

Engagement Policy Implementation Statement (“EPIS”)

Moeller Electric Group Pension Scheme (the “Scheme”)

Scheme Year End – 31 December 2024

The purpose of the EPIS is for us, the Trustees of the Moeller Electric Group Pension Scheme, to explain what we have done during the year ending 31 December 2024 to achieve certain policies and objectives set out in the Statement of Investment Principles (“SIP”). It includes:

1. How our policies in the SIP about asset stewardship (including both voting and engagement activity) in relation to the Scheme’s investments have been followed during the year; and
2. How we have exercised our voting rights or how these rights have been exercised on our behalf, including the use of any proxy voting advisory services, and the ‘most significant’ votes cast over the reporting year.

Our conclusion

Based on the activity we have undertaken during the year, we believe that the policies set out in the SIP have been implemented effectively.

In our view, the Scheme’s material investment manager was able to disclose adequate evidence of engagement activity, and the activities completed by our manager align with our stewardship expectations.

How voting and engagement policies have been followed

The Scheme is entirely invested in pooled funds and the responsibility for voting and engagement is delegated to the Scheme’s only investment manager for which stewardship is material, BlackRock Investment Management (UK) Limited, which is in line with the policies set out in our SIP.

We reviewed BlackRock’s stewardship activity carried out over the Scheme year and in our view, the investment manager was able to disclose adequate evidence of engagement activity. More information on the stewardship activity carried out by BlackRock can be found in the following sections of this report.

Over the reporting year, we monitored the performance of the Scheme’s investments on a quarterly basis and received updates on important issues from our investment adviser, Aon Investments Limited (“Aon”). In particular, we received quarterly ESG ratings from Aon for the funds the Scheme is invested in where available.

What is stewardship?

Stewardship is investors using their influence over current or potential investees/issuers, policy makers, service providers and other stakeholders to create long-term value for clients and beneficiaries leading to sustainable benefits for the economy, the environment and society.

This includes prioritising which Environmental, Social and Governance (“ESG”) issues to focus on, engaging with investees/issuers, and exercising voting rights.

Differing ownership structures means stewardship practices often differ between asset classes.

Source: UN PRI

The Scheme's stewardship policy can be found in the SIP:
<https://pensioninformation.aon.com/moellerelectricgroup/moellerwelcome.aspx>

During the year, we received training on ESG and stewardship topics, and agreed our policies in relation to these.

Each year, we review the voting and engagement policies of the Scheme's investment manager to ensure they align with our own policies for the Scheme and help us to achieve them.

Our Engagement Action Plan

Based on the work we have done for the EPIS, we have decided to take the following steps over the next 12 months:

- We will engage with BlackRock to encourage expectations of better disclosures.
- We will undertake more regular, detailed ESG monitoring of our investments with BlackRock.
- BlackRock will attend a Trustee meeting to answer any questions the Trustees may have.

Our managers' engagement activity

Engagement is when an investor communicates with current (or potential) investee companies (or issuers) to improve their ESG practices, sustainability outcomes or public disclosure. Good engagement identifies relevant ESG issues, sets objectives, tracks results, maps escalation strategies and incorporates findings into investment decision-making.

The table below shows some of the engagement activity carried out by the Scheme's material manager. The manager has provided information for the most recent calendar year available.

Funds	Number of engagements		Themes engaged on at a fund level
	Fund level	Firm level	
BlackRock – Absolute Return Bond Fund ("ARBF")	191	3,384	Environment – Climate Risk Management, Other company impacts on the environment, Biodiversity Social – Social Risks and Opportunities, Human Capital Management, Health and Safety, Governance – Corporate Strategy, Remuneration, Board Composition and Effectiveness, Business Oversight/Risk Management

Source: Manager.

Data limitations

This report does not include commentary on certain asset classes such as the Scheme's Liability Driven Investment portfolio due to the limited materiality of stewardship to the asset classes it holds.

