

Ensign Retirement Plan Implementation Statement

Year ending 31 March 2021 relating to the SIP in force over that period

1. Background

This report is the first investment implementation statement of the Ensign Retirement Plan (“Ensign”). It is designed to describe the actions that the Trustee has taken to manage Ensign’s investments including voting behaviour over the Plan Year to 31 March 2021. It is addressed to all members of Ensign.

Ensign’s investments are important to you because the size of your benefits will depend on how much the funds grow and the way underlying investments are governed.

2. The Statement of Investment Principles

The Trustee’s policies for managing Ensign’s investments are set out in Ensign’s Statement of Investment Principles (SIP).

The SIP was reviewed and approved prior to the start of the Plan Year on 20 March 2020. The key amendments at that time related to incorporation of policies on approach to financial and non-financial matters for aspects of environmental, social and governance investing. The SIP was also updated during the Plan year on 29 September 2020 to recognise that the Aegon Cash Fund had become a legal “default” fund as a consequence of the closure of the Aegon Property (BLK) fund with contributions re-directed to the Aegon Cash Fund.

In the Trustee’s view, the SIP has been followed over the year. This document describes the way that activity over the year followed the policies in the SIP.

3. Investment Governance

3.1 Trustee Board

The Trustee governs Ensign in accordance with its Trust Deed and Rules and legislation. Ensign Retirement Plan Trustees Limited (the Trustee) is a corporate trustee and is responsible for all aspects of Ensign’s governance, including investment governance.

During the Plan year the Trustee Board met four times and discussed investment matters at each of its meetings including:

- Investment market updates
- Discussion of specific issues including closure of the Aegon BlackRock Property Fund
- Reviewed the performance and suitability of the LifePath funds
- Reviewed the performance and suitability of the Self-Select funds
- Updates on the approach to Environmental, Social and Governance factors including climate change
- Training on aspects of investment governance

3.2 Executive team

The Trustee is supported in the running of the day-to-day activities of Ensign by its executive services provider, Rock Strategic Consulting Ltd (trading as “Rock Pensions”), consisting of full-time experienced pensions practitioners. The relationship with Rock Pensions is governed by a Services Agreement, of which the Schedule of Services was last reviewed on 1 April 2019.

During the year Rock Pensions helped the Trustee manage the day-to-day activities of Ensign such as reviewing the quarterly investment reports produced by Aegon, addressing fund performance issues, the closure of the Aegon BlackRock Property fund and transitioning new funds to Ensign.

3.3 Trustee Policies

The policies relating to the management of investments are set out in the Statement of Investment Principles. The Trustee also maintains a risk register which includes investment risks.

The Trustee seeks advice from an independent investment advisor, Hymans Robertson on a project-by-project basis.

4. Environmental, Social and Governance factors

The Trustee’s policy in incorporating environmental, social and governance (ESG) factors into its investment arrangements distinguishes between financial factors and non-financial factors.

4.1 Financial factors

The Trustee’s policy is to have the financial interests of members as their first priority, recognising that ESG issues may have an impact on financial outcomes (see 3.7.1 of the SIP). The Trustee therefore expects its managers to incorporate ESG considerations if they are likely to have a positive impact on returns or help to reduce risk. Over the Plan Year, progress was made in incorporating ESG factors and climate change as described below:

- On 18 November 2020, BlackRock announced plans to evolve the LifePath strategy over six months to materially increase the exposure to ESG factors, in recognition of the importance of these factors in influencing financial outcomes.
- On 14 January 2020, Aegon announced its intention to achieve net zero carbon emissions associated with its default pension fund ranges by 2050 and to halve carbon emissions by 2030.

The Trustee continues to evolve its approach as activity and thinking in this area develop rapidly. In particular, the climate-change aspects will be considered in detail in the 2021 Investment Strategy Review (see below).

4.2 Non-financial factors

For those members who wish to invest their pensions in a way which places an enhanced focus on ESG factors, the Trustee offers an ESG focussed fund. The Trustee also offers a Shariah compliant fund for Shariah compliant investing.

5. Strategy

The Trustee carried out the activity described below in line with its investment beliefs (as set out in Section 3 of the SIP).

5.1 Default LifePath Funds

Over 90% of members investments by value are held in the LifePath funds. These funds aim to help members grow their assets whilst projecting their value as retirement approaches. These funds reflect changing investment needs by gradually altering each fund's investment mix as members near their target retirement date.

