



# Impact Report Sustainability Outcomes

## AB Sustainable Balanced Growth

Quarter End: 31 December 2024

# Holdings Breakdown

## AB Sustainable Balanced Growth

Baillie Gifford High Yield Bond .....	5.86
Baillie Gifford Sustainable Growth .....	1.43
BNY Mellon Sustainable Global Dynamic Bond .....	3.23
Brown Advisory US Sustainable Growth.....	7.13
Climate Assets Balanced.....	1.43
CT Responsible Sterling Corporate Bond .....	2.70
CT Responsible UK Equity .....	6.45
EdenTree Responsible & Sustainable Sterling.....	4.21
iShares Japan Equity ESG Screened & Optimised Index.....	4.68
iShares Pac ex Japan Equity ESG Screened & Optimised Index.....	4.35
Janus Henderson Global Sustainable Equity.....	5.70
L&G Cash Trust .....	6.05
Liontrust Sustainable Future Global Growth.....	5.70
M&G Global Listed Infrastructure.....	3.34
Pictet-Clean Energy Transition .....	2.85
Pictet-Nutrition .....	1.43
Pictet-Water .....	1.43
Rathbone Ethical Bond Fund .....	3.33
Royal London Ethical Bond.....	4.21
Royal London Short Duration Gilts .....	2.50
Stewart Investors Worldwide.....	1.43
Vanguard ESG Developed Europe Index .....	9.91
Vanguard ESG Emerging Markets All Cap Equity Index .....	8.65
Cash .....	2.00

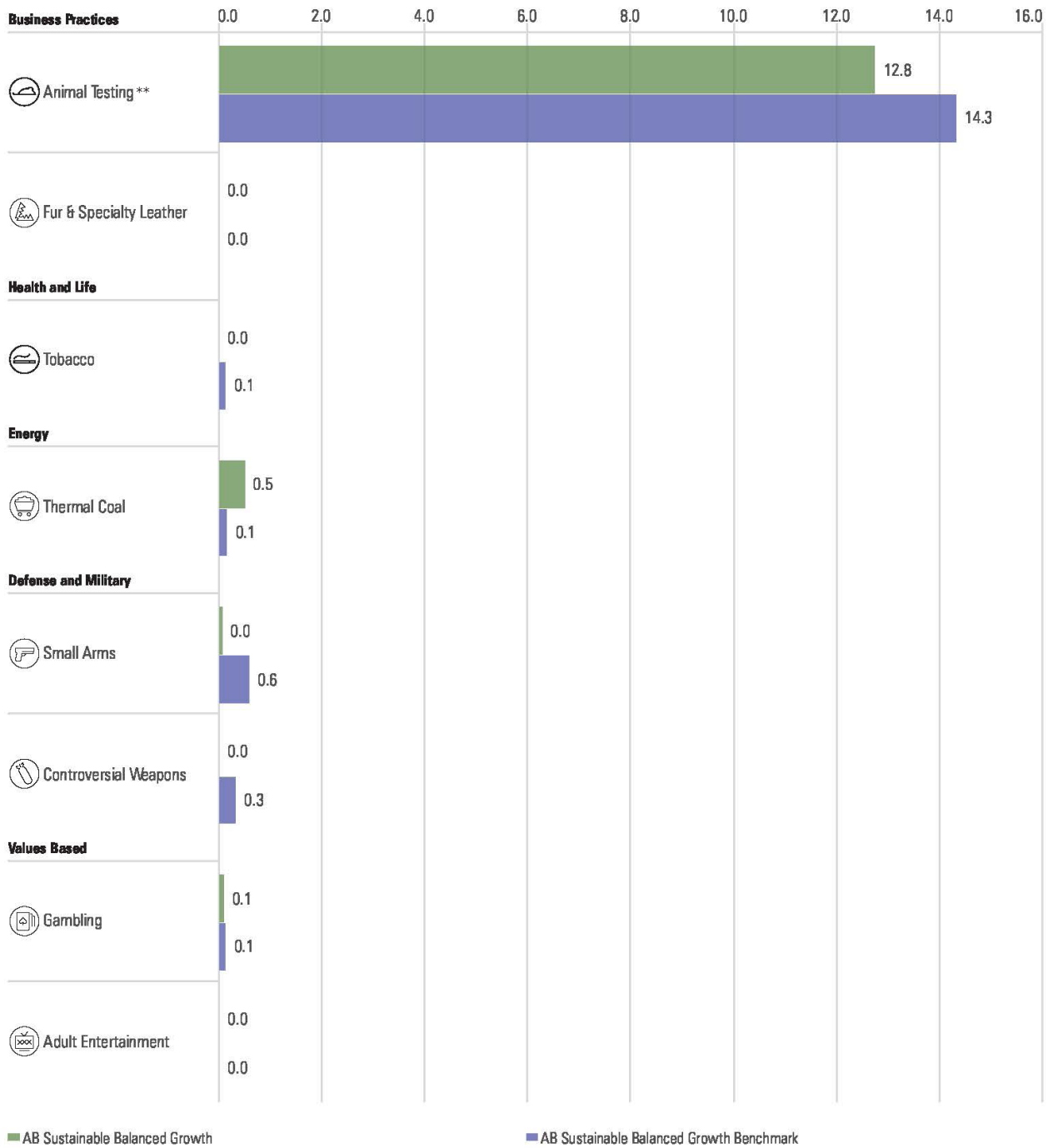
Data as at 31 December 2024.

