

Appendix 1 – Implementation Statement

1. Introduction

The Directors of Arjo Pension Trustees Limited (the "Trustees") are obliged, acting in their capacity as trustee of the Arjo UK Pension Scheme (the "Scheme"), to prepare a yearly statement setting out how they have complied with the Statement of Investment Principles (the 'SIP'), including:

- A description of any amendments to the SIP during the period covered by the statement.
- How and the extent to which, in the opinion of the Trustees, compliance with the SIP has been achieved.
- How the Trustees have demonstrated good stewardship over investments, which includes
 - a description of how, and the extent to which, policies on investment rights (including voting) and engagement described within the SIP have been complied with;
 - a description of voting behaviour made by or on behalf of the Trustee; and
 - a statement on any use of the services of a proxy voter.

This statement relates to the period from 1st April 2022 to 31 March 2023 (the 'reporting period'), and has been prepared in accordance with regulatory requirements and guidance published by the Pensions Regulator. This statement is based on the SIP that applied during the period, the latest of which is available at the following link: www.4myplan.co.uk/ClientPage?Client=GUK

2. Amendments to SIP

There were no material changes to the governance arrangements of the Scheme during the reporting period, nor to the investment policy, nature of risks, fees or stewardship practices.

Whilst the SIP remained unchanged throughout the period, the investment strategy was altered as a result of hitting a predefined de-risking trigger. The portfolio was adjusted to target a return of gilts +1.5% instead of gilts + 2.0%. The changes made complied with the Investment Policy specified in the existing SIP and as a result, the SIP has not been amended during this reporting period.

3. Adherence to the SIP

The Trustees monitor compliance with the SIP annually. In particular, they obtain confirmation from their fiduciary manager, Van Lanschot Kempen Investment Management (VLK) and other advisors that they have complied with the relevant SIP insofar as is reasonably practicable and that in exercising any discretion they have done so in accordance with Occupational Pension Schemes Regulations.

In particular, the Trustees have received periodic investment reports and investment updates from VLK that provide;

- details of the asset allocation, and whether the allocations are consistent with the investment policies specified in the SIP,
- details of the value of the Scheme's investments, and the estimated value of the liabilities from which an estimated funding level can be determined,
- progress of the funding level with respect to funding targets,
- details of the performance of the individual investments, including relative to a benchmark,
- details of the performance of the total investments, including relative to the target return and investment objectives,
- details of the hedging of the interest rate and inflation risks associated with the liabilities, and whether the hedging is working as expected, and compliant with the bandwidths specified in the SIP,
- details of the investment risk of the underlying investments, and the change in the total investment risk over time,

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- the responsible investment characteristics of the underlying investments, and
- details of the engagement behaviour of both VLK and the underlying investment managers they appoint on behalf of the trustees, including their voting behaviour.

The Trustees have reviewed the information provided by VLK and its other advisors, and are satisfied that the policies set out in the SIP have been followed, including for;

- investing the assets according to the investment policy and the investment strategy advised and implemented by VLK,
- choosing suitable investments to achieve the right balance between risk and return, so as to ensure the security, quality, liquidity and profitability of the Scheme's assets,
- managing the key risks of the Scheme appropriately,
- monitoring the underlying managers of the investments, and the performance of those managers relative to the objectives,
- managing ESG risks (financial materiality considerations) appropriately (note that non-financial matters, such as member views, are not taken into consideration), and
- exercising of the rights (including voting rights) attaching to investments.

A summary of the engagement behaviour of both VLK and the underlying investment managers they appoint on behalf of the Trustees is provided in the sections below. This includes information on voting behaviour, and votes considered significant by each of the investment managers. The Trustees have no influence on the managers' definitions of significant votes but have noted these and are satisfied that they are all reasonable and appropriate.

4. Stewardship – VLK monitoring and engagement behaviour

Background

The Trustees recognise their responsibilities as an owner of capital, and believes that good stewardship practices, including monitoring and engaging with investee companies, and exercising voting rights attaching to investments, protect and enhance the long-term value of investments.

The Trustees do not monitor or engage directly with issuers of, or holders of, debt or equity, but instead delegate this activity to VLK and to the underlying asset managers appointed by VLK. The Trustees expect VLK to undertake regular monitoring and engagement in line with its' own corporate governance policies, taking account of current best practice including the UK Corporate Governance Code 2018 and the UK Stewardship Code 2020.

VLK expects the underlying asset managers they select, and who are regulated in the UK, to comply with the UK Stewardship Code 2020, including public disclosure of compliance via an external website. VLK also expect those managers to exercise rights attached to their investments, including voting rights, and to engage with issuers of debt and equity and other relevant persons about matters such as performance, strategy, management of actual or potential conflicts of interest, and environmental, social and governance ("ESG") considerations.

ESG criteria are a set of non-financial indicators relating to a company's operations that are used by investors to evaluate corporate behaviour and to determine how it may impact the future financial performance of companies. Environmental criteria consider how a company performs as a steward of nature. Social criteria examine how it manages relationships with employees, suppliers, customers, and the communities where it

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operates. Governance deals with a company's leadership, executive pay, audits, internal controls, and shareholder rights.

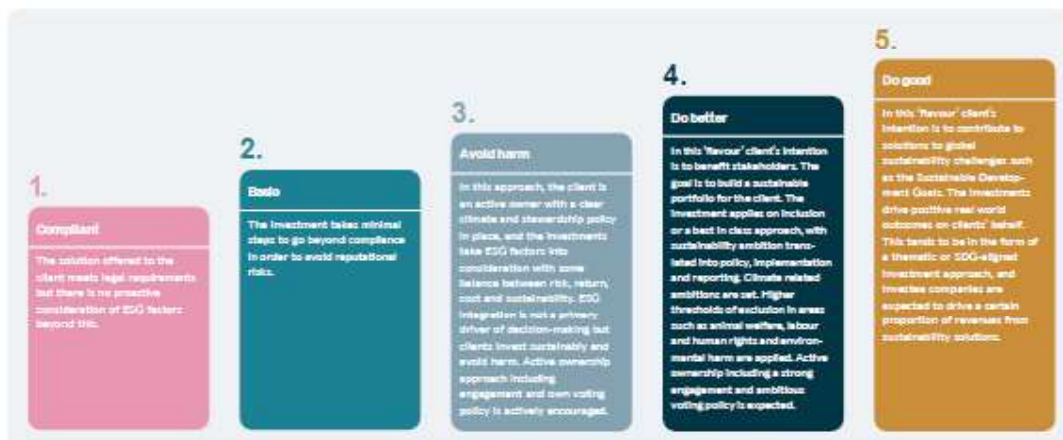
There are several levels of engagement at VLK: they engage with the asset managers they appoint, with companies they invest in directly (e.g. within VLK products), and via collaborative engagement with industry stakeholders, such as regulators, industry initiatives, benchmark providers, and peers.

