

# Young's Bluecrest Pension Scheme

## Statement of Investment Principles

**Barnett Waddingham LLP**

June 2025

## Contents

1. Introduction .....	3
2. Choosing investments.....	3
3. Investment objectives .....	4
4. Kinds of investments to be held .....	4
5. The balance between different kinds of investments.....	4
6. Risks.....	5
7. Expected return on investments .....	7
8. Realisation of investments .....	7
9. Financially material considerations, non-financially material considerations, the exercise of voting rights and engagement activities .....	7
10. Socially Responsible Investment, Corporate Governance and Voting Right .....	7
11. Policy on arrangements with asset managers.....	8
12. Agreement.....	10
Appendix 1: Note on investment policy of the Scheme as at March 2025 in relation to the current Statement of Investment Principles.....	11
Appendix 2: Investment funds as at March 2025 .....	14
Appendix 3: Financially material considerations, non-financially material considerations and stewardship .....	15

## 1. Introduction

- 1.1. This is the Statement of Investment Principles prepared by the Trustee of Young's Bluecrest Pension 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.
  - the Occupational Pension Schemes (Investment) Regulations 2005 as amended by the Occupational Pension Plans (Investment) (Amendment) Regulations 2010.
  - the Occupational Pension Schemes (Investment and Disclosure) (Amendment and Modification) Regulations 2018.
  - the Occupational Pension Schemes (Investment and Disclosure) (Amendment) Regulations 2019, 2020, 2021, 2022 and 2023.
- 1.2. In preparing this statement the Trustee has consulted Young's Seafood Limited, the Employer, and obtained advice from Barnett Waddingham LLP, the Trustee's investment consultants. Barnett Waddingham is authorised and regulated by the Financial Conduct Authority for a range of investment business activities.
- 1.3. The Trustee 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.
- 1.4. The investment powers of the Trustee are set out in Clause 6 of the Scheme's Definitive Trust Deed & Rules, dated 23 July 2009. This statement is consistent with those powers.

## 2. Choosing investments

- 2.1. The Trustee's policy is to set the overall investment target and then monitor the performance of the managers against that target. In doing so, the Trustee Directors consider the advice of their professional advisers, who they deem as qualified by appropriate knowledge and experience of the management of the investments of the Scheme.
- 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 of 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 Trustee reviews 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 Trustee will also consult the Employer before amending the investment strategy.

### 3. Investment objectives

- 3.1. The Trustee has discussed key investment objectives in light of an analysis of the Scheme's liability profile as well as the constraints the Trustee faces in achieving these objectives. As a result, the Trustee's 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 limit 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 contributions, from the 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.
- 3.2. The Trustee in setting a strategy to achieve these objectives will also take into account the returns required from any Recovery Plan which it agrees with the Employer.
- 3.3. The Trustee is aware of the relationship that exists between the particular investment portfolio that is held and the level of funding of the Scheme's liabilities. The Trustee has obtained exposure to investments that they expect will meet the Scheme's objectives as best as possible.

### 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. Any investment in derivative instruments is only made to contribute to a reduction in the overall level of risks in the portfolio or for the purposes of efficient portfolio management.
- 4.3. The Trustee monitors 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. Typically this check is carried out annually by the Scheme's auditors.

### 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 of this Statement.

- 5.2. The Trustee considers 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 of 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 Trustee is 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 Trustee has 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 Trustee will monitor and review the investment strategy with respect to the liabilities in conjunction with each actuarial valuation. The investment strategy will be set with consideration to the appropriate level of risk and return 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 Trustee is 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 of this Statement and is monitored on a regular basis by the Trustee.
<b>Investment manager risk</b>	The Trustee monitors 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 Trustee has 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 Trustee monitors these and will report on the managers' practices in their annual Implementation Statement.
<b>ESG/Climate risk</b>	The Trustee has 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.
<b>Loss of investment</b>	The risk of loss of investment by each investment manager and custodian is assessed by the Trustee. This includes losses beyond those caused by market movements (e.g. default risk, operational errors or fraud). The Trustee undertakes an annual review of the internal controls and processes of each of the investment managers.

## 7. Expected return on investments

- 7.1. The Trustee has regard to the relative investment return and risk that each asset class is expected to provide. The Trustee is 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 Trustee recognises 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 Trustee recognises 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 Trustee monitors 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 Trustee meets the Scheme's investment managers as frequently as is appropriate in order to review performance.

## 8. Realisation of investments

- 8.1. The Trustee has delegated the responsibility for buying and selling investments to the investment managers. The Trustee has 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 Trustee is 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, non-financially material considerations, the exercise of voting rights and engagement activities

- 9.1. The Trustee have set policies in relation to these matters. These policies are set out in Appendix 3.

## 10. Socially Responsible Investment, Corporate Governance and Voting Right

- 10.1. As the Scheme's investments are held in pooled funds, social, environmental and ethical considerations are set by each of the investment managers, who also exercise the rights attaching to the investments in any pooled funds. Each of the Scheme's investment managers will ultimately act in the best interests of the Scheme's assets to maximise returns for a given level of risk.
- 10.2. In selecting and reviewing the investment managers, where appropriate, the Trustee will consider investment managers' policies on engagement and how these policies have been implemented.

