

## Trustee's Report (continued)

### Implementation Statement

The Trustee of the Tenmat Pension Scheme has prepared this implementation statement in compliance with the governance standards introduced under the Occupational and Personal Pension Schemes (Disclosure of Information) Regulations 2013 (as amended). Its purpose is to demonstrate how, and the extent to which, the Scheme's Statement of Investment Principles (SIP) dated 19<sup>th</sup> October 2023 has been followed, if there has been any review of the SIP and how the policies on voting, stewardship and engagement have been followed. This statement covers the period 6<sup>th</sup> April 2023 to 5<sup>th</sup> April 2024.

#### **A. Voting and Engagement Policy**

The policy as set out in the SIP in respect of voting, stewardship and engagement is in summary as follows:

- i. The Scheme only invests via pooled investment funds, meaning that the Scheme's investments are pooled with those of other investors. It can be harder for those invested in pooled funds to exert their influence, given the other investors with a stake, but the Trustee still monitors and engages as much as possible.
- ii. Voting decisions on stocks are delegated to the investment manager of the pooled funds held by the Scheme.
- iii. SEI, the Scheme's Fiduciary Manager, or the investment manager of a third party pooled fund, has full discretion for undertaking engagement activities in respect of the investments.
- iv. Where the investment manager is SEI, they have pooled their holdings in their funds with other investors and employed a specialist proxy voting service provider for voting and engagement services.
- v. SEI will report on voting and engagement activity to the Trustee on a periodic basis together with its adherence to the UK Stewardship Code. The Trustee will consider whether the approach taken was appropriate or whether an alternative approach is necessary. The Fiduciary Manager is a signatory to the UK Stewardship Code 2020.
- vi. The Trustee will assess the Fiduciary Manager's performance against objectives annually including how well the Fiduciary Manager is aligned with the SIP in terms of ESG factors.

## Trustee's Report – Implementation Statement (continued)

### A. Voting and Engagement Policy (continued)

The Trustee is of the opinion that this policy has been followed during the year. In particular:

- The Trustee has received and reviewed quarterly reports from SEI that set out
  - How SEI has voted on all the shares where SEI has voting rights including number of votes for, against and abstentions. For votes against, details of the issue to which the vote relate is provided.
  - The number of companies engaged and the number of milestones achieved by engagement issue.
- The Trustee reviewed the above quarterly reports throughout the Scheme year and monitored performance. The Trustee was satisfied with the content of the report and that SEI's performance was in line with the SIP and the Trustee's expectations.
- The Trustee has considered SEI's voting practices and stewardship policies noting that they are a signatory to the UN Principles for Responsible Investment.
- The Trustee has a process in place to review SEI's performance against objectives, including ESG factors.

SEI's engagement priorities which for 2023 included priorities in each of the following categories:

- Climate change
- Sustainable Agriculture
- Modern Slavery
- Future of Work
- Board Governance

SEI's engagement efforts are primarily focused on public equities; however, many companies represented in our engagement efforts are also held in fixed income strategies. SEI believes that these fixed income funds also benefit from the positive progress that results from productive shareholder engagement. The engagement on climate change through SEI's collaboration with their engagement partner spans both equity and fixed income.

In light of the above and otherwise, the Trustee has considered their policy in regard to voting and stewardship and concluded that

- SEI's voting and stewardship policies and implementation on behalf of the Trustee remains aligned with the Trustee's views on these matters.
- The current policy is appropriate and no further action is required at this stage, albeit the Trustee will continue to monitor the performance of this policy and SEI's performance in the future.

## Trustee's Report – Implementation Statement (continued)

### B. Voting Record

All underlying securities in pooled funds that have voting rights are managed by SEI with SEI having the legal right to the underlying votes. SEI in turn use Glass Lewis as a proxy voting service provider for all voting. SEI provide Glass Lewis with the holdings across all SEI's pooled funds and the proxy votes are cast according to a policy set out by SEI. During the period from 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024, across the Scheme's holdings<sup>1</sup> SEI voted<sup>2</sup> as follows, including the percentage of overall votable items voted on:

Fund Name	Global Managed Volatility
ISIN	IE00B19H3542
Number of Votable Meetings	515
Number of Votable Items	8052
% of Items Voted	92%
For	87%
Against	11%
Abstain/ Withheld/ Other	2%
% of votes with management	90%
% of votes against management	10%
Other	0%
Voting Against/Abstain by Category	
Capital Related	8%
Board/Directors/Governance	46%
Remuneration Related	16%
Shareholder Proposals	27%
Other	4%

<sup>1</sup> SEI has shown voting data for the relevant quarters the fund was invested in.

<sup>2</sup> Source: SEI and Glass Lewis

## Trustee’s Report – Implementation Statement (continued)

### C. Significant Votes

A highlight of some of the significant votes<sup>2</sup> during the period are shown in the table below. These votes are considered to be significant as they have a material impact on the company or the wider community. SEI selects votes based on one or more of the following criteria:

- Votes SEI consider to be high profile which have such a degree of controversy that there is high client and/ or public scrutiny.
- Votes relating to companies with a high or severe ESG risk rating.
- Votes relating to our 2023 thematic priorities as described in section A.

To date the Trustee has accepted SEI’s position on what constitutes a significant vote but this will be kept under consideration.