VLK monitoring of underlying asset managers

Whilst VLK has limited influence over an asset managers' investment practices where assets are held in pooled funds, it has, throughout the last 12 months, encouraged its chosen managers to improve their own stewardship and engagement practices, and consider ESG factors and their associated risks. VLK uses the following methodology to monitor and engage with the underlying asset managers:

- ESG criteria are assessed based on international conventions and initiatives, such as the UN Global Compact and the Principles for Responsible Investment (PRI);
- All managers are screened against ESG criteria before inclusion in VLK's approved manager list. For example:
 - does the manager have a responsible investment policy;
 - is the manager open for a dialogue on ESG criteria; and
 - does the manager have exposure to companies that are on VLK's exclusion & avoidance list?
- All managers are reviewed against ESG criteria on an ongoing basis. For example:
 - do responsible investing considerations continue to be integrated into their investment process;
 - is the manager making progress;
 - is the manager well informed and up-to-speed on ESG criteria and initiatives; and
 - is there periodic screening of all the underlying equity and debt securities held by managers within their investment products, to check for exclusion candidates?
- VLK encourages its chosen managers to improve their practices where appropriate.

VLK have created a proprietary scoring framework (the Sustainability Spectrum) to help them understand and evaluate how asset managers integrate various ESG factors into their investment products and processes. Within this framework, asset managers and their products (i.e. pooled funds) are classified into one of 5 different levels: Compliant (level 1), Basic (level 2), Avoid harm (level 3), Do better (level 4), Do good (level 5).



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Scoring listed funds

Over 2022 VLK have continued to apply this scoring methodology to rate the ESG characteristics of the underlying managers and investment products used within client strategies. They scored 385 listed funds by the end of 2022, which represents around 58.4% of VLK's AuM. The pie charts below show a breakdown of how the external managers in listed asset classes scored, ranging from 'Basic' to 'Do Good'. As a percentage of scored AuM, 11% of the funds scored 'Basic', 55% scored 'Avoid harm', 31% scored 'Do better' and 3% of the AuM fell under managers scoring 'Do good'.



VLK do not offer Compliant or Basic products proactively to their clients. Those products that scored within these categories were either legacy investment products that have been adopted from clients transitioning to their fiduciary solution, or older products from their Approved List (including some in passively managed solutions) which they are in the process of replacing with more sustainable investment products (an exercise that they have been undertaking for a number of years).

Scoring alternative funds

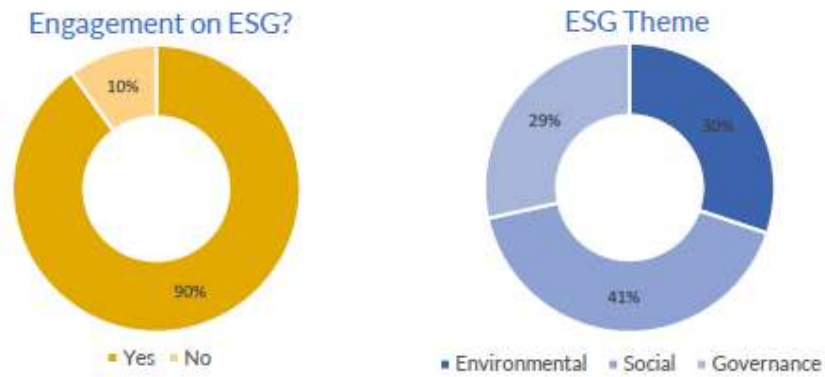
In 2022, VLK continued to assess funds in private markets and alternative asset classes. Although the ESG scores are not completely aligned with the listed asset classes mentioned above, they do give a good indication about the sustainability approach of the underlying managers. In 2022, 91 underlying funds have been assessed on ESG, of which 15 scored Basic; 28 scored Avoid harm; 38 scored Do better; and 10 scored Do good. The scores of Basic and Avoid harm is not unexpected, it has historically been more challenging for alternatives to apply sustainability in a similar way to the listed funds.

VLK engagement & examples

In order to help external managers to improve their sustainability and ESG characteristics, VLK will regularly engage with them on their sustainability commitments and performance. In 2022 VLK proactively engaged with 80 managers which can be broken down to 39 listed external managers, 31 private markets managers, and 10 managers linked to alternative strategies. VLK's expert Manager Research Solutions Team engages with external managers on compliance with VLK's exclusion list, on alignment with VLK's sustainability ambitions and those ambitions of their clients.

The pie charts below show the proportion of those engagements linked to an ESG topic, and where those topics were linked to ESG, which theme was the focus of the engagement.

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Below are some specific engagement examples relevant to the Scheme's portfolio, which show how VLK are monitoring and engaging with underlying managers with respect to stewardship and ESG criteria.

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Example 1:

Engagement type	Engagement on specific companies/industries (other)
Engagement topic	Social
Manager	Insight
Funds/mandates involved	Maturing Buy and Maintain Funds (MBAM)
Company	Volkswagen
Reason for engagement	Insight has exposure to Volkswagen, a name that has been added to VLK's exclusion list on the back of the MSCI ESG Red Flag it received relating to employment conditions in China.
Summary of discussion with manager	<p>Prelude: Insight had communicated before that they do not buy companies with MSCI ESG red flags within the MBAM funds. Volkswagen was already a name in a couple of the MBAM funds and Insight continue to hold the company debt while digesting the red flag and consider engagement. Our expectation was that there would be a hasty positive resolution within a reasonable time frame, but it has now been 3 months since we first reached out to Insight with no change. We therefore scheduled an update call to fully understand the situation.</p> <p>Update from Volkswagen: They explained that the VW China CEO visited the Urumqi plant to review the situation. The VW statement that followed this visit mentioned that employment of the 240 employees at the Urumqi plant predate the initial MSCI ESG allegations with employment of over four years. All employees have individual contracts with the JV, and minorities are fully (17% of employees are Uyghur) supported by policies and pay is higher than the industry average in the region.</p> <p>Update from MSCI ESG: No real update from MSCI ESG. MSCI ESG has updated the VW case recently but only referred to the additional VW communication.</p> <p>Insight's view: Insight plans to continue its engagement with Volkswagen. They think that an independent audit / NGO review is the best solution to conclude this case. Insight also thinks that a sale of the JV stake is unlikely as there will be political backlash, even though they recognize the underutilization and relative irrelevance of the plant in Volkswagen's overall operations.</p> <p>Insight's positioning: Insight continues to maintain its 'hold' position on the bonds in the MBAM portfolios. They do not want to be forced sellers in this case and think the company is doing what it can do to resolve the case and Insight will continue to push for the independent audit. Given the complexity of the situation and the fact that the case is still very 'engagement worthy' Insight also does not want to impair performance/yields of the MBAM funds. At the same time Insight seems to become more likely to be a seller as relative valuation moves further towards the pre-red-flag levels (spreads tightening) and Insight also expects the case to be resolved in about a year's time. If VW cannot resolve this case (e.g., via an independent audit) in the coming year this is a clear sign of governance and culture issues at the firm.</p>
Conclusion	Insight seems to be aligned with VLK's timelines to resolve the case in the coming year. Our view is that their engagement approach means there is a realistic chance this complex case will be resolved.
Next steps	Continue to engage with Insight and ask for updates on this topic during our quarterly monitoring process.