- 10.3. The Trustee has 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. The Trustee believes that good stewardship and positive engagement can lead to improved governance and better risk-adjusted investor returns. The Trustee delegates the exercise of rights (including voting rights) attached to the Scheme's investments to the investment managers.
- 10.4. The Trustee has policies on financially material considerations, non-financially material considerations and stewardship which are set out in Appendix 3 of this Statement.

## 11. Policy on arrangements with asset managers

### Incentivising alignment with the Trustee's investment policies

- 11.1. Prior to appointing an investment manager, the Trustee discusses 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 Trustee's 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 Trustee also considers how ESG and climate risk are integrated into these. If the Trustee deems 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 Trustee carries 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 Trustee monitors 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 Trustee's desired aims, including the management of ESG and climate related risks, using the approach expected of them, their appointment will be terminated. Prior to terminating the appointment, the manager will be given the opportunity to correct or improve their performance. The investment managers have been informed of this by the Trustee.
- 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 Trustee is mindful that the impact of ESG and climate change has a long-term nature. However, the Trustee recognises 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 Trustee acknowledges 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 Trustee assesses these over a rolling timeframe. The Trustee believes 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 Trustee expects this longer term performance target to be sufficient to ensure an appropriate alignment of interests.



- 11.8. The Trustee expects 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 Trustee does 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 Trustee monitors the performance of their investment managers over medium to long term periods that are consistent with the Trustee's investment aims, beliefs and constraints.
- 11.10. The Trustee asks 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

- 11.11. The Trustee acknowledges that portfolio turnover costs can impact on the performance of their investments. Overall performance is assessed as part of the quarterly investment monitoring process.
- 11.12. During the investment manager appointment process, the Trustee 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 Trustee acknowledges 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

- 11.13. For the open-ended pooled funds in which the Scheme invests, there are no predetermined terms of agreement with the investment managers.
- 11.14. The suitability of the Scheme's asset allocation and its ongoing alignment with the Trustee's 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 Trustee, 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: 17 June 2025**

**On behalf of the Young's Bluecrest Pension Trustees Limited, the Trustee of the Young's Bluecrest Pension Scheme**

# Appendix 1: Note on investment policy of the Scheme as at June 2025 in relation to the current Statement of Investment Principles

## Choosing investments

The Trustee has appointed the following investment managers to carry out the day-to-day investment of the Scheme's invested assets:

- Columbia Threadneedle Investments ("Columbia Threadneedle");
- Janus Henderson Investors ("Janus Henderson");
- Legal & General Asset Management ("L&G");
- M&G Investments ("M&G").

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

Details of the funds in which the Scheme invests (including, fee arrangements, benchmark and performance objectives) are included in Appendix 2. The performance of fund managers will be monitored as frequently as the Trustee considers appropriate in light of the prevailing circumstances. The monitoring takes into account both short term and long term performance.

The Trustee has appointed Barnett Waddingham to advise on investment matters. Barnett Waddingham is generally remunerated on a time-cost basis but may charge fixed fees for certain defined tasks.

The Trustee has made arrangements for the investments of Additional Voluntary Contributions ("AVCs") by members in insurance policies with Aviva, Equitable Life and Prudential, under which the members' benefits depend directly on the returns on the investment funds selected by the members.

## The balance between different kinds of investment

The Scheme has an initial strategic asset allocation as set out in the table 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.

### High level strategic allocation

	Allocation of total assets
Growth portfolio	43.6%
Protection portfolio	56.4%

The broad initial asset allocations within each of the growth and protection portfolios are shown below.

### Growth portfolio:

Fund	Allocation of growth assets
L&G Diversified Fund	23.0%
Janus Henderson Multi Asset Credit Fund	38.5%
M&G Total Return Credit Investment Fund	38.5%

### Protection portfolio:

Fund	Allocation of protection assets
Columbia Threadneedle Liability Driven Investment portfolio*	82.3%
Columbia Threadneedle Sterling Liquidity Fund	17.7%

\* The Liability Driven Investment portfolio with Columbia Threadneedle comprises of investments in Equity-Linked Dynamic, Leveraged and Unleveraged Nominal and Real LDI Funds and the Sterling Liquidity Fund. The Columbia Threadneedle assets are managed to a scheme specific benchmark which takes into account the future expected cashflows of their scheme and their inflation dependency. The LDI portfolio is designed to target a hedge ratio of 100% of interest rate and inflation risks, as a proportion of funded liabilities, as measured relative to the Technical Provisions basis.

