The Emerson UK Pension Plan (‘the Plan’)

Annual Implementation Statement
Year ending 31 March 2024

1. Introduction and purpose of this Statement

This document is the Annual Implementation Statement (“the Statement”) prepared by the Trustee covering the Defined Benefit (“DB”) Segregated Section, the EBCO Segregated Section and the Defined Contribution (“DC”) Segregated Section for the Plan year to 31 March 2024.

The purpose of this Statement is to:

- detail any reviews of the Statement of Investment Principles (‘SIP’) that the Trustee has undertaken, and any changes made to the SIP over the year;
- set out the extent to which, in the opinion of the Trustee, the Plan’s SIP required under section 35 of the Pensions Act 1995 has been followed during the Plan year;
- describe the voting behaviour by, or on behalf of, the Trustee over the year; and
- set out the extent to which, in the opinion of the Trustee, the engagement policy within the SIP has been followed during the year.

The Plan makes use of a wide range of investments, therefore, the principles and policies in the SIP are intended to be applied in aggregate and proportionately, focusing on areas of maximum impact. The Trustee confirms that the investments which the Plan holds within the DB and DC Segregated Sections were chosen in line with the requirements of s36 of the Pensions Act 1995. This implementation statement does not cover the Additional Voluntary Contributions (“AVCs”) made by the members over the course of their employment with the Sponsor.

This statement will be made available within the Plan’s annual report and accounts, and will be available alongside the Plan’s SIP on this website:

https://oneemerson.co.uk/resources/statements

2. Review of and changes to the SIP

The SIP was reviewed and updated once in the year. The versions in place were dated:

- May 2022; and
- September 2023.

Over the Plan Year, the SIP was revised and updated in accordance with the various changes made to the Plan’s investment strategy that were implemented over 2022 and 2023, namely:

- The increase of the allocation to Corporate Bonds from 10% to 30%;
- Details of the changes made to the Section’s interest rate and inflation hedge ratios; and

- The addition of ESG (including climate change) risk to the list of risks the assets of the Section are exposed to.

Following the stewardship guidance published by DWP in 2022 for Trustees of UK Pension Scheme, the Trustee has updated the SIP for the inclusion of stewardship priorities in engagement and voting, where the Trustee expects investment managers to take climate and diversity, equity and inclusion as a key area of focus.

The SIP also included an update to the DC Segregated Section. The new version of the SIP now includes a list of all the legacy AVC providers and funds and respective objective that members were able to contribute to during their employment with the Sponsor.

3. Adherence to the SIP

The Trustee believes that the policies set out in the SIP have been followed during the year and the justification for this is set out in the remainder of this section.

For ease of reference, compliance with the SIP has been sub-divided into separate Defined Benefit (including EBCO) and Defined Contribution sections to reflect the different considerations and policies applying to each section.

DB and EBCO Segregated Sections

Governance

The Trustee is responsible for investment matters related to the DB and EBCO Sections of the Plan. Investment matters are dealt with by the Finance and Investment Subcommittee (FISC). Two regular FISC and two Trustee meetings were held over the year. The main investment focus of the Trustee over the course of the Plan year was to ensure that the investment strategy reviewed in 2022 remained appropriate.

In addition, the Trustee received training throughout the year on the Pension Regulator's response to the first round of climate change disclosures and expectations for the second round of disclosures.

The Trustee's duty is to act in the Member's best interests, and they have a collective responsibility to deliver member benefit security, therefore the fundamental mission is to meet its financial obligations. The Trustee does not take into account the views of members and beneficiaries of the DB Segregated section in the selection, retention and realisation of investments.

Investment strategy

DB Segregated Section

The current funding target adopted for the DB Segregated Section is to aim for the value of the assets to be at least equal to the value of the liabilities on the Technical Provisions basis.

The Trustee recognises that the Plan's investment strategy is of primary importance in seeking to achieve this objective.

The table below sets out the Strategic Asset Allocation ("SAA") benchmark that is currently in place for the DB Segregated Section, together with the actual asset allocation as at 31 March 2024.