Sustainable labels under SDR for each holding to be confirmed.

# Harmful Exposure Metrics

## Morningstar Portfolio Product Involvement

Portfolio Date: 31/12/2024



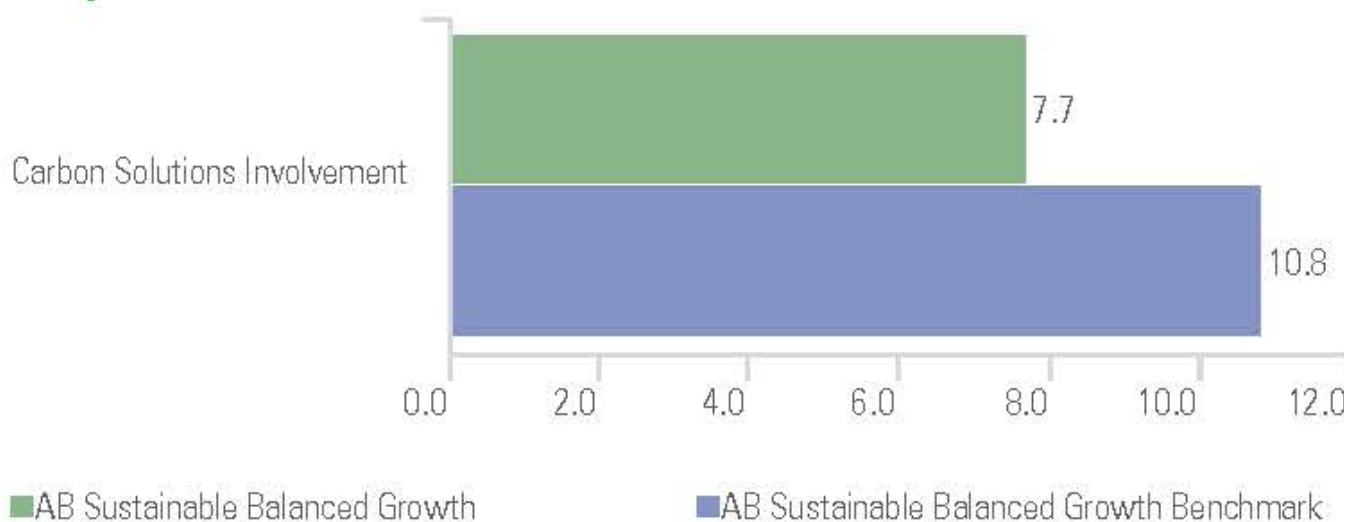
Data as at 31 December 2024.

