

Implementation Statement

Jenkins IP Ltd 1987 Retirement Savings Scheme

Scheme year ended 31 March 2022

Purpose of this statement

This Implementation Statement has been produced by the Trustees of the Jenkins IP Ltd 1987 Retirement Savings Scheme ("the Scheme") to set out the following information over the year to 31 March 2022.

- how the Trustees' policies on exercising rights (including voting rights) and engagement activities have been followed over the year.
- the voting activity undertaken by the Scheme's investment manager on behalf of the Trustees over the year, including information regarding the most significant votes; and
- A summary of any changes to the Statement of Investment Principles (SIP) over the period;
- A description of how the Trustees' policies, included in their SIP, have been followed over the year.

Scheme overview

The Trustees have taken a wholly insured approach to investing the Scheme's assets, which means that the Trustees hold a qualifying group insurance policy in which the contributions from members and the Scheme's Employer are invested.

The Trustees are responsible for the selection and retention of the insurance provider (Aviva Life & Pensions UK Limited) and also decide on the fund provided by the insurer. The Trustees have no other discretion or influence as to how monies are invested by Aviva. In particular, the day-to-day management of the investments (including the responsibility for voting and engaging with companies) is delegated to Aviva.

How voting and engagement policies have been followed

Due to the Trustees' use of a with-profit policy, the application of environmental, social and governance ("ESG") factors (including climate change) and the stewardship of the assets (including the exercising of voting and other rights attached to investments) are, ultimately, delegated to the provider of the policy and the manager's own policies in this regard.

The Trustees receive a quarterly report from Aviva setting out how ESG factors have been integrated and how stewardship activities have been undertaken across the with-profit policy.

The Trustees understand that Aviva actively engages with companies with the aim of influencing behaviour and helping to create competitive returns. In addition, the Trustees note that the with-profit assets are subject to the Aviva Investors' Baseline ESG Exclusions Policy on Controversial Weapons and Civilian Firearms. The Trustees are comfortable that Aviva's actions are in alignment with the Scheme's ESG and stewardship policy, and in members' best interests.

Voting Data

This section provides a summary of the voting activity undertaken by Aviva across its with-profit policy.

Aviva Investors will vote on resolutions at Annual General Meetings (AGMs) and General Meetings (GMs) where shareholders can hold management to account and reflect views on a wide range of issues including financial performance, strategic decisions, board composition, executive remuneration and progress on addressing climate change risk.

Over the year to 31 December 2021, Aviva voted against management in 24% of resolutions. This was across a total of 36,526 of individual resolutions. The reasons for voting against included non-executive directors having too many other time commitments and lacking independence.

The Trustees are not in receipt of Aviva's significant votes at the time of writing.

Fund level engagement

Aviva may engage with investee companies on behalf of the Trustees via meetings, calls, and letters on issues such as strategy, board composition, disclosures and labour management.

Over the period 30 June to 31 December 2021, Aviva led 128 'substantive engagements' across the with profit policy assets. This involves bespoke and targeted company interactions as follows:

- 49 number of engagements due to environmental factors
- 35 number of engagements due to social factors
- 44 number of engagements due to governance factors

Investment governance

The Trustees have reviewed the performance of the with-profits fund over the year and they are satisfied with the performance of the fund, given its objective.

The Trustees put in place a Statement of Investment Principles ("SIP") outside of the reporting period and will ensure that this annual Implement Statement sets out how the policies in the SIP were followed over the year in future.

Stewardship policy

The Trustees have delegated the exercise of rights attaching to investments, including voting rights, and in undertaking engagement activities to the Scheme's investment manager, Aviva.

**Prepared by the Trustees of the Jenkins IP Ltd 1987 Retirement Savings Scheme
October 2022**