Asset Class	Strategic Allocation	Actual Allocation
Equities	**10.0%**	**6.4%**
Global equities	10.0%	6.4%
Fixed Income	**90.0%**	**93.6%**
Corporate bonds	30.0%	32.4%
Alternative Credit	5.0%	4.2%
Liability Driven Investments	55.0%	56.9%
Total	**100.0%**	**100.0%**

Numbers may not sum due to rounding

EBCO Segregated Section

In December 2021, the Trustee entered into a bulk annuity contract with Just, to cover all members of the Section. This secured the Section's liabilities at a cost lower than the market value of the investment holdings, allowing for benefit outgo and expenses. This resulted in a more exact match for inflation and interest rate risk compared to the Section's previous bond holdings, and additionally removed longevity risk in respect of the Section's members.

In December 2023, the policy was converted to a buy-out whereby individual annuity policies were issued to members, the Trustee's objective now is to wind up the Section.

Investment manager arrangements

The Trustee has appointed three investment managers, Towers Watson Investment Management (TWIM), BlackRock and Legal and General Investment Management (LGIM) to manage the investments of the DB Segregated Section.

The Trustee is not involved in the investment managers' day-to-day method of operation, but their policy is to monitor the returns achieved by the managers relative to their respective benchmarks on a regular basis. During the year, the Trustee has received regular reporting on portfolio returns relative to the benchmark from the Investment Consultant. Any relevant investment manager updates have also been discussed at the Trustee meetings with the Investment Consultant.

WTW provides regular confirmation that investments are satisfactory. The most recent advice was provided in April 2023.

The DB Segregated Section portfolio is comprised of Global equities and fixed income (corporate bonds, alternative credit, and liability driven investment). The following investment managers have been chosen:

Asset Class	Investment Managers
Equities	
Global equities	Legal & General Investment Management
Fixed Income	
Corporate bonds	Legal & General Investment Management
Corporate Bonds	BlackRock Advisors UK Limited
Alternative Credit	Towers Watson Investment Management Limited
Liability Driven Investment	BlackRock Advisors UK Limited

The asset allocation and the investment vehicles through which the strategy is implemented ensures the portfolio has a suitable mix of return-seeking and liability hedging assets, consistent with the Trustee's policy.

Implementing the Plan's investment strategy in a manner consistent with the Trustee's policies ensures that the Plan's DB and EBCO Segregated Section portfolios in aggregate are consistent with the policies set out in the SIP.

The Trustee has provided a copy of the SIP to its investment managers. Managers are asked to confirm whether they comply with the UK Stewardship Code and, if they do not, are asked to explain their reasons for not doing so. As at 31 March 2024, all managers confirmed compliance with the code.

The Trustee monitors the costs associated with managing the Plan's assets on an annual basis, which includes the costs associated with portfolio turnover. In addition, the Trustee monitors the level of turnover within each mandate to ensure that this is consistent with the asset class and time horizon being targeted by each investment manager. The turnover levels for the 12 months to 31 March 2024 are set out below:

	Legal & General Investment Management ("LGIM")	BlackRock	Towers Watson Investment Management (TWIM)
Portfolio turnover for 12 months to 31 March 2024 (%)	Global Equity Hedged: 9.6% Global Equity Unhedged: 21.6% Inv Corps > 15 Yr: 16.9% AAA-AA-A Over 15 Yr: 41.9%	Aquila Life Corporate Bond Index Fund Over 15 Years: 21.2%	Alternative Credit: 3.0%

Turnover has been calculated as the lesser of purchases or sales divided by the average fund value over the year to 31 March 2024, LGIM was calculated as at 31 December 2023, the latest available data. Overall turnover depends on the fund's mandate and individual manager's investment philosophy and process. Turnover figures will depend on specifics such as the manager process and market environment (more volatility may mean more or less trading than expected). The Trustee is satisfied that the fund turnover is consistent with the asset class and time horizon targeted by each manager.

Realisation of investments

The Trustee regularly considers the likely cash flow position of the Plan and determines whether investment or disinvestment will be required. Procedures are adopted to manage the cash flow position.