The performance of these Funds was reviewed by the Board at every quarterly meeting. The analysis showed that the Funds behaved in line with the risk objectives set out in the SIP (section 3.3.1):

- **Members close to retirement for whom protection of capital is prioritised:** investments values were protected against significant falls in assets, particularly around the start of the Plan year when the onset of Covid-19 caused extreme market falls.
- **Members with a longer period to retirement for whom growth is prioritised over volatility:** investment values benefited from the upswing in markets over the Plan year although members did experience significant volatility.

The design of the LifePath funds is a key component of the investment strategy and, as described above, outcomes are monitored quarterly. An in-depth review taking account of changes in the Plan's membership structure and investment market developments is carried out every three years, the next review being due in September 2021 as described in the "Investment Strategy Review" section below.

5.2 Self-select funds

As described in the SIP in section 2.5, the Trustee recognises that different members have different attitudes to risk and members should therefore be able to make their own investment decisions based on their own circumstances.

The Trustee offers 14 self-select funds and around 7% of members' assets are invested in these funds. The performance of these funds is reviewed at every quarterly meeting with enhanced monitoring applied to funds which underperform their benchmarks over sustained periods.

Over the period, the performance of these Funds was reviewed by the Board at every quarterly meeting. The analysis showed that the Funds behaved in line with the risk objectives set out in the SIP (section 3.3.1) with the following exceptions where enhanced monitoring was applied.

The Trustee applied enhanced monitoring of two funds:

The Schroders Dynamic Multi Asset Fund: This Fund, like many other multi-asset or diversified growth funds had experienced underperformance against its benchmark. Following a rebalancing exercise carried out by the manager, the fund subsequently outperformed its benchmark during a challenging investment environment.

The Aegon Property (BLK) fund: The Fund suspended dealing, due to the Covid pandemic, on 18 March 2020 as the underlying investment managers invoked "material valuation uncertainty" clauses meaning that they could not reliably price the underlying property investments. The Trustee monitored this position and continues to do so.

5.3 AVC Funds

The Plan held the following AVC arrangements over the Plan year:

- **Equitable Life**
On 22 April 2020, the benefits of 26 members, totalling £323,594 which were previously held in the Equitable Life with-profits funds were transferred to the Aegon BlackRock LifePath Flexi fund or the Aegon BlackRock Cash Fund, subject to member instruction. This transfer took place in two steps, first members were transferred from Equitable Life to Utmost Life and Pensions and an uplift was applied to members benefits. Subsequently benefits were transferred to the Aegon BlackRock funds. The Trustee sought professional advice on both steps including analysis of the impact on each member and a comparison of the investment options.
- **Utmost Life and Pensions**
This relates to ex-Clerical Medical with-profits funds.

- **Standard Life**

The Strategy for the Standard Life AVC funds was last reviewed in October 2019 and concluded that remaining with the Standard Life AVC funds was appropriate. This position will be reviewed again as part of the investment strategy review.

5.4 Investment Strategy review

As stated in section 3.3.2 of the SIP, the Trustee conducts an investment strategy review every three years. The next review will be undertaken in the summer of 2021. This will consider Ensign's approach in the context of its overall goal of helping to improve the retirement outcomes for those working in the maritime industry (Section 2.1 of the SIP) and in the context of its Investment Beliefs (Section 3 of the SIP) listed below:

- Diversification
- Balance between different kinds of investments
- Risk
- Expected return on investments
- The kind of investments to be held
- Realisation of investments
- Environmental, Social and Governance Issues as a financial factor
- Responsible investing including the approach to non-financial factors
- Stewardship – voting and engagement
- Charges and value for money

The Trustee will also review its beliefs and overall approach and amend the SIP if needed.

6. Review and monitoring

Section 5.4 of the SIP describes the monitoring activities. The Trustee has carried out monitoring activities in accordance with the SIP as described below:

6.1 Investment performance

Each of the funds in which Ensign invests has a stated performance objective and the Trustee has reviewed performance against objective at each quarter end during the Plan year. The trustee also considers the appointment of the investment managers and platform provider three yearly following the triennial strategic review noted in 5.4 above.

6.2 Default LifePath funds

The performance of these funds has been reviewed at each quarter end by the Trustee. The overall suitability of the LifePath Flexi and LifePath Retirement fund's objectives are reviewed in conjunction with the triennial investment strategy review.

6.3 Charges

The Trustee reviews compliance with the charge cap and the Total Expense Ratio for each fund during the Plan year as part of its reporting for the annual Chair's Statement.

6.4 Transaction costs

The Trustee received information on transaction costs and continues to consider them to be reasonable and appropriate.