## Rebalancing and cashflow management

The Scheme is invested in Columbia Threadneedle's Equity-Linked Dynamic, Leveraged and Unleveraged LDI Funds, the allocations to which are designed to target a specific level of interest rate and inflation hedging of the Scheme's funded liabilities. The Equity-Linked Dynamic LDI also provides the Scheme with synthetic exposure to a range of equity markets. The value of these investments can change materially over time due to movements in long-term interest rates and market-implied inflation and will therefore deviate from the initial allocation set out above. The Trustee will therefore consider how any investments or disinvestments involving the Columbia Threadneedle LDI Funds will affect the level of interest rate and inflation hedging before taking action.

Therefore, through the normal course of events, cashflow management transactions will not be made using the Columbia Threadneedle LDI Funds unless a change in the hedging level is required, or under other circumstances at the Trustee's discretion.

Consequently, any disinvestments or investments should be made from the Scheme's diversified growth fund holding with L&G unless the Trustee agrees otherwise.

As the Scheme has some exposure to Columbia Threadneedle's Dynamic and Leveraged LDI Funds there is the potential that a rebalancing event will occur in the future that requires the Trustee to inject additional capital into the LDI Funds, in order to maintain the expected level of interest rate and inflation hedging. Ordinarily, the Scheme's holdings in the Columbia Threadneedle Sterling Liquidity Fund will be used in order to meet these potential cash calls. If further capital is required then the Scheme's diversified growth holdings will be used.

The Trustee considers likely cashflow requirements and keeps this policy under review on a regular basis. The Trustee may from time-to-time choose to disinvest from other asset classes so as to move the overall asset allocation to be in line with the long-term target or to take advantage of relative pricing advantages of certain asset classes.

Before electing to change the source of disinvestment, the Trustee seeks appropriate advice.

## Appendix 2: Investment funds as at June 2025

The investment benchmarks and objectives for each investment manager are given in the following table. The performance of fund managers will be monitored as frequently as the Trustee considers appropriate in light of the prevailing circumstances. The monitoring takes into account both short term and long term performance.

Fund	Benchmark	Target performance	Fees per annum
L&G Diversified Fund	No explicit benchmark but performance is compared against both the FTSE Developed World Index - 50% GBP Hedged and Bank of England Base Rate +3.75% p.a.	Provide long-term investment growth through exposure to a diversified range of asset classes	0.300%
Janus Henderson Multi Asset Credit Fund	3-month SONIA	+ 4% per annum gross of fees over 3 to 5 years	0.475%
M&G Total Return Credit Investment Fund	1-month SONIA	+ 3-5% per annum gross of fees over a cycle	0.450%
Columbia Threadneedle Equity-Linked Dynamic LDI Funds	Scheme-specific hedge benchmark and synthetic equity benchmark	Perform in line with benchmark	0.320% on the first £15m (reduced thereafter)
Columbia Threadneedle Leveraged Gilt Funds	Scheme-specific hedge benchmark	Perform in line with benchmark	0.150% on the first £50m (reduced thereafter)
Columbia Threadneedle Unleveraged Gilt Funds	Scheme-specific hedge benchmark	Perform in line with benchmark	0.080% on the first £15m (reduced thereafter)
Columbia Threadneedle Sterling Liquidity Fund	SONIA	Perform in line with benchmark	0.100%

*L&G also impose a flat fee of £1,500 p.a. in addition to the above charges.*

## Appendix 3: Financially material considerations, non-financially material considerations and stewardship

### 1. Financially Material Considerations

The Trustee considers that factors such as environmental, social and governance (ESG) issues (including but not limited to climate change) will be financially material for the Scheme over the length of time during which the benefits provided by the Scheme for members require to be funded to a level which would allow the benefits to be bought out with an insurer. This is likely to be not less than five years from the date of this Statement of Investment Principles.

The Trustee has elected to invest the Scheme's assets through pooled funds. The choice of underlying funds is made by the Trustee after taking advice from their investment consultant. The Trustee, and the managers of the underlying funds, takes into account ESG factors (including climate change risks) in their decisions in relation to the selection, retention and realisation of investments.

The Trustee takes those 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 Trustee will request information from investment managers about how ESG considerations are taken into account in decisions to realise investments.

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

The Trustee 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 Trustee 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 Trustee 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 Trustee does 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.

The Trustee will review its policy on whether or not to take account of non-financial matters on an annual basis.

### 3. Stewardship

The Trustee's 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 Trustee's behalf. In doing so, the Trustee expects that the investment managers will use their influence as major institutional investors to exercise the Trustee's 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 Trustee will monitor and engage with the investment managers about relevant matters (including matters concerning an issuer of debt or equity, including business performance, strategy, capital structure, management of conflicts of interest, risk, social and environmental and corporate governance matters), 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 Trustee will, with input from their investment consultant, monitor and review the information provided by the investment managers. Where possible and appropriate, the Trustee 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 on relevant matters

The Trustee acknowledges 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 Trustee is 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 Trustee also recognises 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 Trustee considers 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 Trustee also considers 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 Trustee has 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 consultants, Barnett Waddingham LLP, are independent and no arm of their business provides asset management services. This, and their FCA Regulated status, makes the Trustee confident that the investment manager recommendations they make are free from conflict of interest.

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

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