



Trustee Implementation Statement

June 2023

M U PENSION TRUSTEES LIMITED

ODDFELLOWS HOUSE, 184-186 DEANSGATE, MANCHESTER M3 3WB
TEL: 0161 832 9361

M.U. PENSION SCHEME

APPENDIX - TRUSTEE IMPLEMENTATION STATEMENT

Background and Trustee Policy

1. As a defined benefit pension scheme Manchester Unity Pension Scheme ("MUPS"), requires our investment managers to confirm their adherence with the Trustees policy on shareholder engagement. As set out in the Statement of Investment Principles ("SIP"), dated March 2023, the Trustees have the following policy:

1.1. Shareholder Engagement

The Trustees have considered the Institutional Shareholders' Committee code and their policy is to adopt the code and delegate responsibility for implementation to the Investment Manager.

The Trustee considers the Investment Manager's existing shareholder engagement policy to be appropriate for the current objectives of the Scheme. Should the Trustees wish to pursue a specific shareholder engagement policy in regards to any particular company, industry or broad governance item, this will be communicated to the Investment Manager.

In order to monitor the shareholder engagement actions of the Investment Manager the Trustee requires the annual disclosure of their shareholder engagement activities.

Please refer to appendix 1 for a full copy of the SIP statement.

Investment Manager Policy

2. Our Investment Managers, LGT Wealth Management UK LLP have advised they adopt the current policy in regards to the Shareholder Engagement and voting rights:

2.1. Shareholder Engagement

As a wealth manager, our primary duty is to maximise investment returns for our clients whilst operating within the confines of our contractual obligations and the objectives, goals and other parameters we have agreed with our clients. We look to achieve this through our sound and thorough approach to identifying suitable investment opportunities.

Investment opportunities are identified through comprehensive financial analysis and other aspects of the company or fund may be given consideration. Those factors include:

- *Corporate governance*
- *Strategy*
- *Culture*
- *Non-financial performance and risks*
- *Capital structure*
- *Social and environmental impact*

The significance assigned to these factors is considered on a case-by-case basis at the discretion of our in-house Research team.

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APPENDIX - TRUSTEE IMPLEMENTATION STATEMENT (CONTINUED)

2.2. Voting Rights

LGT Wealth Management supports clients in exercising their right to vote where deemed appropriate. LGT WM votes on all companies held on our approved list, as well as select companies held by clients when instructed to. Our voting process ensures each proposal item is reviewed to ensure the proxy advisor's recommendation aligns with our core views. Our research team reviews voting items to ensure they do not have unintended consequences or undermine our house view. If there are discrepancies in views across the floor, this can be escalated to our equity committee for decision. Any further escalations can be brought to the Sustainable Governance Committee who meet quarterly and have the ability to make decisions on voting items on a 24-hour turnaround basis. LGT Wealth Management exercises the vote on behalf of shares held by our clients through our nominee. Where clients identify a vote where they wish to exercise their rights, they may instruct us to vote on their behalf and we will cast a vote for the shares held by them through our nominee. Unless instructed otherwise by a client, LGT Wealth Management votes consistently across our full shareholding. This puts the full weight of our ownership behind our stance, as well as ensuring consistency of message to the investee companies.

Where necessary or appropriate, we endeavour to engage with investee companies regarding significant votes. Records of our votes on behalf of specific clients are available to those clients upon request.

We use the services of proxy advisers Institutional Shareholder Services (ISS), for their engagement activities and voted throughout 2022 on the holdings. Our Stewardship report attached alongside this document contains details on the votes.

For completeness, we have also provided the LGT Wealth Management Sustainability 360 Report and our Impact Report, which details our sustainability, ethical, environment, social and governance policies and procedures in more detail.

Compliance statement

3. During the period, the Investment Managers have confirmed they have been in full compliance with both the Trustee's policy set out under item 1, and their own internal policies as detailed in item 2.

Over the period our Investment Managers have confirmed they were in compliance with this policy at all times.

Voting actions during period

4. During the period the Investment Managers have advised that they undertook the following significant votes during the period.

LGT Wealth Management voted on over 3000 resolutions at 213 meetings in 2022. More details on this can be found in the Stewardship report.

5. The Investment Manager defines significant votes as ones that directly affect shareholders equity holdings or value. For example, stock splits, mergers and acquisitions, rights issues. For bond holders, significant votes relate to changes to covenants and other related protections.

Future changes in Investment Manager processes

6. LGT Wealth Management are not planning any major changes to the investment management process from a stewardship perspective. We actively engage with company boards to understand their approach to certain issues such as diversity at board level, and we have also joined Climate Action 100+ to ensure that there is coordination and maximum impact in numbers to our approach. These do not change the investment process, rather they bolster the impact of the work we are already doing.

The results of the Investment Managers voting policy is published annually, as this allows clients to better understand the breakdown of votes by theme, and whether we have voted against/for the proposals.

Declaration by Trustees

D R Ogden



20 June 2023