6.5 Processing

The Trustee receives administration reports from the platform provider and is satisfied that contributions are invested into the appropriate funds in a timely manner.

6.6 Industry-wide monitoring

The investment policies and implementation approach adopted by Ensign are bespoke to its membership. Nevertheless, the Trustee is mindful of the approach taken by other Master Trusts and the Trustee contributes to external research provided by Corporate Adviser Intelligence. This was reviewed on 16 June 2020.

The Trustee also considers ad-hoc reporting from time to time. For example, in December 2020, it contributed, along with other Master Trusts to analysis carried out by Hymans Robertson on the impact of investment performance during the onset of Covid-19 on member outcomes.

6.7 Portfolio turnover

Member's funds are mostly index-tracking and turnover is driven by changes in the index that the fund seeks to track. For actively managed mandates, portfolio turnover is considered alongside other metrics such as returns and value for money in conjunction with the three yearly strategy review.

6.8 Manager incentives

The Platform provider negotiates the fee structure with underlying asset managers and the Trustee seeks transparency around these arrangements (subject to commercial confidentiality) under its service provider reviews as set out in the Trustee's Service Provider Policy.

7. Voting and engagement disclosures

7.1 Background

Many members' funds are invested in equities; these represent an ownership stake in a company (as opposed to securities such as bonds where members are lending to a business). Owners can influence the way that businesses are managed in a number of ways including through the exercise of voting rights. The Trustee delegates the responsibility for exercising of rights (including voting rights) to the DC platform¹ provider/investment managers and encourages them to exercise those rights when they believe there could be a potential financial impact on the portfolio (Section 3.9 of the SIP). This section describes how the Trustee oversees voting behaviour. In collating this information, the Trustee has relied on information provided by the investment managers (via the platform provider) using the PLSA Template² for disclosures.

7.2 Structure and legal rights

Members' investments are held in pooled funds³ with each investment manager. Pooled funds are held with a DC platform to manage day to day activity such as investment of contributions, fund switches and reporting. The voting rights for individual securities are retained by the underlying investment managers. As noted above the Trustee delegates responsibility for voting to the investment managers in line with its policy set out in the SIP.

7.3 List of funds holding equities

The following funds allocate all or part of their assets to equities:

- 30/70 Currency Hedged Global Equity Index (BLK)
- 60/40 Global Equity Index (BLK)
- Emerging Markets Equity Index (BLK)
- UK Equity Index (BLK)
- World ESG Equity Tracker (BLK)
- World Multifactor Equity Tracker (BLK)
- HSBC Islamic Global Equity Index (BLK)
- LGIM Ethical Global Equity Index (BLK)
- Schroders Dynamic Multi Asset (BLK)
- LifePath Flexi (BLK) – All vintages
- LifePath Capital (BLK) – All vintages before retirement.
- LifePath Retirement (BLK)

¹ DC Platform: a vehicle used by pension funds to provide access to a number of investment strategies and investment managers

² The PLSA template is an industry-wide format used to collate voting disclosures

³ Pooled funds: a term describing a structure where individual member's holdings are aggregated with other members and other pension funds.

Over 90% of the Plan's assets are invested in the BlackRock LifePath funds. In addition, some of the AVC funds (held outside the DC platform) hold equities.

7.4 Description of the voting and engagement process

The section below describes the voting and engagement process adopted by BlackRock, the most material manager in the portfolio representing around 99% of the Plan's assets held on the platform.

Engagement process

BlackRock's engagement process is led by the BlackRock Investment Stewardship team (BIS), which consists of three regional teams – Americas ("AMRS"), Asia-Pacific ("APAC"), and Europe, Middle East and Africa ("EMEA") - located in seven offices around the world. This team engages with management teams and board members, as described in the BlackRock Investment Stewardship Global Principles. This document (and other information mentioned in this section can be found on the Stewardship Section of the BlackRock Website: [Investment Stewardship | BlackRock](#). BIS also publish quarterly engagement summaries and engagement is followed with voting as described below.

Voting process

BlackRock's proxy voting process is also led by the BlackRock Investment Stewardship team (BIS). The analysts with each regional team will generally determine how to vote at the meetings of the companies they cover. Voting decisions are made by members of the BlackRock Investment Stewardship team with input from investment colleagues as required, in each case, in accordance with BlackRock's Global Principles and custom market-specific voting guidelines. Further detail is available on the Investment Stewardship section of the BlackRock Website.