The Trustee will, when possible, provide the custodian and investment managers with reasonable notice of future cash needs.

Investment risk

The Trustee has identified several risks involved in the management of the Plan's assets which are taken into account when reviewing the investment arrangements.

Solvency and mismatching risk were considered through the analysis undertaken by WTW as part of the investment strategy review of the DB Segregated Section in 2022. This illustrated the expected progression of the growth in the assets relative to the liabilities as well as quantifying the downside risks under different strategies. In 2021, following a review of insurer pricing, the EBCO Section entered a buy-in arrangement with an insurer which removed the solvency and mismatching risk for the Section.

Manager risk is managed by the selection process of managers and the ongoing monitoring of each manager, where the expectation is that the manager will deliver returns which are very close to those of an underlying market index or provide exposures that align with the Plan's liabilities, whilst mitigating the risk of any one manager performing poorly.

Liquidity risk is managed by the Trustee and Plan's administrators who measure and manage the level of cash held in order to limit the impact of cash flow requirements.

Custodial risk is managed by appointing an appropriate custodian. The Trustee monitors the custodian on a regular basis and applies restrictions as to who can authorise transfers of cash and the accounts to which transfers can be made. The Plan has appointed Northern Trust as custodian for the assets.

Political risk is managed by having an investment portfolio that is diversified across multiple countries.

Sponsor risk is managed by assessing the interaction between the Plan and the sponsor's business, as measured by a number of factors, including the creditworthiness of the sponsor and the size of the pension liability relative to the financial strength of the sponsor.

Counterparty risk in relation to the Plan's annuity contracts is mitigated by industry protections (Financial Services Compensation Scheme) and the due diligence carried out by the Trustee during the selection of the appropriate insurer and the ongoing monitoring framework in place.

Environmental, Social and Governance ("ESG") (including climate change) risk is managed as part of the regular (at least annually) monitoring of the portfolio to ensure ESG risks are being appropriately considered in ongoing investment decisions.

Investment performance monitoring

The Trustee receives monthly independent performance reports from its main custodian, Northern Trust, and reviews the performance at FISC meetings.

Equity markets performed particularly strong over the 12-month period to 31 March 2024 across most regions. The FTSE All World Index returned 21.0% in Sterling terms.
North America was the best performing region, returning 26.8% in Sterling terms. The worst performing region was China, with MSCI China returning -18.8% over the year in Sterling terms.

DC Segregated Section ("DC Section")

Governance

The Trustee meets twice a year to conduct its business, which includes monitoring the DC Section's investment strategy. In addition, performance of the DC Section's fund range is delegated to the Finance and Investment Sub-committee ("FISC") who also meet twice a year.

In between these meetings, if a particular issue arises with its DC investment platform provider, Legal and General ("L&G"), or regarding one of the funds made available on L&G's investment platform, the Trustee's investment advisers, Willis Towers Watson ("WTW"), contacts the Trustee.

Investment objectives and strategy

The Trustee's overall investment objectives are set out in the SIP dated September 2023 which can be accessed at the following link:
https://www.oneemerson.co.uk/resources/statements

The Trustee is obliged to act in the members' best interests. One of the Trustee's primary objectives therefore is to make available appropriate investment options to members.

The Trustee reviews the DC Section's investment strategy on at least a triennial basis. The last review took place over 2020 and 2021, with the changes being implemented in March 2022. As such, there were no further changes to the investments during the Plan year. The Trustee is currently in the process of reviewing the DC strategy and expects to communicate any agreed changes to members following the conclusion of the review.

The review considered such matters as: the demographic profile of the membership, the likely income choices members will make at retirement, the membership's risk profile, the Trustee's governance approach to the investment options to be made available and Environmental, Social and Governance ("ESG") factors.

As a result of the review, the Trustee implemented the following changes, with effect from March 2022:

- Introduced a new default lifestyle strategy targeting income drawdown at retirement
- Introduced two additional lifestyle strategies targeting annuity purchase and cash at retirement. The previous lifestyle strategies were closed
- Replaced the L&G Global Equity 30:70 Index Hedged Fund with the L&G MSCI ACWI Adaptive Capped ESG Index Fund (non-hedged)
- Added the HSBC Islamic Global Equity Fund to the self-select fund range
- Implemented a 'white-labelled' fund structure for all the investment options

The SIP was updated to reflect the revised investment strategy and this was published shortly after the 2022 year end (dated May 2022).