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Example 2:

Engagement type	Engagement item with an ESG element to it
Manager	Libremax
Funds/mandates involved	LibreMax K Core Securitized Credit Fund, Ltd.
Reason for engagement	Libremax is a US manager, and one of the underlying managers within the Kempen Diversified Structured Credit Pool. The reason for this engagement is due to their ESG questionnaire score lagging most other long-only managers active in traditional public asset classes, with a score of 42% overall. Sub scores are 26% on commitment, 52% on ESG integration, 40% on Evidence and transparency, and 50% on Exclusions. This call was planned to explain our position and also explain how LibreMax might improve the funds ESG characteristics.
Summary of discussion with manager	<p>Overall they were happy to hear feedback from our end regarding our scoring of the fund. We provided an update that the new SFDR regulations will initially just provide transparency, but over time these new regulations will likely put pressure on SFDR 6 funds to improve their sustainability characteristics. We also explained that one of the European managers within our pool, Aegon, has been able to classify itself as an article 8 fund. It was positive to hear from them that Libremax would be interested to understand how they could also become an article 8 funds.</p> <p>Libremax now rates all the instruments they invest into and is actually able to report this across the whole firm. The rating methodology seems a little unstructured, and starts with the 'sector' rating but takes into account specific considerations with respect to the company, the securitization, the securitized collateral, the originator, sponsor, servicer and related companies. The rating scale is from 1 (Adequate – ESG concerns related to the investment are immaterial) to 2 (Adequate - despite concerns) to 3 (Inadequate – Significant ESG concerns with no active attempt at engagement and remediation). Libremax additionally looks into data providers (Moody's and Fitch) for ESG-related information like we do ourselves. Furthermore they work with consultants (ACA) for their UNPRI reporting and also work with BlueDot Capital to develop ESG policies and investing at Libremax.</p> <p>We also discussed their DEI policy and initiatives, and raised the lack of a climate policy and they directly mentioned that this was feedback they also got from BlueDot. Another point raised was setting up a biodiversity policy. Overall Libremax seems to be open to add to their and enhance their policies. This makes me feel that we can easily advance the dialogue with Libremax to set up more policies and refine the existing ones, even though ESG integration is not always easy because of the nature of the asset class.</p> <p>Libremax also share their latest UNPRI assessment report. They score 57 on investment & stewardship policy (just below the median), and 59 on the securitized module (just above the median) based on 2020 data and that some ESG improvements have taken place since then.</p>
Conclusion	Libremax seems to be on the right track and it was positive to hear that they are interested to move to an SFDR B like solution, even though it is likely that actual implementation is still far out. Libremax does not have dedicated ESG director - it seems that they have consciously chosen to work with external consultants which might fill part of this gap.
Engagement Results	A positive outcome from the engagement was that Libremax would share a basic overview of their engagement activities with us. This was demonstrated during the call, and whilst basic in nature it shows that Libremax actually has something to show regarding engagements in this asset class. The main result is that we improved our understanding of Libremax' ESG mindset and set up, which has improved since the initial due diligence we performed at appointment.
Next Steps	<p>Share some of the ideas we have from our side and discuss these topics during our next monitoring call:</p> <ul style="list-style-type: none"> - Formulating a climate policy with a reference to the Paris Agreement - Formulating a biodiversity policy - Referencing/committing to global norms in the ESG policy (e.g., OECD/UNGC guidelines/principles) - Ask which industry associations they support/have looked into. - Suggest scoring methodology to score specific elements of the securitization

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Collaborative engagement

By participating in collaborative engagement initiatives with industry peers, VLK can increase the effectiveness and leverage of their engagement activities. VLK can initiate a collaborative engagement or join existing engagement initiatives, such as Climate Action 100+. VLK assess which collaborations fit best with their values and engagement targets on a case by case basis. In addition, VLK collaborate with other asset managers and asset owners where engagement objectives are aligned. In 2022 VLK became a supporter of the newly launched PRI collaborative effort on social themes, called Advance.

With the tangible effects and growing risks associated with climate change, VLK have prioritised engaging on climate related issues. This covers additional emissions disclosures, emission mitigation efforts, or the development of cleaner technologies. VLK expect external asset managers they select to be aligned with the Paris Agreement and set emission reduction targets. In 2022, VLK were an active member of several initiatives, most notably:

- IIGCC Climate Action 100+
- Platform Living Wage Financials
- FAIR
- Access to Medicine Foundation
- Investor Alliance on Human Rights

In terms of VLK's involvement in industry initiatives, they are an active member of PRI and several of its working groups (Corporate Reporting Reference Group, SDG Advisory Committee, Hedge Fund Advisory Committee),

the GIIN (Global Impact Investing Network), and the ICGN (International Corporate Governance Network). They are also a signatory to the Dutch and UK Stewardship Codes.

5. Stewardship – asset manager voting and engagement behaviour

The Shareholder Rights Directive (SRD II) and The UK Stewardship Code 2020 both emphasise the importance of institutional investors and asset managers engaging with the companies in which they invest, and stress the importance of exercising shareholder voting rights effectively.

Via VLK's monitoring and engagement activities, the Trustees encourage all its asset managers to be engaged investors, and furthermore encourages the managers to report on these activities and to disclose information about responsible investing on their website and in their reporting.

The assets are invested in a diverse range of asset classes, however the intention of this section of the statement is to provide specific details of the voting and engagement behaviour of the equity managers who manage equity investments which have voting rights attached, as well as the engagement behaviour of the fixed income corporate bond managers. Alternative assets and government bonds are excluded.

While managers may have used proxy voters, the Trustees have not used proxy voting services themselves during the last 12 months.