Use of proxy advisory firms

While BlackRock subscribe to research from the proxy advisory firms Institutional Shareholder Services (ISS) and Glass Lewis, this is just one among many inputs into their vote analysis process. BlackRock primarily use proxy research firms to synthesise corporate governance information and analysis into a concise, easily reviewable format so that their investment stewardship analysts can readily identify and prioritise those companies where BlackRock's own additional research and engagement would be beneficial. Other sources of information used include the company's own reporting (such as the proxy statement and the website), BlackRock's engagement and voting history with the company, public information and ESG research.

Approach for lent stock

Stock lending is an established market practice which enables investors to earn a small additional return by lending their securities to other investors. When a stock is lent, the

voting rights normally transfer to the borrower. This means that the original holder temporarily loses voting rights until the security is returned or recalled. In their 2020 Policy Spotlight⁴, BlackRock set out their approach as follows:

While most voting items are routine and the outcome would not be affected by BlackRock's vote, from time to time, the Investment Stewardship team may determine that the expected near- and long-term economic benefit of voting clients' entire holding is greater than the anticipated lending revenue. We do not recall shares on loan to vote unless we can make the case that the optimal voting outcome would be economically beneficial for clients and voting all eligible shares in BlackRock's portfolios would increase the likelihood of achieving that outcome.

7.5 Overview of votes cast

Summary data on the votes cast is shown in the table in appendix 1.

Significant votes

The BlackRock Investment Stewardship team publishes statements of analysis, engagements and votes in relation to certain high-profile proposals in order to illustrate their key voting rationale as informed by the BlackRock Global Voting Guidelines.

Examples of significant votes

The investment manager provides examples of significant votes (see Appendix 2 for a full list for the LifePath funds). Three examples of significant votes which applied to the LifePath funds, the 30/70 Currency Hedged Global Equity Index fund and the 60/40 Global Equity Index fund are outlined below. Together these funds represent over 96% of the Plan's assets on the platform. The examples have been included due to their topical nature.

Company	Barclays PLC (LSE: BARC)
Market and Sector	United Kingdom/Financial Services
Key topics	Climate
Meeting Date	7 May 2020
Background	In January 2020, a coalition of investors filed a shareholder resolution (Resolution 30) asking Barclays to set and disclose targets to phase out the provision of financial services to the energy sector, as well as electric and gas utility companies that are not aligned with Articles 2.1(a) and 4.1 of the Paris Agreement. Following engagement with its shareholders and other stakeholders, including BlackRock, Barclays announced on 30 th March 2020 updated ambitions with respect to tackling climate change. Barclays proposed its own resolution (Resolution 29) at its annual general meeting (AGM) to commit the company to a strategy, with targets, for alignment of its entire financing portfolio to the goals of the Paris Agreement. Barclays committed to provide further details of the strategy by the end of the year.

⁴ [2020 BlackRock Policy Spotlight Securities Lending Viewed through the Sustainability Lens](#)

Voting and engagement commentary	<p>BlackRock uses an independent fiduciary to vote proxies where required by regulation not to vote or where there are actual or perceived conflicts of interest. For Barclays the use of a fiduciary is to satisfy regulatory requirements in the United States.</p> <p>Based on BlackRock's proxy voting guidelines, the independent fiduciary, Sustainalytics voted as follows:</p> <p>Resolution 29: Approve Barclays' Commitment to Tackling Climate Change (FOR)</p> <p>Resolution 30: Approve ShareAction Requisitioned Resolution (AGAINST)</p> <p>The independent fiduciary reported that it took into consideration several factors when voting to support the company's own climate change resolution (Resolution 29) and against the shareholder resolution (Resolution 30). Support for both resolutions would have been problematic as they are both binding. The independent fiduciary determined that, as outlined in Resolution 29, the company sets a clear ambition to become net-zero and align to the goals of the Paris Agreement, addressing shareholders' concerns for the time being.</p>
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Company	ExxonMobil Corporation
Market and Sector	United States/Energy
Key topics	Climate and Board quality and effectiveness
Meeting Date	27 May 2020
Background	<p>BlackRock continued to see a gap in the company's disclosure and action with regard to several components of its climate risk management. They see this as a corporate governance issue that has the potential to undermine the company's long-term financial sustainability. Their approach to investment stewardship is grounded in an expectation that the board will oversee and advise management, influencing management's approach to key business issues.</p>
Voting and engagement commentary	<p>When effective corporate governance is lacking, BlackRock believe that voting against the re-election of the responsible directors is often the most impactful action a shareholder can take. The directors in the boardroom, the independence of their voices, and the value of their collective experience are meaningful determinants of their ability to provide direction and leadership to management and to oversee and drive management's performance.</p> <p><i>Item 1.2: Elect Director Angela F. Braly:</i> AGAINST Director Angela F. Braly for insufficient progress on TCFD aligned reporting and related action.</p> <p><i>Item 1.4: Elect Director Kenneth C. Frazier</i> AGAINST Director Kenneth C. Frazier for insufficient progress on TCFD aligned reporting and related action, and for failure to provide investors with confidence that the board is composed of the appropriate mix of skillsets and can exercise sufficient independence from the management team to effectively guide the company in assessing material risks to the business.</p> <p><i>Item 4: Require Independent Board Chair</i> FOR the Independent Chair proposal on account of our belief that the board would benefit from a more robust independent leadership structure</p>