Risk management

The Trustee has considered and identified the key DC risks members are exposed to. These are shown on pages 17 and 18 of the SIP dated September 2023 which can be accessed here **https://www.oneemerson.co.uk/resources/statements**. All risks and opportunities are considered for materiality and impact, taking into account the DC Section's investment time horizon and objectives.

The Trustee does not consider risk in isolation, but in conjunction with expected investment returns and outcomes for members. The Trustee monitors and manages these risks through:

- The regular reporting received from its investment advisers and managers;

- The range of Lifestyle strategies offered to members, which are designed to help members address different investment risks they face throughout their membership of the DC Section;
- Providing a diversified range of self-select options, which enables members to consider the risks that are most relevant to them and to invest so as to mitigate these.

Investment performance monitoring

Whilst the Trustee is not involved in the investment managers' day to day operations and therefore cannot directly influence attainment of the performance target, but it does regularly assess performance and review appointments.

Over the reporting period, the Trustee considered the performance of the fund range through quarterly investment monitoring reports and at each of the biannual Finance and Investment Sub-committee meetings. In doing this, the Trustee considers the market context alongside assessing how closely each of the funds had tracked their respective benchmarks as set out on page 19 and 20 of the SIP dated September 2023.

For the year to 31 March 2024, all of the investment funds produced returns broadly in line with their benchmarks, net of charges.

Environmental, Social and Governance (ESG) considerations

The Trustee considers financially material ESG risks and opportunities, as set out in the SIP.

The Trustee's policy is to delegate the day-to-day investment decisions including integration of financially material ESG risks and opportunities to its investment managers.

In addition, the default and lifestyle strategies have been updated to explicitly take account of ESG factors; this is achieved through the incorporation of the L&G MSCI ACWI Adaptive Capped ESG Index Fund into the new lifestyles. This fund is also available on a self-select basis.

Stewardship

The Trustee delegates responsibility for stewardship activities (including voting rights and engagement activities) to the investment managers. As part of preparing this Statement, the Trustee reviewed the voting information provided by the investment managers and will continue to do so on at least an annual basis. Overall, the Trustee was satisfied that L&G is exercising an appropriate degree of stewardship over the companies in which the funds invest.

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4. Voting and engagement

Details on voting and engagement have been sub-divided into separate Defined Benefit and Defined Contribution sections to reflect the different considerations and policies applying to each section.

Defined Benefit Section

The Trustee delegates the exercise of voting rights and engagement in respect of the Plan's underlying investments to the investment managers. Voting is undertaken in line with the voting policy of the equity investment manager, LGIM. Other mandates do not hold voting rights.

As part of the Trustee's ongoing engagement with, and monitoring of the Plan's investment managers, the Trustee has set out the voting activities of the Plan's equity investment manager over the Plan Year, including detail of the manager's use of proxy voting. The Trustee recognises that with a largely passive portfolio, the manager takes no material decisions on the holdings to be included in the portfolio. However, the Trustee expects the manager to engage with the companies and issuers in which it invests in relation to the financial and non-financial implications of sustainability issues.

The Trustee's policy is to engage with the managers to understand their policies on sustainability and stewardship, and review these policies regularly to ensure that the managers are carrying out their delegated responsibilities in line with the Trustee's views and beliefs. The Trustee, in partnership with its investment advisor, has assessed the investment managers' voting and engagement policies. The Trustee considers these policies to be appropriate, and consistent with the Trustee's own policies and objectives, therefore ultimately in the best financial interests of the members. The Trustee have endeavoured to select "significant" votes which align with the Trustee's identified priorities for voting and engagement – climate risk and diversity, equity and inclusion– where the data has allowed.

