

### **Richards Hogg implementation statement**

The primary focus of this implementation statement is to describe how the investment manager has actioned the various policies as outlined in the Statement of Investment Principles (SIP).

As Trustees of the Scheme's assets, we are responsible for the selection and retention of W1M. Reviewing the voting and engagement activities is an important exercise to help us ensure they remain appropriate and are consistent with the policies in our SIP.

We are satisfied with the voting and engagement activities of W1M and the 3<sup>rd</sup> party fund managers; however, we will engage with them should we have any concerns about the voting and/or engagement activities carried out on our behalf. The Trustees had no cause to challenge the voting and/or engagement activities during the year to 30 April 2025.

As Trustees of the Scheme's assets, we are responsible for the selection of Canada Life (the "insurance provider"), however the Trustees have no other discretion or influence as to how monies are invested by the insurance provider. The day-to-day management of the investments (including the responsibility for voting and engaging with companies) is delegated to the insurance provider. Canada Life invests in a portfolio of bonds and not equities, therefore they do not hold assets with voting rights.

### **Changes to the SIP in the last 12 months**

The Trustees' investment strategy for the Scheme is to invest in the bulk annuity policy with Canada Life, with the residual assets held by W1M. These residual assets include illiquid investments and cash.

There were no changes to the SIP in the last 12 months.

### **Implementation of the investment strategy principles**

After the purchase of the bulk annuity policy with Canada Life, the residual assets left in the portfolio managed by W1M consisted of a small number of illiquid investments - representing approximately 2% of the original investment portfolio - which are not tradable on a market and are expected to amortise, i.e. generate cashflows, over time.

The Scheme's investments are deliberately and consciously chosen to align with the Trustees' strategic investment policies and objectives and in particular to meet the benefit payments and minimise risk. Since the purchase of the bulk annuity policy, the objective of the portfolio managed by W1M is to maximise the expected cashflows and minimise the residual life of the assets. The managers are monitoring expected cashflows on the residual assets. The Trustees and W1M will use the Scheme's position as a stakeholder, either unilaterally or in concert with other stakeholders, to engage with investee companies to improve their financial and non-financial performance.

Given that the Scheme's investments do not confer voting rights, there was no voting carried out in relation to those investments.