Company	Santander Consumer USA Holdings, Inc
Market and Sector	United States/Financials
Key topics	Racial equality
Meeting Date	10 June 2020
Background	Santander Consumer Holdings received a shareholder proposal requesting additional disclosure on the company's vehicle lending practices, similar to proposals listed on both the 2019 and 2018 ballots, specifically on racial discrimination. The company recommended that shareholders vote AGAINST the shareholder proposal.
Voting and engagement commentary	BlackRock voted FOR the shareholder proposal, as discriminatory lending practices (of all forms) are a material risk to the company's business and shareholders would benefit from increased and improved disclosure on compliance programs, processes and procedures, as well as risk mitigation processes and procedures, to prevent discriminatory lending (including racial discrimination)

A summary of 40 other significant votes for the LifePath funds is shown in appendix 2.

September 2021

The Trustee of the Ensign Retirement Plan

Ensign

Appendix 1: Summary voting data

The table below sets out summary data based on returns from the Plan's asset managers⁵ using the PLSA template.

	<i>BlackRock LifePath Funds</i>	<i>BlackRock 3070 Global Equity Fund</i>	<i>BlackRock 6040 Global Equity Fund</i>	<i>BlackRock UK Equity Fund</i>	<i>BlackRock World ESG Equity Fund</i>	<i>BlackRock World Multifactor Equity Fund</i>	<i>BlackRock Emerging Markets Index Fund (IE)</i>	<i>LGIM Ethical Global Equity Index Fund</i>	<i>HSBC Islamic Global Equity Index</i>	<i>Schroders Dynamic Multi Asset</i>
<i>How many meetings were you eligible to vote at?</i>	6,102	5301	2771	808	266	181	2472	1274	109	764
<i>How many resolutions were you eligible to vote on?</i>	65,704	59781	35648	11044	4196	2489	23180	18215	1597	10143
<i>What % of resolutions did you vote on for which you were eligible?</i>	100%	95%	94%	100%	85%	93%	97%	100%	92%	99%
<i>Of the resolutions on which you voted, what % did you vote with management?</i>	92%	93%	94%	95%	95%	92%	91%	84%	88%	90%
<i>Of the resolutions on which you voted, what % did you vote against management?</i>	7%	7%	6%	5%	5%	8%	9%	16%	12%	10%
<i>Of the resolutions on which you voted, what % did you abstain from voting?</i>	1%	2%	0%	1%	1%	1%	3%	0%	0%	0%

⁵ Excludes AVCs held with insurance policies with Utmost Life and Pensions and Standard Life.

Appendix 2: Summary of most significant votes relating the LifePath funds

BlackRock consider that the following represent significant votes for securities held within the LifePath funds. In each case, BlackRock have published a Vote Bulletin which can be downloaded from the Investment Stewardship section of their website.

