated by the Trustees based on the assets they manage on behalf of the Trustees. As the funds grow, due to successful

investment by the investment manager, they receive more and as values fall they receive less. In some instances, a performance fee may also be applied.

11.11. The Trustees believe that this fee structure, including the balance between any fixed and performance related element, enables the investment manager to focus on long-term performance without worrying about short term dips in performance significantly affecting their revenue.

11.12. The Trustees ask the Scheme's investment consultant to assess if the asset management fee is in line with the market when the manager is selected, and the appropriateness of the annual management charges are considered regularly as part of the review of the Statement of Investment Principles.

### Portfolio turnover costs

11.13. The Trustees acknowledge that portfolio turnover costs can impact on the performance of their investments. Overall performance is assessed as part of the quarterly investment monitoring process.

11.14. During the investment manager appointment process, the Trustees may consider both past and anticipated portfolio turnover levels. When underperformance is identified, deviations from the expected level of turnover may be investigated with the investment manager concerned if it is felt they may have been a significant contributor to the underperformance. Assessments reflect the market conditions and peer group practices. The Trustees acknowledge that for some asset classes, such as LDI, a higher turnover of contracts such as repurchase agreements, can be beneficial to the fund from both a risk and cost perspective.

### Duration of arrangement with asset manager

11.15. For the open-ended pooled funds in which the Scheme invests, there are no predetermined terms of agreement with the investment managers.

11.16. The suitability of the Scheme's asset allocation and its ongoing alignment with the Trustees' investment beliefs is assessed every three years, or when changes deem it appropriate to do so more frequently. As part of this review the ongoing appropriateness of the investment managers, and the specific funds used, is assessed.

## 12. Agreement

12.1. This statement was agreed by the Trustees, and replaces any previous statements. Copies of this statement and any subsequent amendments will be made available to the employer, the investment managers, the actuary and the Scheme auditor upon request.

Signed: 

Date: 8 July 2024

On behalf of the Institution of Mechanical Engineers Staff Pension and Life Assurance Scheme



# Appendix 1 Note on investment policy of the Scheme as at July 2024 in relation to the current Statement of Investment Principles

## 1. The balance between different kinds of investment

The Scheme has a strategic asset allocation as set out in the tables below, which has been agreed after considering the Scheme's liability profile, funding position, expected return of the various asset classes and the need for diversification.

### Rebalancing

The Trustees recognise that the asset allocation of investments in different asset classes will vary over time as a result of market movements. The Trustees seek to maintain a balance between maintaining the asset allocation in line with its benchmark and limiting the costs of rebalances. The Scheme uses cashflow requirements to move the allocation of the Scheme's assets towards the benchmark allocations detailed in the table below.

Portfolio	Asset class	Allocation (%)
Growth portfolio	<b>Equities</b>	<b>40.0</b>
	Global equities	40.0
Protection portfolio	<b>Bonds and LDI</b>	<b>60.0</b>
	Global Asset Backed Securities ("ABS")	5.0
	Short Dated Buy & Maintain Credit	15.0
	Gilts, LDI and cash	40.0
<b>Total</b>		<b>100.0</b>

### Liability Driven Investment ("LDI")

The Trustees have instructed Insight to manage a Leveraged LDI Solution for the Scheme. This is designed to hedge around 100% of the liabilities' interest rate and inflation risks on the Scheme's Technical Provisions basis.

## 2. Choosing investments

The Trustees have appointed the following investment managers to carry out the day-to-day investment of the Scheme:

- Legal & General Investment Management ("L&G") and;
- Insight Investment Management (Global) Limited ("Insight").

The respective benchmark allocations for the L&G and Insight holdings are set out below:

Portfolio	Fund	Allocation (%)	Control range
L&G equity allocation	L&G Future World Global Equity Index Fund	25.0	± 2.5%
	L&G Future World Global Equity Index Fund – GBP Hedged	75.0	± 2.5%
<b>Total</b>		<b>100.0</b>	

L&G automatically rebalance the equity portfolio on a weekly basis when the allocations fall outside of the above control ranges. The Scheme has implemented currency hedging in respect of a portion of the overseas equities.