Company Name	Held in Fund(s) (% size of holding) <sup>1</sup>	Theme	Date of Vote and Outcome	Vote Decision and Significance of vote
<b>Exxon Mobil Corp.</b>	Global Managed Volatility (<0.5%)	Environmental Incident	Date: 31/05/2023  Outcome: Against	Voted For the ‘Shareholder Proposal Regarding Report of Guyanese Operations’. Exxon Mobil Corp. operates one of the largest oil fields discovered in the past decade, offshore of the South American country Guyana. Concerns were raised that the Company had disregarded safety-related issues and failed to adequately prepare for possible disasters in the region. This vote is considered significant because Exxon Mobil Corp’s responsibility and potential liability with respect to its response to an oil spill are of concern to shareholders and an oil spill would have wider environmental and public impact. The production of a report evaluating the economic, human, and environmental impacts of a worst-case oil spill from its operations offshore of Guyana would help provide shareholders with reassurance that these matters were being handled in a way that served their best interests and would provide more insight into how it intends to mitigate safety-related risks. Exxon Mobil Corp. has a severe ESG risk rating.

<sup>1</sup> % holding as at last day of the quarter in which vote occurred.

## Trustee’s Report – Implementation Statement (continued)

### C. Significant Votes (continued)

<p><b>Chevron Corp.</b></p>	<p>Global Managed Volatility (&lt;0.5%)</p>	<p>Environmental Governance</p>	<p>Date: 31/05/2023</p> <p>Outcome: For</p>	<p>Voted For the ‘Shareholder Proposal Regarding Recalculated Emissions Baseline’. Since 2016, Chevron Corp. reports a 4.7% reduction in its portfolio carbon intensity, but between 2017 and 2021, it sold more assets than any other American oil and gas company, and it is unclear how the Company accounts for these divestitures in its emissions reporting. Shareholders cannot determine whether the Company’s reported GHG reductions are the result of operational improvements or of transferring emissions off its books. This vote is deemed significant as disclosure of a recalculated baseline emissions figure could provide useful context to shareholders concerning the Company’s progress on its goals and climate targets and would ensure accuracy and comparability of emissions reporting. Chevron Corp. has a high ESG risk rating.</p>
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### D. Engagement Activity

A highlight of some of the engagements during the period are shown in the table below. SEI conducts shareholder engagement collaboratively through third party specialists Sustainalytics and Columbia Threadneedle Investment reo. Each case study<sup>1</sup> describes a milestone achieved relating to our engagement priorities as described in section A.

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<sup>1</sup> Source: SEI and Sustainalytics

## Trustee's Report – Implementation Statement (continued)

## D. Engagement Activity (continued)

Company Name	Held in Fund(s)	Theme	Objective	Description
Archer-Daniels-Midland	Global Managed Volatility	Thematic engagement – Sustainable agriculture	Setting goals to eliminate deforestation	<p>Archer-Daniels-Midland (ADM) is an American multinational food processing and commodities corporation that Sustainalytics has been engaging since 2021, focusing on biodiversity, deforestation, and pesticides &amp; fertilizers. As one of the world's largest agricultural processors and food ingredient providers, ADM has an important role to play in setting sustainable industry standards.</p> <p>In May 2023, Sustainalytics held a call with the Chief Sustainability Officer of ADM, discussing their sustainability governance and progress in eliminating deforestation. ADM published its latest sustainability report the same month, outlining progress on the company's goal to eliminate deforestation from all of its supply chains by 2025. 86% of the soy supply chain and 62% of the palm supply chain are now third-party verified deforestation-free. ADM advised that they have conducted a risk assessment for other commodities, but have chosen to focus on soy and palm due to the associated deforestation and human rights risks. In the final year of the engagement, Sustainalytics will focus on management of land use impacts, biodiversity, and soil health in the company's agricultural supply chain.</p>
Roche Holding AG	Global Managed Volatility	Thematic engagement – Climate change	Set targets in alignment with the Science Based Targets initiative (SBTi) and increase disclosure	<p>Roche is a Swiss multinational company and one of the world's largest pharmaceutical companies. Columbia Threadneedle Investments reo has been engaging with Roche for many years on a number of environmental, social, and governance topics, with a strong focus on climate change.</p> <p>In a meeting in the second quarter, Roche shared their 2023 aspirations, including the prioritization of resource allocation towards long-term sustainability goals and the appointment of a Chief Sustainability Officer. Disclosure has been a significant focus of engagement efforts with the company, which recently announced plans to refine and further develop its reporting strategy. They plan to submit emission reduction targets to the Science Based Targets initiative before the end of 2023. However, at this time Roche is still not considering a particular demand to participate in the CDP survey. Columbia Threadneedle will continue to engage Roche on improving transparency and additional climate issues going forward.</p>

## Trustee’s Report – Implementation Statement (continued)

### D. Engagement Activity (continued)

<p>Johnson &amp; Johnson (J&amp;J)</p>	<p>Global Managed Volatility</p>	<p>Global standards – Product quality and safety</p>	<p>Remedy deficiencies in the company’s quality management system</p>	<p>Johnson &amp; Johnson is an American multinational pharmaceutical company that has been implicated repeated in quality and safety issues related to several of its offerings, including talc-based products. Sustainalytics has engaged with the company over the last five years to ensure that the lessons learned from the numerous product quality issues have been incorporated into company protocols and procedures to minimize the risk of future litigation.</p> <p>Over the years the company has improved its ESG disclosures on clinical trial data, quality management, and product stewardship. Reductions in both FDA activity against the company and subsequent product recalls suggest improved quality control. It is reported that J&amp;J still faces a high number of lawsuits, so the potential for future litigation cannot be discounted. However, in August 2022 the company announced that it was discontinuing worldwide sales of talc-based products by the end of 2023. Considering improvements in product quality and safety management, and a lack of any new severe product quality and safety issues, Sustainalytics decided to resolve the case.</p>
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*The information relating to the significant votes is derived from public third party source(s). While the information is believed to be reliable, SEI has not sought to verify it independently. This material is intended to be for information purposes only and has been provided to SEI’s client at their request. This data is not intended as promotional material in any respect.*