Summary of voting over the year

The Plan's equity investments are managed by LGIM via pooled funds on an index-tracking basis. Given the indexed nature of the mandates, the managers are limited by the equities they must hold in the portfolio. Voting information on the Plan's bond holdings (managed by BlackRock, TWIM and LGIM) is not provided as the vast majority of loan and debt securities do not come with voting rights.

The below table sets out the voting activity of the Plan's investment manager, on behalf of the Trustee, over the one year to 31 December 2023:

Asset class	Number of resolutions eligible to vote on	Proportion eligible votes voted	Of resolutions voted:		
			For	Against	Abstained
LGIM All World Equity Fund	104,681	99.8%	77.1%	22.6%	0.3%

Voting statistics are out of total eligible votes and are sourced from the investment manager, LGIM.

The following table outlines four significant votes cast by the Plan's investment manager for each fund on the Trustee's behalf. Many of the votes have been deemed significant as they relate to issues around climate risk and diversity, equity and inclusion, in alignment with the Trustee's views.

The commentary set out below is based on detail in the relevant manager's reports on the votes cast:

Significant votes cast
Company 1: Shell Plc Date of vote: 23 May 2023 Approximate size of fund (% of portfolio): 0.72 Summary of resolution: Approve Shell Energy Transition Plan Vote casted: Against (against management recommendation) – LGIM does not engage with investee companies in the 3 weeks prior to an AGM as their engagement is not limited to shareholder meeting topics. Decision: LGIM is publicly supportive of so called "Say on Climate" votes. They expect transition plans put forward by companies to be both ambitious and credibly aligned to a 1.5C scenario. Given the high-profile of such votes, LGIM deem such votes to be significant, particularly when LGIM votes against the transition plan. Rationale for voting decision: Climate Change: A vote against is applied, though not without reservations. LGIM acknowledge the substantial progress made by the company in meeting its 2021 climate commitments and welcome the company’s leadership in pursuing low carbon products. However, LGIM remain concerned by the lack of disclosure surrounding future oil and gas production plans and targets associated with the upstream and downstream operations; both of these are key areas to demonstrate alignment with the 1.5C trajectory. Outcome: Pass
Company 2: NVIDIA Corporation Date of vote: 22 July 2023 Approximate size of fund (% of portfolio): 0.25 Summary of resolution: Elect Director Stephen C. Neal Vote casted: Against (against management recommendation) – LGIM does not engage with investee companies in the 3 weeks prior to an AGM as their engagement is not limited to shareholder meeting topics. Decision: LGIM views gender diversity as a financially material issue for our clients, with implications for the assets we manage on their behalf. Rationale for voting decision: Diversity: A vote against is applied as LGIM expects a company to have at least one-third women on the board. Furthermore, a vote against is applied as LGIM expects a board to be regularly refreshed in order to maintain an appropriate mix of independence, relevant skills, experience, tenure, and background. Outcome: NA
Company 3: Glencore Plc Date of vote: 26 May 2023 Approximate size of fund (% of portfolio): 0.23 Summary of resolution: Shareholder resolution “Resolution in Respect of the Next Climate Action Transition Plan” Vote casted: For (against management recommendation) – LGIM pre-declared its vote intention for this meeting on the LGIM Blog. As part of this process, there was regular communication with the company ahead of the meeting. Decision: LGIM considers this vote to be significant as LGIM co-filed this shareholder resolution as an escalation of our engagement activity, targeting some of the world's largest companies on their strategic management of climate change. Rationale for voting decision: In 2021, Glencore made a public commitment to align its targets and ambition with the goals of the Paris Agreement. However, it remains unclear how the company’s planned thermal coal production aligns with global demand for thermal coal under a 1.5°C scenario. Therefore, LGIM has co-filed this shareholder proposal (alongside Ethos Foundation) at Glencore’s 2023 AGM, calling for disclosure on how the company’s thermal coal production plans and capital allocation decisions are aligned with the Paris objectives. This proposal was filed as an organic escalation following LGIM’S multi-year discussions with the company since 2016 on its approach to the energy transition. Outcome: Fail

Company 4: Amazon.com, Inc.