\*\* Our negative exclusions include animal testing, but we distinguish between testing for cosmetic purposes and testing for medical purposes. We therefore exclude for cosmetic purposes only, and our rationale for this is that research that enables us to find treatments for major life shortening illnesses and for the treatment and care of animals is part of the journey in achieving certain sustainable development goals. These goals, in particular being goal 3, good health and wellbeing, that aims to prevent needless suffering from preventable diseases and premature death, and goal 15, which is about conserving life on land. The portfolio animal testing exposure is therefore subject to further scrutiny and stock specific research to establish the purpose of testing, and that appropriate animal welfare policies are in place, which include work to develop effective future alternative testing methods / procedures that will not require the use of animals at all.

## Morningstar® Portfolio Fossil Fuel Involvement™



## Corporate Carbon Solutions Involvement



Data as at 31 December 2024.

When it comes to evidencing our portfolio exclusion criteria and carbon / fossil fuel exposure, we have used customised Alpha Beta sustainable benchmarks as a comparison. This is for the purpose of measuring / comparing sustainable outcomes only, rather than performance.

Performance comparisons can be found relative to the IA sectors on the portfolio fact sheets. These sustainable benchmarks are composed of static equity / bond allocation. Equity allocation is based on MSCI ACWI weighting using ESG or SRI labelled ETFs. The bond allocation of the benchmark is made of green bond index funds.

# UN Global Compact

## The Ten Principles of the UN Global Compact

Corporate sustainability begins with a value system and a principles-based approach to doing business. This means operating in ways that comply with responsibilities in the areas of human rights, labour, environment and anti-corruption.

### Human Rights:

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: make sure that they are not complicit in human rights abuses.

### Labour:

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and compulsory labour;
- Principle 5: the effective abolition of child labour; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

### Environment:

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

### Anti-Corruption:

- Principle 10: Businesses should work against corruption in all its forms, incl extortion and bribery.

### Principal Adverse Impact (PAI) Metrics

Portfolio Date: 31/12/2024

EU SFDR PAI | CORPORATE

### UNGC Principles/OECD Guidelines Violations Involvement

The percentage of the covered long portfolio holdings invested in corporate securities that are exposed to corporations that have violations of the United Nations Global Compact (UNGC) principles or Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises.

### % of Covered Portfolio Involved

■ Inv ■ Bmk

0.0

0.0

0.0

+/- Benchmark

### Coverage



● Covered 62.6%  
● Not Covered 8.6%  
● Not Eligible 28.9%

Benchmark: AB Sustainable Balanced Growth Benchmark | As of 1/1/2025

# Positive Screening

## United Nations Sustainable Development Goals (UN SDGs)

The UN Sustainable Development Goals (SDGs) were adopted by the United Nations in 2015 as a universal call to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity.

- **GOAL 1:** No Poverty
- **GOAL 2:** Zero Hunger
- **GOAL 3:** Good Health and Well-being
- **GOAL 4:** Quality Education
- **GOAL 5:** Gender Equality
- **GOAL 6:** Clean Water and Sanitation
- **GOAL 7:** Affordable and Clean Energy
- **GOAL 8:** Decent Work and Economic Growth
- **GOAL 9:** Industry, Innovation and Infrastructure
- **GOAL 10:** Reduced Inequality
- **GOAL 11:** Sustainable Cities and Communities
- **GOAL 12:** Responsible Consumption and Production
- **GOAL 13:** Climate Action
- **GOAL 14:** Life Below Water
- **GOAL 15:** Life on Land
- **GOAL 16:** Peace and Justice Strong Institutions
- **GOAL 17:** Partnerships to achieve the Goal



The UNSDGs are used as part of our qualitative research / analysis, and assist us in evidencing sustainable outcomes.