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EQUITY MANAGERS' RESPONSE

State Street Global Advisors – World TPI Climate Transition	
Voting Statistics: April 2022 – March 2023	
What is the Fund's International Securities Identification Number (ISIN) (if applicable)	GB00BMV36T24
Question	Response
How many meetings were you eligible to vote at?	1,1125
How many resolutions were you eligible to vote on?	16,588
What % of resolutions did you vote on for which you were eligible?	99.13%
Of the resolutions on which you voted, what % did you vote with management?	91.6%
Of the resolutions on which you voted, what % did you vote against management?	8.4%
Of the resolutions on which you voted, what % did you abstain from voting?	0.47%
In what % of meetings, for which you did vote, did you vote at least once against management?	57.54%
Which proxy advisory services does your firm use, and do you use their standard voting policy or created your own bespoke policy which they then implemented on your behalf?	ISS
What % of resolutions, on which you did vote, did you vote contrary to the recommendation of your proxy advisor? (if applicable)	7.75%
Votes of Abstain can be counted both as a vote of abstain but also as a Vote Against Management and hence Vote with management, vote against management and abstain from voting may add up to more than 100%.	
Index Equity Fund	

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Most significant votes; State Street Global Advisors –World TPI Climate Transition Index Equity Fund

	Vote 1	Vote 2	Vote 3	Vote 4	Vote 5
Company name	General Mills, Inc.	Berkeley Group Holdings Plc	Tecla, Inc.	Standard Chartered, Plc	Alphabet Inc.
Summary of the resolution	Environmental impact	Approve Remuneration Policy	Environment Impact	Climate Change Action	Report on Climate Change
How you voted	For	Against	For	Against	For
Where you voted against management, did you communicate your intent to the company ahead of the vote?	No	No	No	No	No
Rationale for the voting decision	This proposal merits support as the company's environmental disclosure and/or practices can be improved.	This item does not merit support as SSGA has concerns with the proposed remuneration structure for senior executives at the company.	This proposal merits support as the company's environmental disclosure and/or practices can be improved.	This proposal does not merit support as the company's disclosure and/or practices related to climate change are reasonable.	This proposal merits support as the company's disclosure and/or practices related to climate change can be improved.
Outcome of the vote	N/A	N/A	N/A	N/A	N/A
Implications of the outcome e.g. were there any lessons learned and what likely future steps will you take in response to the outcome?	Where appropriate SSGA will contact the company to explain their voting rationale and conduct further engagement. Vote against management	Where appropriate SSGA will contact the company to explain their voting rationale and conduct further engagement. Vote against management	Where appropriate SSGA will contact the company to explain their voting rationale and conduct further engagement. Vote against management	Where appropriate SSGA will contact the company to explain their voting rationale and conduct further engagement. Environmental proposal	Where appropriate SSGA will contact the company to explain their voting rationale and conduct further engagement. Vote against management
On which criteria have you assessed this vote to be the "most significant"?					

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Northern Trust Emerging Market ESG Leaders Equity Index	
Voting Statistics: April 2022 – March 2023	
What is the Fund's International Securities Identification Number (ISIN) (if applicable)	IE00BDCLL976
Question	Response
How many meetings were you eligible to vote at?	824
How many resolutions were you eligible to vote on?	8,233
What % of resolutions did you vote on for which you were eligible?	99%
Of the resolutions on which you voted, what % did you vote with management?	87%
Of the resolutions on which you voted, what % did you vote against management?	12%
Of the resolutions on which you voted, what % did you abstain from voting?	2%
In what % of meetings, for which you did vote, did you vote at least once against management?	46%
Which proxy advisory services does your firm use, and do you use their standard voting policy or created your own bespoke policy which they then implemented on your behalf?	ISS
What % of resolutions, on which you did vote, did you vote contrary to the recommendation of your proxy advisor? (if applicable)	0%
Votes of Abstain can be counted both as a vote of abstain but also as a Vote Against Management and hence Vote with management, vote against management and abstain from voting may add up to more than 100%.	
Fund	

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Most significant votes: Northern Trust Emerging Market ESG Leaders Equity Index Fund

	Vote 1	Vote 2	Vote 3	Vote 4	Vote 5
Company name	Shenzhen International Holding Limited	EVE Energy Co., Ltd.	CECEP Wind-Power Corp.	Britannia Industries Limited	Arca Continental SAB de CV.
Summary of the resolution	Approve Auditors and authorize Board to fix their remuneration	Amend Working System for Independent Directors	Amend Rules and Procedures Regarding Meetings of Board of Directors	Approve Remuneration Payable to Nuzli N Wadia as Chairman and Non-Executive Director	Approve Remuneration of Board Committee Members; Elect Chairman of Audit and Corporate Practices Committee
How you voted	Against	Against	Against	Against	Against
Where you voted against management, did you communicate your intent to the company ahead of the vote?	N/A	N/A	N/A	N/A	N/A
Rationale for the voting decision	A vote AGAINST this proposal is warranted given that the non-audit fees exceeded the total audit fees paid to the company's audit firm in the latest fiscal year without satisfactory explanation.	A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.	A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.	A vote AGAINST is warranted as proposed quantum of remuneration is deemed high for a non-executive role. - The commission payout of Nuzli Wadia in FY2022 is higher than the performance incentive of the CEO. The company has not provided any compelling rationale to justify the payout.	A vote AGAINST is warranted as the names of the director and committee candidates are not disclosed. The company has bundled the election of directors into a single voting item; and undisclosed bundled director election proposals disenfranchise shareholders voting by proxy.
Outcome of the vote	Pass	Pass	Pass	Pass	Pass
Implications of the outcome e.g. were there any lessons learned and what likely future steps will you take in response to the outcome?	Northern Trust believe that all votes against management send a strong signal of our dissatisfaction with the company's practices	Northern Trust believe that all votes against management send a strong signal of our dissatisfaction with the company's practices	Northern Trust believe that all votes against management send a strong signal of our dissatisfaction with the company's practices	Northern Trust believe that all votes against management send a strong signal of our dissatisfaction with the company's practices	Northern Trust believe that all votes against management send a strong signal of our dissatisfaction with the company's practices
On which criteria have you assessed this vote to be the "most significant"?	Vote against management	Vote against management	Vote against management	Vote against management	Vote against management

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UBS Life World Equity Tracker Fund	
Voting Statistics: April 2022 – March 2023	
What is the Fund's International Securities Identification Number (ISIN) (if applicable)	GB00BWD1K926
Question	Response
How many meetings were you eligible to vote at?	2357
How many resolutions were you eligible to vote on?	30218
What % of resolutions did you vote on for which you were eligible?	97%
Of the resolutions on which you voted, what % did you vote with management?	85.6%
Of the resolutions on which you voted, what % did you vote against management?	14.1%
Of the resolutions on which you voted, what % did you abstain from voting?	0.3%
In what % of meetings, for which you did vote, did you vote at least once against management?	73%
Which proxy advisory services does your firm use, and do you use their standard voting policy or created your own bespoke policy which they then implemented on your behalf?	ISS. Voting recommendations based upon UBS AM bespoke voting policy
What % of resolutions, on which you did vote, did you vote contrary to the recommendation of your proxy advisor? (if applicable)	0.55%
Votes of Abstain can be counted both as a vote of abstain but also as a Vote Against Management and hence Vote with management, vote against management and abstain from voting may add up to more than 100%.	