Date of vote: 25 May 2023

Approximate size of fund (% of portfolio): 0.22

Summary of resolution: Report on Median and Adjusted Gender/Racial Pay Gaps

Vote casted: For (against management recommendation) - LGIM pre-declared its vote intention for this meeting on the LGIM Blog. As part of this process, there was regular communication with the company ahead of the meeting.

Decision: LGIM views gender diversity as a financially material issue for our clients, with implications for the assets we manage on their behalf.

Rationale for voting decision: LGIM expects companies to disclose meaningful information on its gender pay gap and the initiatives it is applying to close any stated gap. This is an important disclosure so that investors can assess the progress of the company's diversity and inclusion initiatives. Board diversity is an engagement and voting issue, as LGIM believe cognitive diversity in business – the bringing together of people of different ages, experiences, genders, ethnicities, sexual orientations, and social and economic backgrounds – is a crucial step towards building a better company, economy and society.

Outcome: Fail

Engagement

Across both public and private assets, LGIM have established a fully integrated framework for responsible investing to strengthen long-term returns and raise market standards. This is based on investment stewardship with impact and collaborative, active research across asset classes. Ongoing dialogue with companies is a fundamental aspect of LGIM's commitment to responsible investment. Engagement will be triggered in a variety of ways, such as a regular catch-ups; analysis of responsible investment themes and voting issues; general knowledge of the company; or a media report. LGIM incorporate ESG assessments into their dialogue with companies, in order to push for real change and long-term sustainable value creation. Every year, LGIM holds a stakeholder roundtable event where clients and other stakeholders (civil society, academia, the private sector and fellow investors) are invited to express their views directly to the members of the Investment Stewardship team. The views expressed by attendees during this event form a key consideration as LGIM continue to develop their voting and engagement policies and define strategic priorities in the years ahead. They also take into account client feedback received at regular meetings and/ or ad-hoc comments or enquiries.

The TWIM ACF has Article 8 Sustainable Finance Disclosure Regulation designation. This covers a Fund which promotes, among other characteristics, environmental or social characteristics, or a combination of those characteristics, provided that the companies in which the investments are made follow good governance practices, amongst other requirements.

TWIM intends for the Sub-Fund to achieve at least a 50% reduction in greenhouse gases by 2030 in its portfolio and continue beyond that time to further reduce greenhouse gases from the portfolio with an aim of net zero emissions by 2050. Progress is measured using multiple climate metrics.

Use of proxy voting service

LGIM use ISS's 'ProxyExchange' electronic voting platform to electronically vote clients' shares. All voting decisions are made by LGIM and they do not outsource any part of the strategic decisions. LGIM's use of ISS recommendations is purely to augment their own research and proprietary environmental, social and governance (ESG) assessment tools. To ensure their proxy provider votes in accordance with their position on ESG, LGIM have put in place a custom voting policy with specific voting instructions. These instructions apply to all markets globally and seek to uphold what they consider are minimum best practice standards which LGIM believe all companies globally should observe, irrespective of local regulation or practice. LGIM retains the ability in all markets to override any vote decisions, which are based on their custom voting policy. They have strict monitoring controls to ensure their votes are fully and effectively executed in accordance with their voting policies, including regular manual checks of the votes, and electronic alerts to inform them of any rejected votes which may require further action.

DC Segregated Section ("DC Section")

The DC Section offers a diverse range of asset classes through the Lifestyle strategies and self-select fund range. All investments are held within pooled funds which are made available via a platform with Legal & General ("L&G"). Therefore, the voting entitlements in these funds lie with the investment managers.

As set out in the SIP, the Trustee's policy is to delegate the exercising of rights (including voting and stewardship) to the investment managers. This section sets out the voting activities of L&G and HSBC over the year in relation to the equity investments, including details of their use of proxy voting services.

L&G's Investment Stewardship team uses ISS's 'ProxyExchange' electronic voting platform to electronically vote clients' shares. All voting decisions are made by L&G and they do not outsource any part of the strategic decisions. To ensure their proxy provider votes are in accordance with their position on ESG, L&G have put in place a custom voting policy with specific voting instructions.