# Thematic Review

## Climate Change

Climate change refers to long-term shifts in temperatures and weather patterns. Rising temperatures are fuelling environmental degradation, natural disasters, weather extremes, food and water insecurity, economic disruption, and conflict. Sea levels are rising, the Arctic is melting, coral reefs are dying, oceans are acidifying, and forests are burning. The Paris Agreement recognised the key role of finance in tackling Climate Change (Article 2.1c – make finance flows consistent with a pathway towards low greenhouse gas emissions and climate-resilient development).

### Relevant UNSDG: 7, 9, 13, 15.

#### Stock Solution / Outcome Examples:

The EdenTree Responsible & Sustainable Sterling Bond holds a Green Gilt within its top holdings. As set out in the government's Green Financing Framework, the money raised by the Green Gilt will be used to finance expenditures in clean transportation, energy efficiency, renewable energy, pollution prevention and control, living and natural resources, and climate change adaptation.

The Pictet Clean Energy Transition fund strategy supports the structural change towards a sustainable and low-carbon economy. The fund invests in Trane Technologies, who create energy efficient indoor environments for commercial and residential applications. Trane Technologies invents solutions for decarbonizing homes, buildings and the cold chain with clean, energy-efficient solutions. Trane Technologies is dedicated to transforming the company and the industry to combat climate change. They take action to achieve science-based targets, reduce environmental impacts, and uplift stakeholders through collaborative partnerships. Their activities are guided by the latest climate change science. With sustainability at their core, they make continual adjustments to improve energy efficiency in operations, reduce GHG emissions, limit water use, and generate less waste.

The Janus Henderson Global Sustainable Equity Fund focuses on companies that have a positive impact on the environment and society and has a low-carbon investment approach. One of the fund's largest holdings is Schneider Electric, who specialises in digital automation and energy management across homes, buildings, data centres, infrastructure and industries. Schneider Electric combines energy technologies, real-time automation, software, and services and one of their main objectives as a company is to provide systems and products to help people use electricity safely, efficiently and in ways that conserve energy and other natural resources. Schneider Electric engages their supply chain through their Zero Carbon Project, and help 1,000 suppliers deliver on their sustainable goal to reduce CO2 emissions by half by 2025. They achieve this through a dedicated decarbonisation programme that offers training, expert support, tools, and solutions, giving their partners everything they need to reach sustainability goals.

## Rapid Urbanisation and Sustainable Cities

According to the World Bank, currently 56% of the world's population (4.4 billion inhabitants) live in cities. Urbanisation is expected to continue, with the urban population more than doubling its current size by 2050, at which point nearly 7 of 10 people will live in cities.

**Relevant UNSDG: 6, 7, 8, 9, 11.**

### Stock Solution / Outcomes Examples:

Stewart Investors Asia Pacific Sustainability fund invests in Tube Investments who benefit from rapid urbanisation and a growing focus / need for healthy lifestyles, by being part of the bicycle industry and emerging electric vehicle business, contributing and benefiting from India's increasing focus on sustainable transport.

The Janus Henderson Global Sustainable Equity Fund invests in Wabtec, who are a leading global provider of equipment, systems, and digital solutions. Their technologies and innovation are accelerating the future of transportation. One achievement is that in 2022, their Transit Green Friction product line reduced fine particulate matter (PM) emissions during metropolitan rail station braking by up to 90%. Wabtec's transit solutions are critical to the success of the rail industry's sustainable journey.

Wabtec Bus Solutions have also created passenger access ramps which set the industry standard for secure access, ease of use and reliability. Their reliable ramps provide appropriate access for passengers using wheelchairs and walkers, and those with pushchairs. Each day, bus agencies and transportation providers are tested to serve increasing numbers of passengers with safe and accessible transportation. The mission to provide on-time schedules, depends on the integrity and reliability of every component part and system.

