

Robert Horne Group Pension Scheme:

DB Section Implementation Statement (forming part of the Trustee's Report)

This statement sets out the Trustee's approach to and implementation of the ESG policies set out in the Statement of Investment Principles over the year.

How voting and engagement policies have been followed

The Scheme invests entirely in pooled funds, and as such the Trustee delegates responsibility for carrying out voting and engagement activities to the Scheme's fund managers.

At the Scheme's year-end, the Scheme's investment managers with material asset holdings were BMO Global Asset Management, Newton Investment Management Limited and PIMCO Investment Management. The Trustee meets as necessary to discuss performance of the funds and update on important issues. Over this Scheme year, one of the Trustee's focuses has been on ESG and Stewardship issues, and this has been discussed with their investment advisor. The Trustee undertook training over the year on ESG and Stewardship, and agreed their policies in relation to this.

The Scheme invests entirely in pooled funds, and as such delegate responsibility for carrying out voting and engagement activities to the Fund's asset managers.

The Trustee receive reports on engagement and voting annually from their investment managers and review this to ensure alignment with their own policies. This exercise was undertaken following the accounting year-end on 31 March.

Having reviewed the above in accordance with our policies, the Trustee are comfortable the actions of the fund managers is in alignment with the Fund's ESG and Stewardship policies

Voting Data

Voting only applies to equities held in the Scheme's investment portfolio. The Scheme has material equity holdings through its investments in the following funds:

- Newton UK Opportunities Fund
- Newton Global Equities Fund

The Scheme's investment managers vote on behalf of the Scheme's holdings in pooled funds.

The voting data over the year to 31 March 2020 at a manager level is shown below.

Manager	Newton Investment Management Limited	
Fund name	BNY Mellon UK Opportunities Fund	BNY Mellon Global Equities Fund
Structure	Pooled	Pooled
Ability to influence voting behaviour of manager	The pooled fund structure means that there is limited scope for the Trustees to influence the manager's voting behaviour.	
Number of company meetings the manager was eligible to vote at over the year	Not Available	Not Available
Number of resolutions the manager was eligible to vote on over the year	Not Available	Not Available
Percentage of resolutions the manager voted on		100%
Percentage of resolutions the manager abstained from		0%
Percentage of resolutions voted <i>with</i> management, as a percentage of the total number of resolutions voted on	96%	44%
Percentage of resolutions voted <i>against</i> management, as a percentage of the total number of resolutions voted on	4%	56%
Does the manager employ the services of a proxy voting service?	Yes, Institutional Shareholder Services ("ISS")	
Percentage of resolutions voted <i>contrary</i> to the recommendation of the proxy advisor	4.1%	59.3%

Significant votes

The data on key voting themes over the year made on behalf of the Trustee and the key votes taken was requested from the managers, but was not always provided in a usable format. Our investment consultants are liaising with the manager to improve delivery of the data going forward, and we understand that the manager is working to improve their disclosure. We will look to update this next year, once we have the appropriate information.

Fund level engagement

Manager	Newton Investment Management Limited		BMO Global Asset Management	PIMCO ¹
Fund name	BNY Mellon UK Opportunities Fund	BNY Mellon Global Equity Fund	BMO Sterling Liquidity Fund	UK Long Term Corporate Bond Fund
Does the manager perform engagement on behalf of the holdings of the fund	Yes	Yes	Yes	Not provided
Key strategic engagement themes	Climate change, gender diversity, healthy markets and fast fashion		Corporate governance, environmental stewardship, climate change, labour standards, human rights, public health and business conduct	Not provided
Has the manager engaged with companies to influence them in relation to ESG factors in the year?	Yes	Yes	Yes	Not provided
Number of engagements undertaken on behalf of the holdings in this fund in the year	Not Available		10	Not provided
Number of engagements undertaken at a firm level in the year	90		1,597	Not provided

Taking the voting action above into account, the Trustee believes that the Managers have acted in accordance with the Scheme's stewardship policies.

¹ The data was requested from PIMCO, but was not provided in a usable format. Our investment consultants are liaising with the manager to improve delivery of the data going forward, and we understand that the manager is working to improve their disclosure.