Company	Date	Region	Sector	Theme
<i>Santos Limited</i>	03 Apr 2020	APAC	Energy	Climate risk, corporate lobbying disclosure
<i>J.B. Hunt Transport Services, Inc.</i>	23 Apr 2020	AMRS	Industrials	Climate risk, corporate lobbying disclosure
<i>Fortum Oyj</i>	23 Apr 2020	EMEA	Utilities	Climate risk, corporate strategy
<i>The Boeing Company</i>	27 Apr 2020	AMRS	Industrials	Board quality, corporate strategy, risk management
<i>Ovintiv, Inc.</i>	29 Apr 2020	AMRS	Energy	Climate risk
<i>Woodside Petroleum Ltd.</i>	30 Apr 2020	APAC	Energy	Climate risk, corporate lobbying disclosure
<i>Ocado Group Plc</i>	06 May 2020	EMEA	Consumer Discretionary	Executive pay
<i>Barclays Plc</i>	07 May 2020	EMEA	Financials	Climate risk
<i>Cheniere Energy, Inc.</i>	14 May 2020	AMRS	Energy	Climate risk
<i>Uniper SE</i>	20 May 2020	EMEA	Utilities	Climate risk, overboarding
<i>Chevron Corporation</i>	27 May 2020	AMRS	Energy	Climate risk, corporate lobbying disclosure
<i>Amazon.com, Inc.</i>	27 May 2020	AMRS	Consumer Discretionary	Environmental risks, board quality, human capital management, corporate lobbying disclosure, racial equity, diversity equity and inclusion
<i>Exxon Mobil Corporation</i>	27 May 2020	AMRS	Energy	Climate risk, board quality, independence
<i>Facebook, Inc.</i>	27 May 2020	AMRS	Communication Services	Independence, one-share one-vote
<i>Alphabet Inc.</i>	03 Jun 2020	AMRS	Communication Services	Overboarding, one-share one-vote
<i>Walmart Inc.</i>	03 Jun 2020	AMRS	Consumer Staples	Multiple
<i>HeidelbergCement AG</i>	04 Jun 2020	EMEA	Materials	Climate risk
<i>Danske Bank A/S</i>	09 Jun 2020	EMEA	Financials	Executive pay, climate risk
<i>Santander Consumer USA Holdings Inc.</i>	10 Jun 2020	AMRS	Financials	Racial equity
<i>Wheelock & Co. Limited</i>	16 Jun 2020	APAC	Real Estate	De-listing proposal

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<i>EVRAZ Plc</i>	16 Jun 2020	EMEA	Materials	Climate risk
<i>Delta Air Lines, Inc.</i>	18 Jun 2020	AMRS	Industrials	Climate risk, corporate lobbying disclosure
<i>Mizuho Financial Group, Inc.</i>	25 Jun 2020	APAC	Financials	Climate risk
<i>PGE Polska Grupa Energetyczna SA</i>	26 Jun 2020	EMEA	Utilities	Climate risk, executive pay
<i>TransDigm Group Incorporated</i>	29 Jun 2020	AMRS	Industrials	Climate risk
<i>CEZ as</i>	29 Jun 2020	EMEA	Utilities	Climate risk, executive pay
<i>Daimler AG</i>	08 Jul 2020	EMEA	Consumer Discretionary	Climate risk, overboarding, shareholder rights
<i>First Pacific Company Limited</i>	17 Jul 2020	APAC	Financials	Acquisition
<i>PT Indofood CBP Sukses Makmur Tbk</i>	03 Aug 2020	APAC	Consumer Staples	Acquisition
<i>Tesla, Inc.</i>	22 Sep 2020	AMRS	Consumer Discretionary	Equity pledging policy, independence, simple majority voting requirement, human rights
<i>Volkswagen AG</i>	30 Sep 2020	EMEA	Consumer Discretionary	Board composition, independence, climate
<i>AGL Energy Limited</i>	07 Oct 2020	APAC	Utilities	Climate risk
<i>The Procter & Gamble Company</i>	13 Oct 2020	AMRS	Consumer Staples	Climate risk/deforestation, diversity equity and inclusion
<i>BHP Group Limited</i>	14 Oct 2020	APAC/EMEA	Materials	Climate risk, corporate lobbying disclosure
<i>Origin Energy Limited</i>	20 Oct 2020	APAC	Energy	Climate risk, corporate lobbying disclosure
<i>Aena S.M.E. SA</i>	29 Oct 2020	EMEA	Industrials	Climate risk
<i>Yanzhou Coal Mining Company Limited</i>	09 Dec 2020	APAC	Energy	Climate risk
<i>Australia & New Zealand Banking Group Limited</i>	16 Dec 2020	APAC	Financials	Climate risk
<i>National Australia Bank Limited</i>	18 Dec 2020	APAC	Financials	Climate risk
<i>Top Glove Corporation Bhd</i>	06 Jan 2021	APAC	Health Care	Human capital management
<i>Tyson Foods, Inc.</i>	11 Feb 2021	AMRS	Consumer staples	Human capital management, one-share one-vote, and corporate lobbying disclosure
<i>AmerisourceBergen Corporation</i>	11 Mar 2021	AMRS	Health Care	Executive pay
<i>TransDigm Group Incorporated</i>	18 Mar 2021	AMRS	Industrials	Climate risk, executive pay