The CT Responsible UK Equity invests in Ferguson, who provide both solutions and products in infrastructure, plumbing, heating, ventilation, air conditioning, fabrication and more. One focus of Ferguson is home energy management, an essential feature of sustainable living. With the increasing need for sustainable living, eco-efficient homes are a necessity. Due to innovative technologies and designs, there is a significant shift toward energy-efficient homes, which offer many benefits to both residents and the environment. One innovation is in Indoor Air Quality (IAQ) improvements, where energy-efficient homes incorporate advanced technologies to improve indoor air quality. These systems manage airflow and filter out pollutants, ensuring both energy efficiency and a healthy living environment.



## **Biodiversity, Resource Scarcity, and Nutrition**

Humans depend upon ecosystem products and services (such as fresh water, food and fuel sources). Biodiversity loss can have significant impacts when ecosystems can no longer meet basic human needs. Indirectly, changes in ecosystem services affect livelihoods, income, local migration and, on occasion, may even cause or exacerbate political conflict. The biological diversity of microorganisms, flora and fauna provides extensive benefits for biological, health, and pharmacological sciences. Significant medical and pharmacological discoveries are made through greater understanding of the earth's biodiversity. Loss in biodiversity may limit discovery of potential treatments for many diseases and health problems.

**Relevant UNSDG: 2, 3, 6, 7, 12, 14, 15.**

### **Stock Solution / Outcomes Examples:**

Stewart Investors Worldwide Sustainability Fund invests in Natura, which protects forests by sourcing natural ingredients from 30 Amazonian smallholder communities, protecting 1.8m hectares of forest.

The Pictet Nutrition fund's strategy is to invest in companies that are developing solutions to help secure the world's future food supply. These solutions include innovations to improve productivity in farming, increase efficiency in food transportation and processing, and maximise the nutritional content of the food we eat.

The BNY Mellon Sustainable Global Dynamic Bond Fund invests in the Asian Development Bank (ADB). ADB is assigned to achieving a prosperous, inclusive, resilient, and sustainable Asia and Pacific, while continuing to work on eradicating extreme poverty. ADB assists research that increases agricultural productivity, incomes, and livelihoods. This includes research regarding reducing yield gaps, increasing crop yield potential and ways to reduce crop losses during harvest, storage, or processing. ADB also works with international agricultural research groups on topics such as stress tolerant varieties and better crop management.

The Vanguard ESG Emerging Markets All Cap Equity Index Fund invests in the Industrial & Commercial Bank of China who are an active advocate and practitioner of green finance standards and responsible investment principles. As at the end of December 2022, the Bank recorded 3,978,458 million ¥ of green loans for green industries such as energy conservation and environmental protection, clean production, clean energy, ecological conservation, green infrastructure upgrading and green services in accordance with the China Banking and Insurance Regulatory Commission (CBIRC) standard.

## Water

Water covers 70% of our planet, however, freshwater, (what we drink, wash in, and irrigate our fields with) is very rare. According to the WWF, only 3% of the world's water is fresh water, and two-thirds of that is tucked away in frozen glaciers or unavailable for use. Consequently, around 1.1 billion people globally do not have access to water, and a total of 2.7 billion experience water scarcity for at least one month of the year (WWF). Additionally 2.4 billion people suffer with inadequate sanitation, thus exposing them to diseases, such as cholera and typhoid fever, and other water-borne illnesses. Tragically, two million people, mostly children, die each year from diarrheal diseases alone.

**Relevant UNSDG: 6, 9, 11, 14, 15.**

### **Stock Solution / Outcomes Examples:**

The Pictet Water Fund invests predominately in sustainable water and waste companies. One of the fund's largest holdings is Xylem, a global water technology provider helping to solve the world's toughest water challenges across utility, industrial, commercial, and residential markets worldwide. Across the water cycle, their innovative solutions use less energy, reduce operating expenses, and support sustainability efforts. Through collaboration their goal is to ensure water is accessible, affordable, and safe for all.