Portfolio	Fund	Allocation (%)	Control range
Insight protection assets allocation	Insight Global ABS	8.0	± 2.5%
	Insight Short-Dated Buy & Maintain Credit	25.0	± 10.0%
	Insight LDI Funds, Gilt Funds and LDI GBP Liquidity Plus Holding Fund	67.0	n/a
<b>Total</b>		<b>100.0</b>	

No automatic rebalancing is carried out by Insight in respect of the protection portfolio. Overall asset allocation relative to the control ranges set out above is reviewed by the Trustees on a quarterly basis.

The Trustees also have AVC contracts with the following investment managers for the receipt of members' Additional Voluntary Contributions (AVCs):

- Prudential;
- Aviva and;
- Clerical Medical.

The investment managers and AVC providers are authorised and regulated by the Financial Conduct Authority.

### 3. Investment Benchmarks and objectives

The investment benchmarks and objectives for each investment manager are given below:

Investment manager	Fund	Benchmark	Objective
L&G	Future World Global Equity Index Fund	Solactive L&G ESG Global Markets Index	To track the benchmark to within +/-0.60% p.a. for two years out of three
	Future World Global Equity Index Fund – GBP Hedged	Solactive L&G ESG Global Markets Index – GBP Hedged	To track the benchmark to within +/-0.60% p.a. for two years out of three
Insight	Global ABS Fund	1 Month SONIA	Actively managed to aim to deliver positive absolute returns in excess of a cash benchmark
	Short Dated Buy & Maintain Fund	No Benchmark	Generate a return for investors by investing primarily in a portfolio of short dated debt securities
	Partially Funded Index-Linked Gilts 2021-2030	Gilt and swaps composite index	To track the benchmark
	Partially Funded Index-Linked Gilts 2031-2040	Gilt and swaps composite index	To track the benchmark
	Partially Funded Index-Linked Gilts 2041-2050	Gilt and swaps composite index	To track the benchmark
	Partially Funded Index-Linked Gilts 2051-2060	Gilt and swaps composite index	To track the benchmark
	Partially Funded Index-Linked Gilts 2061 - 2070	Gilt and swaps composite index	To track the benchmark
	Partially Funded Gilts 2021-2030	Gilt and swaps composite index	To track the benchmark
	Partially Funded Gilts 2031-2040	Gilt and swaps composite index	To track the benchmark
	Partially Funded Gilts 2041-2050	Gilt and swaps composite index	To track the benchmark
	Partially Funded Gilts 2051-2060	Gilt and swaps composite index	To track the benchmark
	Partially Funded Gilts 2061-2070	Gilt and swaps composite index	To track the benchmark
	LDI GBP Liquidity Plus Holding Fund	3 month LIBID	To track the benchmark

AVC provider	Fund	Benchmark	Objective
Prudential	With Profit Fund	n/a	To offer competitive long term returns
	Discretionary Fund	BNY Mellon CAPS Balanced Pooled Fund Net Median	To outperform the benchmark by 1.15%-1.40% p.a. gross of fees over a rolling 3 year period
Aviva	Mixed Investment (40-85% Shares)	Mixed Investment (40-85% Shares)	To provide a good return through a combination of capital growth and investment income.
Clerical Medical	Clerical Medial Halifax Fund	ABI Money Market	The rate of return varies in line with changes in interest rates

The performance of the investment managers will be monitored as frequently as the Trustees consider appropriate in light of the prevailing circumstances. The monitoring takes into account both short-term and long-term performance.

The AVC arrangement is reviewed from time to time.

## 4. Fee agreements

The fee arrangements with the investment managers are summarised in the Trustees' Investment Manager Arrangement Summary document.

## 5. Investments and disinvestments

Investments and disinvestments are usually made so as to move the actual asset allocation more in line with the target asset allocation. However, the LDI funds will not be used for this purpose due to the complications of increasing/decreasing the level of interest rate and inflation hedging they provide.