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Most significant votes: UBS Life World Equity Tracker Fund					
	Vote 1	Vote 2	Vote 3	Vote 4	Vote 5
Company name	Credit Suisse Group AG	Sentos Limited	TotalEnergies SE	Tokyo Electric Power Co. Holdings, Inc.	Dollar Tree, Inc.
Summary of the resolutions	Approve Discharge of Board and Senior Management for Fiscal Year 2020, excluding the Supply Chain Finance Matter	Approve Advisory Vote on Climate Change	Approve Company's Sustainability and Climate Transition Plan	Amend Articles to Require Individual Compensation Disclosure for Directors and Executive Officers	Report on GHG Emissions Reduction Targets. Aligned with the Paris Agreement Goal
How you voted	Against Management	Against Management	Supported Management	Against Management	Against Management
Where you voted against management, did you communicate your intent to the company ahead of the vote?	Yes, company informed.	Company not advised prior to meeting	Company not advised prior to meeting	Company not advised prior to meeting date	Company not advised prior to meeting
Rationale for the voting decision	UBS elected to vote against the resolution due to concerns with regards to risk controls, which have impacted the reputation of the Company	While UBS recognise the positive direction in putting forward the resolution, more transparency is needed on short-term goals and the Company's capex in the lead up to 2030.	Company stepped up ambition in reduction of Scope 1&2 and Scope 3 emissions, and set strong sub-targets for European business, underpinned by detailed action plans.	The amendment may enhance the company's overall reputation for transparency and accountability. Disclosure of individual compensation levels helps shareholders make better-informed decisions on director elections and compensation-related proposals.	UBS will support proposals that seek to promote greater disclosure and transparency in corporate environmental policies as long as: a) the issues are not already effectively dealt with through legislation or regulation; b) the company has not already responded in a sufficient manner; and c) the proposal is not unduly burdensome or overly prescriptive.
Outcome of the vote	Fail	Pass	Pass	Fail	Pass
Implications of the outcome e.g. were there any lessons learned and what likely future steps will you take in response to the outcome?	Since the AGM the company has made a number of changes, including appointment of a new CEO.	Following the vote UBS will be seeking through engagement that the Company their disclosure of strategy.	UBS voted against the company's say-on-climate vote at 2021 AGM, however following progress UBS supported in 2022, which received 88% aggregate support. UBS will be continuing to engage with the company in regard to their climate transition.	Having also voted to support this shareholder proposal in 2020 and 2021, UBS continue to believe that individual disclosure of executive compensation at Japanese companies would enhance transparency. UBS will continue to support such proposals to improve good practice.	A majority of votes cast were in support of this shareholder proposal. UBS shall be monitoring the response from the company, given the significant support.

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On which criteria have you assessed this vote to be the "most significant"?	Aggregate percentage of votes against management exceeded 64% of votes cast.	Aggregate percentage of votes against management exceeded 30% of votes cast.	Voting action following engagement progress.	On-going voting actions.	Aggregate percentage of votes against management exceeded 54% of votes cast.
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JPMorgan China A Share Opportunities X GBP Ds

Voting Statistics: April 2022 – March 2023	
What is the Fund's International Securities Identification Number (ISIN) (if applicable)	LU2339014586
Question	Response
How many meetings were you eligible to vote at?	110
How many resolutions were you eligible to vote on?	974
What % of resolutions did you vote on for which you were eligible?	100%
Of the resolutions on which you voted, what % did you vote with management?	87%
Of the resolutions on which you voted, what % did you vote against management?	12%
Of the resolutions on which you voted, what % did you abstain from voting?	0%
In what % of meetings, for which you did vote, did you vote at least once against management?	34%
Which proxy advisory services does your firm use, and do you use their standard voting policy or created your own bespoke policy which they then implemented on your behalf?	Although JPMorgan use the ISS ProxyExchange platform and see their voting recommendations, this forms only the starting point for our proprietary thinking, and all our voting decisions are made on a case by case basis by in-house specialists in conjunction with the Analyst and/or Fund Manager in reference to the JPMAM Corporate Governance Policy and Voting Guidelines.
What % of resolutions, on which you did vote, did you vote contrary to the recommendation of your proxy advisor? (if applicable)	1%
Votes of Abstain can be counted both as a vote of abstain but also as a Vote Against Management and hence Vote with management, vote against management and abstain from voting may add up to more than 100%.	

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Most significant votes: JPMorgan China A Share Opportunities X GBP Ds					
	Vote 1	Vote 2	Vote 3	Vote 4	Vote 5
Company name	Zhejiang Supcon Technology Co., Ltd.	Poly Developments & Holdings Group Co., Ltd.	Hangzhou Tigermed Consulting Co., Ltd.	China Merchants Bank Co., Ltd.	Zhejiang Dingli Machinery Co., Ltd.
Summary of the resolution	Approve Amendments to Articles of Association	Approve Appointment of Auditor	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares	Elect Li Mengsang as Director	Amend Rules and Procedures Regarding Meetings of Board of Directors
How you voted	Against	Against	Against	Against	Against
Where you voted against management, did you communicate your intent to the company ahead of the vote?	No	No	No	No	No
Rationale for the voting decision	The proposed articles amendments are not considered to adequately provide for accountability and transparency to shareholders.	Companies are expected to disclose the level of audit and non-audit related fees paid to auditors for the financial year	JPMorgan believe that any new issue of equity should first be offered to existing shareholders on a pre-emptive basis, and will vote against increase in capital, without pre-emptive rights, where the increase would dilute shareholder value in the long-term	A strong independent element to a board is essential to the effective running of a company and we expect that majority of the board should be comprised of independent directors with clear steps being taken to improve board independence over time	The company has not specified the details and the provisions covered under the proposed amendments.
Outcome of the vote	Pass	Pass	Pass	Pass	Pass
Implications of the outcome e.g. were there any lessons learned and what likely future steps will you take in response to the outcome?	Continue engagement	Continue engagement	Continue engagement	Continue engagement	Continue engagement
On which criteria have you assessed this vote to be the "most significant"?	PLSA Agenda Code List ; Votes against mgmt	PLSA Agenda Code List ; Votes against mgmt	PLSA Agenda Code List ; Votes against mgmt	PLSA Agenda Code List ; Votes against mgmt	PLSA Agenda Code List ; Votes against mgmt