The Stewart Investors Asia Pacific Sustainability invests in Marico who are a Consumer health, beauty and wellness products company. Marico has a long record of encouraging agroforestry, intercropping and other sustainable farming practices. Marico has constructed 246 farm water ponds (in 2022) with a capacity of 0.47 Gigalitres and more than three times Marico's operational consumption. A total capacity of 2.63 Gigalitres has been created since the beginning of the programme. Additional capacity is focused on water-scarce areas and helping farmers through interventions like desilting dams and building water ponds. 100% of farmers have noted an increase in the groundwater table as a result of water conservation measures.

The Rathbone Ethical Bond fund invests in Severn Trent, who have launched #GetRiverPositive, which is their plans to improve the quality of rivers in their region by 2030. This includes bringing wildlife back to the wetlands and putting a stop to river pollution.

## Health & Well-being

Health and Well-being are a complex combination of a person's physical, mental, emotional and social health factors. Higher levels of well-being are associated with decreased risk of disease, illness, and injury; better immune functioning; speedier recovery; and increased longevity. Individuals with high levels of well-being are more productive at work and are more likely to contribute to their communities. Global Health Initiatives have contributed to enormous progress in protecting lives and improving the health of people globally, including significant progress against individual diseases like polio, malaria, tuberculosis and HIV, and increasing coverage of specific interventions like vaccines.

**Relevant UNSDG: 1, 2, 3, 4, 8, 10.**

### **Stock Solution / Outcomes Examples:**

The Liontrust Sustainable Future Global Growth fund invests in Intuitive Surgical who develop, manufacture, and market robotic products that are designed to improve clinical outcomes of patients through minimally invasive surgery. As one of the pioneers of robotic-assisted surgery, their da Vinci surgical system is used today by surgeons to deliver a less invasive approach to many types of surgery. They work with physicians and hospitals around the world, to help solve difficult barriers in healthcare.

Brown Advisory US Sustainable Growth Fund invests in United Health Group who are committed to building a simple, more consumer oriented health system to help ensure everyone has access to high quality, affordable health care. Through their foundations and businesses, they combine knowledge, and experience to improve health quality and outcomes in the communities where they live and work.

Another holding is Danaher, global science and technology innovators who transform the fields of diagnostics, life sciences, and environmental and applied solutions by, improving patient health through powerful tools that increase diagnostic confidence and advancing scientific research to illuminate the causes of disease and pave the way to new, life-saving treatments.



## Growing & Aging Population

According to the World Health Organisation, by 2050, the world's population of people aged 60 years and older will double to 2.1 billion. The number of persons aged 80 years or older is expected to triple between 2020 and 2050 to reach 426 million. Societal aging can impact on economic growth, work patterns and retirement, family functioning, governments and communities ability to provide sufficient resources for older adults, and the prevalence of chronic disease and disability.

**Relevant UNSDG: 1, 3, 10.**

### Stock Solution / Outcomes Examples:

Brown Advisory US Sustainable Growth Fund invests in United Health Group who have created a HouseCalls program that is designed to support older adults in their homes by assessing and addressing their medical, social and behavioural needs in a wellness visit with a nurse practitioner.

The CT Responsible UK Equity fund invests in AstraZeneca, a global, innovation-driven biopharmaceutical business that focuses on the finding, development and commercialisation of prescription medicines. Their work is predominantly for the treatment of cardiovascular, metabolic, respiratory, inflammation, autoimmune, oncology, infection and neuroscience diseases. AstraZeneca operates in over 100 countries and its innovative medicines are used by millions of patients worldwide.

The Vanguard ESG Emerging Markets All Cap Equity Index Fund invests in the China Construction Bank Corporation, who practice finance activities in a people-centred manner. The bank fosters key areas of national economy and people's livelihood, including rural revitalisation, green development, and elderly care and healthcare.



## Circular Economy

The circular economy is a model of production and consumption, which consists of sharing, leasing, reusing, repairing, refurbishing and recycling existing materials and products for as long as possible. With this model, the life cycle of products is extended and thus it tackles climate change and other global challenges like biodiversity loss, waste, and pollution, by decoupling economic activity from the consumption of finite resources.