HSBC use the leading voting research and platform provider Institutional Shareholder Services (ISS) to assist with the global application of their voting guidelines. ISS reviews company meeting resolutions and provides recommendations highlighting resolutions which contravene HSBC's guidelines. HSBC then review voting policy recommendations according to the scale of their overall holdings. The bulk of holdings are voted in line with the recommendation based on their guidelines.

The table below sets out the voting activity of L&G and HSBC, on behalf of the Trustee, over the year:

Fund	Exposure within the Plan's funds	Question	Response
EUKPP Global Equity Fund	Pooled equity fund	Number of meetings at which the manager was eligible to vote:	3,189
		Number of resolutions on which manager was eligible to vote:	36,189
		Percentage of eligible votes cast:	99.87%
		Percentage of votes with management:	78.25%
		Percentage of votes against management:	21.37%
		Percentage of votes abstained from:	0.37%
		Of the meetings the manager was eligible to attend, the percentage where the manager voted at least once against management:	69.98%
		Of the resolutions where the manager voted, the percentage where the manager voted contrary to the recommendation of the proxy adviser:	14.34%
	Pooled equity fund	Number of meetings at which the manager was eligible to vote:	9,009
		Number of resolutions on which manager was eligible to vote:	93,185

EUKPP Diversified Fund		Percentage of eligible votes cast:	99.79%
		Percentage of votes with management:	76.57%
		Percentage of votes against management:	23.13%
		Percentage of votes abstained from:	0.29%
		Of the meetings the manager was eligible to attend, the percentage where the manager voted at least once against management:	73.65%
		Of the resolutions where the manager voted, the percentage where the manager voted contrary to the recommendation of the proxy adviser:	14.46%
EUKPP UK Equity Fund	Pooled equity fund	Number of meetings at which the manager was eligible to vote:	709
		Number of resolutions on which manager was eligible to vote:	10,462
		Percentage of eligible votes cast:	99.80%
		Percentage of votes with management:	94.38%
		Percentage of votes against management:	5.59%
		Percentage of votes abstained from:	0.03%
		Of the meetings the manager was eligible to attend, the percentage where the manager voted at least once against management:	40.03%
		Of the resolutions where the manager voted, the percentage where the manager voted contrary to the recommendation of the proxy adviser:	4.63%

Fund	Exposure within the Plan's funds	Question	Response
EUKPP World (ex UK) Equity Fund	Pooled equity fund	Number of meetings at which the manager was eligible to vote:	2,868
		Number of resolutions on which manager was eligible to vote:	34,653
		Percentage of eligible votes cast:	99.86%
		Percentage of votes with management:	77.94%
		Percentage of votes against management:	21.94%
		Percentage of votes abstained from:	0.12%
		Of the meetings the manager was eligible to attend, the percentage where the manager voted at least once against management:	76.67%
		Of the resolutions where the manager voted, the percentage where the manager voted contrary to the recommendation of the proxy adviser:	16.36%
EUKPP Shariah Global Equity Fund	Pooled equity fund	Number of meetings at which the manager was eligible to vote:	108
		Number of resolutions on which manager was eligible to vote:	1,702
		Percentage of eligible votes cast:	96%
		Percentage of votes with management:	76%
		Percentage of votes against management:	23%
		Percentage of votes abstained from:	0%

		Of the meetings the manager was eligible to attend, the percentage where the manager voted at least once against management:	82%
		Of the resolutions where the manager voted, the percentage where the manager voted contrary to the recommendation of the proxy adviser:	0%

The following table outlines the significant votes cast by L&G and HSBC on the Trustee's behalf for each of the funds outlined in the previous pages. The Trustee have endeavoured to select "significant" votes which align with the Trustee's identified priorities for voting and engagement – climate risk and diversity, equity and inclusion– where the data has allowed.