Appendix 1 – Implementation Statement (continued)

BOND MANAGERS' RESPONSE

Insight Investment Management - Maturing Buy and Maintain Bond Fund 2021-2025

Engagement Statistics: April 2022 – March 2023

What is the Fund's International Securities Identification Number (ISIN) (if applicable)	IE00BHNGQW74
Question	Response
How many entities did you engage with over the last 12 months which were relevant to this strategy?	50
What percentage of entities in the portfolio have you engaged with at some point over the 12 months?	68.9%
What is the approximate total weight of the entities in the portfolio you have engaged with at some point over the 12 months?	71.4%
You proactively raised a specific issue of concern with an entity (initiated by you rather than the entity)	Unable to report
You undertook a meeting/call with the board or chair of the board to discuss a matter or matters	0
You undertook a meeting/call with member(s) of C-suite to discuss a matter or matters	23
You undertook a meeting/call with a different individual (not covered in categories above) to discuss a matter or matters	99

Appendix 1 – Implementation Statement (continued)

Engagement Case Studies – Insight Investment Management - Buy and Maintain Bond Fund 2021 - 2025

Name of entity you engaged	Equinor
Year engagement was initiated	Q4 2022
Theme of the engagement	Environment
<p>Please describe your engagement method. For example:</p> <ul style="list-style-type: none"> -Who you have typically engaged with (and at what seniority level) -The extent of written communication and meetings -How the engagement approach has evolved over time -Any escalation that has occurred 	<p>As part of a general update, we covered the topics of Equinor's carbon emissions and product footprint and guidance for its 2023 energy production mix. Additionally, we previously engaged with Equinor after it exceeded a 5% threshold measuring the proportion of its revenues generated from unconventional methods such as Arctic Oil. Breaching this threshold meant that Equinor failed our Buy and Maintain purchase agreement. At our previous engagement, Equinor stated that some of the oilfields labelled as 'unconventional' should not qualify for that description given the area in which three of the oilfields are located are ice-free most of the year.</p> <p>At our most recent engagement, Equinor confirmed it views itself as aligned with a 1.5 degree global warming scenario. It also confirmed it has only one target that is Paris-aligned. In addition, we asked about its group-wide emissions reduction targets. Equinor confirmed it has a 50% group-wide emission reduction target by 2030 for Scope 1 and 2 targets but do not have targets for Scope 3 because these emissions are out of their control. We explained that we expect oil and gas companies to set Scope 3 targets, in line with many of Equinor's peers.</p> <p>We asked about plans for investments in renewables and Equinor revealed gross capex in renewables between 2021 to 2026 will reach approximately 23 billion. Overall, this remains low, with renewables accounting for only 1% of its energy production, and 0.7GW installed capacity versus its ambition of for 2030 to reach 12-16GW.</p> <p>We also asked about their unconventional oil and gas exposure. Equinor confirmed that Johan Castberg, an Arctic located oilfield in the Barents Sea, remains on track for 2024 but it is still too early for volume/production guidance. They also confirmed they won't rule out more investments in the Barents Sea as it views it as conventional. Finally, Equinor did not reveal its energy mix plans or any guidance for 2030 or 2050. It did guide that some projects will come on-stream by 2030 but looking for more opportunities that make sense.</p>
<p>Please comment on the outcomes from this engagement so far? For example:</p> <ul style="list-style-type: none"> -What was the result of any escalation you employed -Have you met your stated objective? -What actions or changes by the entities have occurred? -Was the outcome purely a financial benefit or is there also a wider societal or environmental benefit? 	<p>This engagement is aligned to SDG 13 Climate Action. We have engaged with Equinor on multiple times during the period and begun our ESG discussions with them back in 2020. The meetings have been held on a 1-2-1 basis with numerous follow up emails in between. Engagements have been led by our energy analyst with the support of the RI Stewardship analysts. All engagement has been on a one to one basis.</p> <p>We will continue our separate, more specific engagement with Equinor on its plans for those oilfields deemed 'unconventional' to assess the environment/bio-diversity impact of these projects. Restrictions remain in place as a result of Equinor exceeding the 5% threshold - excluding the three oilfields suggested to be 'conventional' by Equinor would push their controversial revenues score below the threshold, however, given the heightened biodiversity risk in the Arctic, we decided to keep the definition of these oilfields as 'unconventional'.</p>

Appendix 1 – Implementation Statement (continued)

Insight Investment Management - Maturing Buy and Maintain Bond Fund 2031-2035

Engagement Statistics: April 2022 – March 2023

What is the Fund's International Securities Identification Number (ISIN) (if applicable)	IE00BHNGR138
Question	Response
How many entities did you engage with over the last 12 months which were relevant to this strategy?	46
What percentage of entities in the portfolio have you engaged with at some point over the 12 months?	69.12%
What is the approximate total weight of the entities in the portfolio you have engaged with at some point over the 12 months?	75.91%
You proactively raised a specific issue of concern with an entity (initiated by you rather than the entity)	Unable to report
You undertook a meeting/call with the board or chair of the board to discuss a matter or matters	1
You undertook a meeting/call with member(s) of C-suite to discuss a matter or matters	39
You undertook a meeting/call with a different individual (not covered in categories above) to discuss a matter or matters	65
You participated in a collaborative engagement	Unable to report

Appendix 1 – Implementation Statement (continued)

Engagement Case Studies – Insight Investment Management - Buy and Maintain Bond Fund 2031 - 2035