In the event that the LDI funds distribute excess collateral as a result of a re-leveraging event, the proceeds will be invested in the Insight Liquidity Plus Fund. In the event that the LDI funds require additional collateral (de-leveraging), any cash previously invested in the Liquidity Plus Fund would be used first and any additional cash would be taken from the Insight Global ABS Fund. If further cash is required, the Trustees will act on advice from the Trustees' investment consultants.

After a deleveraging event which requires cash to be disinvested from the Insight Global ABS Fund, the Trustees will seek advice from the Trustees' investment consultants as to whether the balance of the Insight Global ABS Fund should be increased to meet future potential collateral calls.

The balance of surplus cash held in the Scheme's bank account and the Liquidity Plus Fund will be monitored by the Trustees together with the investment consultants, who will provide advice on when and where to invest it if required.

## **Appendix 2 Financially material considerations, non-financially material considerations, the exercise of voting rights and engagement activities**

### **1. Financially material considerations**

The Trustees believe that environmental, social and governance (“ESG”) factors are potentially financially material and therefore have a policy to review these, alongside other factors, when selecting or reviewing the Scheme’s investments. The Trustees will be reliant on the information presented by the investment managers and their investment consultants regarding the extent to which an investment manager allows for ESG in making their investment decisions. Furthermore, an investment manager’s excellence in this area will not take precedence over other factors, including (but not limited to) historical performance or fees.

As the Scheme’s investments are held in pooled funds, ESG considerations are set by the investment managers who will ultimately act in the best interests of the Scheme’s assets to maximise returns for a given level of risk. The Trustees do not currently impose any specific restrictions on the investment managers with regard to ESG issues, but will review this position from time to time.

The Trustees have taken into consideration the Financial Reporting Council’s UK Stewardship Code, and the investment managers all have stated corporate governance policies which comply with these principles.

A summary of the Trustees’ views for each asset class in which the Scheme invests is outlined below.

#### **ESG aware equity**

The Trustees believe that ESG factors will be potentially financially material to the risk-adjusted returns for equities. The investment process should take ESG factors into account when selecting holdings. However, the process for incorporating ESG factors should be consistent with, and proportionate to, the rest of the investment process.

#### **Fixed interest and index-linked gilts**

The Trustees believe that ESG issues are not financially material to the risk-adjusted returns achieved by the Scheme’s holding in gilts. This is because gilts are considered “least risk” when constructing the investment strategy.

#### **Corporate bonds**

The Trustees believe that ESG issues will be financially material to the risk-adjusted returns achieved by the Scheme’s corporate bond holdings. The Trustees therefore require the fund manager to consider ESG issues when selecting investments. The Trustees recognise that corporate bond assets do not typically provide voting rights; they support engagement with companies by the fund manager. The process for incorporating ESG issues should be consistent with, and proportionate to, the rest of the investment process.

#### **Liability Driven Investment**

The Trustees believe that ESG issues are not financially material to the risk-adjusted returns achieved by the Scheme’s Liability Driven Investment strategy, given its sole purpose is to provide a hedge against the Scheme’s exposure to movements in nominal interest rates and inflation.

## Asset Backed Securities ("ABS")

The Trustees believe that ESG issues will be financially material to the risk-adjusted returns achieved by the Scheme's ABS holdings. The Trustees therefore require the fund manager to consider ESG issues when selecting investments. The Trustees recognise that ABS assets do not typically provide voting rights. The process for incorporating ESG issues should be consistent with, and proportionate to, the rest of the investment process.

The Trustees take ESG factors into account in the selection, retention and realisation of investments as follows:

**Selection of investments:** assess the investment managers' ESG integration credentials and capabilities, including stewardship, as a routine part of requests for information/proposals as well as through other regular reporting channels.

**Retention of investments:** Developing a robust monitoring process in order to monitor ESG considerations on an ongoing basis by regularly seeking information on the responsible investing policies and practices of the investment managers.

**Realisation of investments:** The Trustees will request information from investment managers about how ESG considerations are taken into account in decisions to realise investments.

The Trustees will also take those factors into account as part of its investment process to determine a strategic asset allocation, and consider them as part of ongoing reviews of the Scheme's investments.