Fund	Significant votes cast
LGIM EUKPP World ex UK Index	Company 1: Microsoft Corporation Approximate size of fund (% of portfolio): 4.7% Summary of resolution: Resolution 1.06 - Elect Director Satya Nadella Decision: Against Rationale for voting decision: Joint Chair/CEO: A vote against is applied as LGIM expects companies to separate the roles of Chair and CEO due to risk management and oversight concerns.
	Company 2: Exxon Mobil Corporation Approximate size of fund (% of portfolio): 0.76% Summary of resolution: Resolution 12: Shareholder resolution calling for a Report on Asset Retirement Obligations Under IEA Net Zero Emissions Scenario Decision: For (Against Management Recommendation) Rationale for voting decision: Together with CBIS, LGIMA has co-filed a shareholder resolution asking for more transparency on the retirement costs of Exxon's asset base. In our view, this is a highly relevant and financially material matter, and by filing this proposal we are seeking greater clarity into the potential costs Exxon may incur in the event of an accelerated energy transition.
LGIM EUKPP UK Equity Fund	Company 1: BP Plc Approximate size of fund (% of portfolio): 3.8% Summary of resolution: Resolution 4 - Re-elect Helge Lund as Director Decision: Against (against management recommendation) Rationale for voting decision: A vote against is applied due to governance and board accountability concerns. Given the revision of the company's oil production targets, shareholders expect to be given the opportunity to vote on the company's amended climate transition strategy at the 2023 AGM. Additionally, we note concerns around the governance processes leading to the decision to implement such amendments.
	Company 2: SSE Plc Approximate size of fund (% of portfolio): 0.85% Summary of resolution: Approve Net Zero Transition Report Decision: For Rationale for voting decision: Climate change: A vote FOR is applied as LGIM expects companies to introduce credible transition plans, consistent with the Paris goals of limiting the global average temperature increase to 1.5°C. This includes the disclosure of scope 1, 2 and material scope 3 GHG emissions and short-, medium- and long-term GHG emissions reduction targets consistent with the 1.5°C goal.

LGIM EUKPP Global Equity Fund	Company 1: Schneider Electric SE Approximate size of fund (% of portfolio): 0.16% Summary of resolution: Approve Company's Climate Transition Plan Decision: Against (against management recommendation) Rationale for voting decision: A vote against is applied as LGIM expects companies to introduce credible transition plans, consistent with the Paris goals of limiting the global average temperature increase to 1.5°C. This includes the disclosure of scope 1, 2 and material scope 3 GHG emissions and short-, medium- and long-term GHG emissions reduction targets consistent with the 1.5°C goal.
	Company 2: Marvell Technology, Inc. Approximate size of fund (% of portfolio): 0.19% Summary of resolution: Resolution 1c - Elect Director Brad W. Buss Decision: Against (against management recommendation) Rationale for voting decision: Joint Chair/CEO: A vote against is applied as LGIM expects companies not to recombine the roles of Board Chair and CEO without prior shareholder approval.
LGIM EUKPP Diversified Fund	Company 1: Apple Inc. Approximate size of fund (% of portfolio): 0.39% Summary of resolution: Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy Decision: Against Rationale for voting decision: Environmental and Social: A vote AGAINST this proposal is warranted, as the company appears to be providing shareholders with sufficient disclosure around its diversity and inclusion efforts and non-discrimination policies, and including viewpoint and ideology in EEO policies does not appear to be a standard industry practice.
	Company 2: NIKE, Inc. Approximate size of fund (% of portfolio): 0.02% Summary of resolution: Resolution 5: Report on Median Gender/Racial Pay Gap Decision: For Rationale for voting decision: Inequality - Gender Pay Gap transparency: A vote in favour is applied as LGIM expects companies to disclose meaningful information on its gender pay gap and the initiatives it is applying to close any stated gap.
HSBC EUKPP Shariah Global Equity Fund	Company 1: QUALCOMM Incorporated Approximate size of fund (% of portfolio): 0.71% Summary of resolution: Ratify PricewaterhouseCoopers LLP as Auditors Decision: Vote Against Management Rationale for voting decision: We have concerns about auditor independence.
	Company 2: Visa Inc. Approximate size of fund (% of portfolio): 1.63% Summary of resolution: Advisory Vote to Ratify Named Executive Officers' Compensation Decision: Vote Against Management

	Rationale for voting decision: We consider the quantum of the total pay excessive. Insufficient link between pay and performance.