Name of entity you engaged	Volkswagen
Year engagement was initiated	Q4 2022
Theme of the engagement	Social
Please describe your engagement method. For example: -Who you have typically engaged with (and at what seniority level) -The extent of written communication and meetings -How the engagement approach has evolved over time -Any escalation that has occurred	<p>Insight engaged with Volkswagen (VW) three times during Q4. This engagement is aligned to numerous SDGs including SDO 3, 8 and 13. Engagements were both on a 121 basis and group calls.</p> <p>Initial engagement on changes implemented following the Diesel-gate scandal. Overall, the legal process is ongoing with the Porsche lawsuit continuing. Likewise, a class action lawsuit remains operative in Europe, despite reflective action. In the US, the legal consequences from the scandal are largely finished, but several states continue to push for sanctions. VW have set aside €32bn of provisions, including €30bn of cash spent so far and €2bn for impairments. VW said legal costs have amounted to €200m. VW also provided an update on its plan to change its culture following the scandal. The business has instituted a 10 point strategic plan including ESG. VW is also attempting to improve its relationship with customers. It has also set in place several different surveys to gauge opinion's on culture in the group. However, Mr Pötsch (tainted by Diesel-gate) remains in post as Chairman.</p> <p>We asked about VW's internal carbon footprint and VW stated it has a 100% renewables target (excluding China) by 2025. It doesn't have a specific target for China. Its domestic emissions reduction effort is complicated by the fact that coal remains in use in Germany due to issues surrounding supply security. However, overall coal represents a very small part of the mix. In addition, suppliers are contractually obliged to use green energy production and it had an audit process in Germany to measure the energy consumption of its battery technology. The issuer also indicated it has contractually obliged suppliers in China to use green energy. Finally, VW has committed to electrifying key models across its brands during 2022-2024, and by 2033 VW will cease production in Europe of ICE vehicles for mass market brands.</p> <p>Follow-up engagement on Uyghur Forced Labour allegations in its Urumqi plant in Xinjiang, which is a 50/50 joint venture with SAIC. Insight attended the investor call with VW's Human Rights Officer following the forced labour allegations from MSCI. Insight also had a separate call with VW IR regarding this topic. VW stated that MSCI has confirmed there was no forced labour in any of its operations in China. However, MSCI reports the allegations made by some NGOs that some employees in the Urumqi plant might have been transferred from 're-education camps' in the region. VW stated that they are unlikely to cease participation in the Urumqi plant. They first want to send executives to visit the plant and to elaborate a full update on the situation. MSCI will review the red flag if an independent third-party investigation or compliance monitoring agency has concluded (through onsite inspection or an independent audit) that there is no connection to state-sponsored labour-transfer schemes or 'Vocational Education and Training Centres'.</p>
Please comment on the outcomes from this engagement so far? For example: -What was the result of any escalation you employed -Have you met your stated objective? -What actions or changes by the entities have occurred?	<p>Insight sold VW bonds which were held in our Responsible Horizons fund range. Insight are continuing to monitor the situation closely and will re-engage on those different topics. Insight also believe that several areas of improvement are necessary, and recommend that audits of ethical standards should occur annually, VW should appoint a new chairman and introduce a renewable energy target in China.</p>

Appendix 1 – Implementation Statement (continued)

-Was the outcome purely a financial benefit or is there also a wider societal or environmental benefit?	
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Appendix 1 – Implementation Statement (continued)

Insight Investment Management - Maturing Buy and Maintain Bond Fund 2036-2040**Engagement Statistics: April 2022 – March 2023**

What is the Fund's International Securities Identification Number (ISIN) (if applicable)	IE00BHNGQX81
Question	Response
How many entities did you engage with over the last 12 months which were relevant to this strategy?	40
What percentage of entities in the portfolio have you engaged with at some point over the 12 months?	65.57%
What is the approximate total weight of the entities in the portfolio you have engaged with at some point over the 12 months?	69.54%
You proactively raised a specific issue of concern with an entity (initiated by you rather than the entity)	Unable to report
You undertook a meeting/call with the board or chair of the board to discuss a matter or matters	1
You undertook a meeting/call with member(s) of C-suite to discuss a matter or matters	36
You undertook a meeting/call with a different individual (not covered in categories above) to discuss a matter or matters	50

Appendix 1 – Implementation Statement (continued)

Engagement Case Studies – Insight Investment Management - Buy and Maintain Bond Fund 2036 - 2040

Name of entity you engaged	América Móvil
Year engagement was initiated	Q3 2022
Theme of the engagement	Governance - Board effectiveness - Diversity
<p>Please describe your engagement method. For example:</p> <ul style="list-style-type: none"> -Who you have typically engaged with (and at what seniority level) -The extent of written communication and meetings -How the engagement approach has evolved over time -Any escalation that has occurred 	<p>We identified that America Movil had poor governance scores. We used our proprietary tools to understand the drivers for these poor scores, which were influenced by the controlling ownership as a result of the multiple-equity class structure where the company's major shareholder, Carlos Slim and his family, hold >80% of voting rights. We also have concerns about the board's limited diversity, independence, and skills.</p> <p>Through this engagement, we wanted to understand the company's willingness to change the board structure, and if they were, how they plan to change it. We pushed the issuer to set targets related to board representation and diversity, in addition to diversity within the company holistically, like industry leaders. We led an ESG-focused discussion with America Movil's IR and Sustainability teams in H2 2021 and followed up in H2 2022. While the firm will continue to have Carlos Slim's two children on its board, the company is striving for additional board improvements regarding diversity, experience and tenure, as well as over boarding. The company updated its materiality assessment and conducted its first overview of board practices in late 2021 to evaluate board effectiveness. Meetings with America Movil have been hosted by the relevant analyst with support from the RI stewardship team. All meetings have been private in nature and various members of the IR and ESG team have been involved.</p>
<p>Please comment on the outcomes from this engagement so far?</p> <p>For example:</p> <ul style="list-style-type: none"> -What was the result of any escalation you employed -Have you met your stated objective? -What actions or changes by the entities have occurred? -Was the outcome purely a financial benefit or is there also a wider societal or environmental benefit? 	<p>In the company's 2021 Sustainability Report, we were pleased that they established a new target to increase board diversity to three female directors, representing 21% of the board, which it achieved by appointing Gisselle Jiménez as a new director. The company also refreshed their Board Diversity Policy, which includes the ambition to set measurable objectives to achieve gender diversity with the ultimate goal of having a composition of the Board where each gender represents at least thirty percent (30%).</p> <p>The engagement may provide financial benefit, as there is a growing body of research which suggests that companies with diverse directors and executive teams (in relation to gender and ethnicity) are more likely to achieve above-average profitability and have higher returns on invested capital. Since America Movil were open to our feedback and has made improvements including meeting our initial objective of increasing board diversity, we have decided to hold our position due to the positive conversations that we have had with America Movil.</p>

Appendix 1 – Implementation Statement (continued)