**Relevant UNSDG: 9, 11, 12, 13, 14, 15.**

### Stock Solution / Outcomes Examples:

The Liontrust Sustainable Future Global Growth Fund has within its top holdings Agilent Technologies, who are a global leader in the life sciences, diagnostics, and applied chemical markets. They deliver insight and innovation that advances quality of life. Agilent's full range of solutions includes instruments, software, services, and expertise. In alignment to the transition to a circular economy, Agilent offers the most comprehensive trade-in and buy-back program for instrument recycling and refurbishing. Agilent Certified Pre-Owned Instruments deliver unmatched quality, and support green initiatives by giving renewed life to existing equipment. Every instrument is refurbished at an Agilent factory by Agilent engineers and certified to the same original specifications as new instruments.

The Stewart Investors Asia Pacific Sustainability invests in Supor who are China's leading manufacturer of cookware and small domestic appliances. Supor participated in SEB's Circular Revolution programme by recycling over 270,000 pressure cookers in 2021 from customer trade-ins. As part of its Zero Plastic Packaging programme, in 2021 70% of new products developed did not use plastics packaging.

CT Responsible UK Equity Fund invests in Smurfit Kappa, who as one of the largest paper-based packaging companies in the world, is providing a sustainable alternative to plastics. Using 75% recycled raw materials, and then producing recyclable products, it contributes to a circular economy.



## Social & Climate Justice

Oxfam's Extreme Carbon Inequality Report (2015) outlined that the wealthiest 10% of the global population are responsible for approximately 51% of greenhouse gas emissions, where as the poorest and most threatened by extreme weather events and other impacts of climate change are only responsible for 10% of emissions.

**Relevant UNSDG: 1, 7, 8, 9, 10, 13.**

### Stock Solution / Outcomes Examples:

Stewart Investors have invested in micro-insurance, who provide inclusive protection to reduce poverty in emerging markets. Micro-insurance programmes protect vulnerable populations from climatic shock and stimulates investment in more resilient livelihoods.

The BNY Mellon Sustainable Global Dynamic Bond Fund invests in the Asian Development Bank (ADB). Countries impacted by climate change must effectively mitigate the effects of climate-related disasters on agriculture. ADB builds climate change resilience and adaptation into its agriculture projects.

The Rathbone Ethical Bond fund invests in The Nature Conservancy (TNC) which has grown to become an effective and wide-reaching environmental organisation globally. With diverse staff and over 400 scientists, they impact conservation in 79 countries and territories. Part of their work includes supporting the ambitions and rights of communities and Indigenous Peoples and the contributions their voices, choices and actions make to conserving the diversity of life on Earth.



## Social Equality

Social equality means every individual or group of people is given the same resources or opportunities. Different kinds of inequalities exist in society with the three main dimensions of equality being, political, social and economic. Social equality is very important as research consistently shows that in more unequal societies, life expectancy is much shorter.

**Relevant UNSDG: 1, 4, 5, 8, 16.**

### Stock Solution / Outcomes Examples:

The Climate Assets Balanced Fund has five positive investment themes, Clean Energy, Food, Health, Resource Efficiency & Water. Within the fund's top holdings in Medtronic, a health technology company that aims to tackle the critical inequality of more than half the world's population lacking access to essential healthcare. By combining the power of healthcare technology with strong partnerships, Medtronic aims to achieve social health equity. The deadliest diseases disproportionately impact marginalised populations, but healthcare technology can be a significant equaliser. Medtronic adapts their approach to meet the specific health needs of individual communities and by partnering with health systems, governments, businesses, NGOs, and others, they identify gaps in care to build customised and effective programs.