The Trustees will continue to monitor and assess ESG factors, and risks and opportunities arising from them, as follows:

- The Trustees will obtain regular training on ESG considerations in order to understand fully how ESG factors including climate change could impact the Scheme and its investments;
- As part of ongoing monitoring of the Scheme's investment managers, the Trustees will use any ESG ratings information available within the pensions industry or provided by its investment consultant, to assess how the Scheme's investment managers take account of ESG issues; and
- Through their investment consultant the Trustees will request that all of the Scheme's investment managers provide information about their ESG policies, and details of how they integrate ESG into their investment processes on an annual basis.

## 2. Non-financially material considerations

The Trustees do not take into account the views of Scheme members and beneficiaries in relation to ethical considerations, social and environmental impact, or present and future quality of life of the members and beneficiaries of the Scheme (referred to as "non-financial matters" in the relevant Regulations) in the selection, retention and realisation of investments.

## 3. The exercise of voting rights

The Trustees' policy on the exercise of rights attaching to investments, including voting rights, and in undertaking engagement activities in respect of the investments is that these rights should be exercised by the investment managers on the Trustees' behalf. In doing so, the Trustees expect that the investment managers will use their influence as major institutional investors to exercise the Trustees' rights and duties as shareholders, including where appropriate engaging with underlying investee companies to promote good corporate governance, accountability and to understand how those companies take account of ESG issues in their businesses.

The Trustees will monitor and engage with the investment managers about relevant matters (including matters concerning an issuer of debt or equity, including their performance, strategy, capital structure, management of actual or potential conflicts of interest, risks, social and environmental impact and corporate governance), through the Scheme's investment consultant.

Investment managers will be asked to provide details of their stewardship policy and engagement activities on at least an annual basis. The Trustees will, with input from their investment consultant, monitor and review the information provided by the investment managers. Where possible and appropriate, the Trustees will engage with their investment managers for more information and ask them to confirm that their policies comply with the principles set out in the Financial Reporting Council's UK Stewardship Code.

## 4. Engagement activities

The Trustees acknowledge the importance of ESG and climate risk within their investment framework. When delegating investment decision making to their investment managers they provide their investment managers with a benchmark they expect the investment managers to either follow or outperform. The investment manager has discretion over where in an investee company's capital structure it invests (subject to the restrictions of the mandate), whether directly or as an asset within a pooled fund.

The Trustees are of the belief that ESG and climate risk considerations extend over the entirety of a company's corporate structure and activities, i.e. that they apply to equity, credit and property instruments or holdings. The Trustees also recognise that ESG and climate related issues are constantly evolving and along with them so too are the products available within the investment management industry to help manage these risks.

The Trustees consider it to be a part of their investment managers' roles to assess and monitor developments in the capital structure for each of the companies in which the managers invest on behalf of the Scheme or as part of the pooled fund in which the Scheme holds units.

The Trustees also consider it to be part of their investment managers' roles to assess and monitor how the companies in which they are investing are managing developments in ESG related issues, and in particular climate risk, across the relevant parts of the capital structure for each of the companies in which the managers invest on behalf of the Scheme.

Should an investment manager be failing in these respects, this should be captured in the Scheme's regular performance monitoring.

The Scheme's investment managers are granted full discretion over whether or not to invest in the Principal Employer's business. Through their consultation with the Principal Employer when setting this Statement of Investment Principles, the Trustees have made the Principal Employer aware of their policy on ESG and climate related risks, how they intend to manage them and the importance that the pensions industry as a whole, and its regulators, place on them.

The Scheme's investment consultant is independent and no arm of their business provides asset management services. This, and their FCA Regulated status, makes the Trustees confident that the investment manager recommendations they make are free from conflict of interest.

The Trustees expect all investment managers to have a conflict of interest policy in relation to their engagement and ongoing operations. In doing so the Trustees believe they have managed the potential for conflicts of interest in the appointment of the investment manager and conflicts of interest between the Trustees/ /investment manager and the investee companies.

In selecting and reviewing their investment managers, where appropriate, the Trustees will consider investment managers' policies on engagement and how these policies have been implemented.