Insight Investment Management - Maturing Buy and Maintain Bond Fund 2041-2045

Engagement Statistics: April 2022 – March 2023

What is the Fund's International Securities Identification Number (ISIN) (if applicable)	IE00BHNGQZ06
Question	Response
How many entities did you engage with over the last 12 months which were relevant to this strategy?	41
What percentage of entities in the portfolio have you engaged with at some point over the 12 months?	70.68%
What is the approximate total weight of the entities in the portfolio you have engaged with at some point over the 12 months?	71.21%
You proactively raised a specific issue of concern with an entity (initiated by you rather than the entity)	Unable to report
You undertook a meeting/call with the board or chair of the board to discuss a matter or matters	1
You undertook a meeting/call with member(s) of C-suite to discuss a matter or matters	33
You undertook a meeting/call with a different individual (not covered in categories above) to discuss a matter or matters	55

Appendix 1 – Implementation Statement (continued)

Engagement Case Studies – Insight Investment Management - Buy and Maintain Bond Fund 2041 - 2045

Motability Operations	
Name of entity you engaged	
Year engagement was initiated	Q1, 2022 & Q3 2022
Theme of the engagement	Governance - Remuneration and Environmental - emissions
Please describe your engagement method. For example: -Who you have typically engaged with (and at what seniority level) -The extent of written communication and meetings -How the engagement approach has evolved over time -Any escalation that has occurred	<p>We wanted to follow up on executive remuneration which we discussed at length with Motability in 2021. We left the previous meeting satisfied with their responses regarding the introduction of more modest remuneration packages which we deemed more appropriate for the business. However, when reviewing their latest disclosures, we were concerned that executive pay still looked very high given the lack of competition in the market. We wanted to have a more detailed discussion with Motability about their sustainability strategy and plans for the future.</p> <p>Our engagement centred on three key areas: financing, Motability's provision of electric vehicles (EVs) and its carbon footprint. Motability is rated an ESG 3 with our in house ratings model, and is rated 3 for Social and Governance and 4 for Environmental factors. The engagement is aligned to the following SDGs: Goal 16: Peace, Justice and Strong Institutions.</p> <p>We began our ESG engagement with Motability in 2021 and this was our second discussion to follow up on the key concerns around remuneration. The CFO of Motability was on the call and the lead Insight analyst led the call. All engagements have been on a one-to-one basis to date.</p>
Please comment on the outcomes from this engagement so far? For example: -What was the result of any escalation you employed -Have you met your stated objective? -What actions or changes by the entities have occurred? -Was the outcome purely a financial benefit or is there also a wider societal or environmental benefit?	<p>We're happy to see some developments in Executive remuneration, but do not feel it goes far enough given the lack of competition in the market. We will continue to engage with Motability with the intention of further influencing modest pay.</p> <p>Motability have yet to set a coherent ESG strategy with targets to measure performance. Motability stated that they were attempting to address our concerns going forward. We will closely monitor their progress, reviewing their SBTs and Sustainability Report as and when they are published and look to reengage early in 2023.</p> <p>We continue to hold Motability bonds.</p>

Appendix 1 – Implementation Statement (continued)

Insight Investment Management - Maturing Buy and Maintain Bond Fund 2046-2050

Engagement Statistics: April 2022 – March 2023

Question	Response	IE00BK1MB907
What is the Fund's International Securities Identification Number (ISIN) (if applicable)		
How many entities did you engage with over the last 12 months which were relevant to this strategy?	34	
What percentage of entities in the portfolio have you engaged with at some point over the 12 months?	62.96%	
What is the approximate total weight of the entities in the portfolio you have engaged with at some point over the 12 months?	63.98%	
You proactively raised a specific issue of concern with an entity (initiated by you rather than the entity)	Unable to report	
You undertook a meeting/call with the board or chair of the board to discuss a matter or matters	1	
You undertook a meeting/call with member(s) of C-suite to discuss a matter or matters	30	
You undertook a meeting/call with a different individual (not covered in categories above) to discuss a matter or matters	42	

Appendix 1 – Implementation Statement (continued)

Engagement Case Studies - Insight Investment Management - Buy and Maintain Bond Fund 2046 - 2050

<p>Name of entity you engaged</p> <p>Year engagement was initiated</p> <p>Theme of the engagement</p>	<p>Heathrow</p> <p>Q3 2022</p> <p>Environmental - Net Zero strategies</p>
<p>Please describe your engagement method. For example:</p> <ul style="list-style-type: none"> -Who you have typically engaged with (and at what seniority level) -The extent of written communication and meetings -How the engagement approach has evolved over time -Any escalation that has occurred 	<p>Heathrow airport the largest and busiest Airport in the UK. Insight's engagement objectives included encouraging Heathrow to strengthen and consolidate its net zero strategy (particularly on Scope 3), encouraging Heathrow's participation in the Climate Disclosure Programme (CDP) and obtaining the Science Based Targets initiative (SBTi), which enables ambitious private sector action to set ambitious science-based emissions reduction targets.</p> <p>This engagement is aligned to SDGs 13 Climate Action.</p> <p>This was Insight's first deep dive engagement with Heathrow on ESG topics. The meetings was hosted by our internal industrial analyst with their Treasurer.</p> <p>CO2 poses a significant challenge for Heathrow and the sector in general, given the materiality of its Scope 3 emissions and the lack of any clear technological solution to decarbonise the sector. 99.9% of Heathrow's carbon emissions are Scope 3 (95% derives from aircraft flying, and moving on the ground, 3.6% are surface access and 1.1% stem from its supply chain.</p> <p>Heathrow has targeted to achieve Net Zero by 2050 including scope 3. Its 2030 targets include:</p> <ul style="list-style-type: none"> a 15% reduction in CO2 emissions from flying (mainly from use of sustainable aviation fuel SAF), a 45% cut in CO2 from surface access, supply chain, vehicles and buildings. <p>The airport faces two challenges in its effort to decarbonise:</p> <ol style="list-style-type: none"> 1. the degree to which it can influence airlines to decarbonise fleets. 2. its net zero plan relies on technology which is costly and / or unproven (e.g. SAF, hydrogen plane etc.) <p>Heathrow is working with SBTi to obtain certification; they are hopeful they will receive it before year-end.</p> <p>Heathrow were aware of CDP, and were keen to understand how Insight use the data. Insight have requested that they participate in future.</p> <p>In 1Q 2023, Heathrow received approval from the Science Based Targets Initiative (SBTi) for their 2030 carbon reduction targets, confirming they are consistent with a 1.5 degree trajectory. Heathrow is the first airport to achieve this status with SBTi's updated 1.5 degree standard. Insight will continue to hold their bonds.</p>
<p>Please comment on the outcomes from this engagement so far?</p> <p>For example:</p> <ul style="list-style-type: none"> -What was the result of any escalation you employed -Have you met your stated objective? -What actions or changes by the entities have occurred? -Was the outcome purely a financial benefit or is there also a wider societal or environmental benefit? 	