Brown Advisory US Sustainable Growth fund invests in ServiceNow, a software company who aim to commit the power of their employees and their platform to create equitable opportunity. To achieve this they have Launched RiseUp for ServiceNow, a mission to skill 1 million people on the ServiceNow Platform by 2024, for equitable careers for all and caused meaningful increases of underrepresented groups to participate in their early-in-career and manager development programs.

The Rathbone Ethical Bond fund invests in the Thera Trust whose Equal Futures scheme promotes social inclusion for people with a learning disability in Scotland. Another part of the Thera Trust is, Unity Works, who have a vision for an inclusive world where people with a learning disability who want to work, can work. They create employment and training opportunities and showcase the talents of people with a learning disability to employers.

## Diversity & Inclusion

Diversity distinguishes that, though people have things in common with each other, they are also different in many ways, such as differences in race, ethnicity, gender, age and more. Inclusion is where those differences are seen as a benefit, and where perspectives, experiences and differences are shared, leading to enhanced outcomes.

**Relevant UNSDG: 1, 2, 3, 4, 5, 8, 10, 16.**

### Stock Solution / Outcomes Examples:

The Janus Henderson Global Sustainable Equity Fund invests in Microsoft, who strive to harness the power of diversity. In their Global Diversity & Inclusion Report 2023, Microsoft report that they have continued to make representation progress and strengthen their culture of inclusion. The representation of women and most racial and ethnic minority groups has increased at all levels over the past five years. They also maintained or grew representation at Director and People Manager levels for women and US racial and ethnic minority groups year over year.

CT Responsible UK Equity Fund's strategy has both executive pay and board diversity fully integrated into the voting policy. They vote against management where companies fail to meet their standards, and regularly engage to achieve improvements in practice.

The Royal London Ethical Bond fund invests in the Co-operative, whose values and principles are at the heart of their approach to addressing the challenges that Co-op and society as a whole face today, underpinned by a commitment to delivering a diverse and inclusive culture throughout everything that they do. This commitment to Diversity and Inclusion continues to be one of the key drivers in achieving their vision of 'Co-operating for a Fairer World'. The progress over the last few years has meant they have been able to embed diversity and inclusion into how they operate, resulting in a deeper understanding of inclusive practices. In 2022, they developed a new D&I Strategy focusing on colleague diversity & culture, brand & members, products & services, suppliers and community.





# Engagement

## Fund Manager Meetings / Presentations held during the Quarter:

Robeco Smart Materials Fund	15/10/2024
WHEB Sustainability Impact Fund	22/10/2024
Royal London Sustainable Leaders Fund	31/10/2024
Royal London Ethical Equity Fund	31/10/2024

## Key Points:

- Robeco distinguishes between three types of engagement. The first is, Value Engagement, where the focus is on long-term issues that are financially material. These can affect companies' ability to create value and / or are causing adverse sustainability impacts. Secondly, there is SDG Engagement, where the focus is to drive a clear and measurable improvement in a company's SDG contribution over three to five years of engagement. Thirdly, there is Enhanced Engagement, where the focus is on companies that severely breach minimum standards which Robeco has set out in terms of corporate behaviour. Such as the United Nations Global Compact and the OECD Guidelines for Multinational Enterprises, but also with regards to climate and biodiversity.
- Royal London Asset Management uses a combination of close engagement and shareholder voting rights to encourage good management decisions in the companies it invests in. Environmental, social and governance (ESG) themes form the focus of these activities.
- WHEB's view on engagement and stewardship is that with an average holding period of 4-7 years for their investments (which is longer than investment industry averages) they logically act as owners of investee companies, rather than short-term traders. With this in mind, engagement activity with portfolio companies is mostly proactive and based on strategic objectives. Engagement is often carried out over several years and where necessary, involves the use of escalation tactics or collaboration with other investors to achieve the desired results.

## Key Engagement undertaken by Fund Managers

Robeco's engagement program is based on SMART objectives that are set for each theme at the beginning of the engagement period. Each time they are in contact with a company, they discuss the progress towards these SMART objectives.

One engagement example of this work is Robecco's engagement with Thermo Fisher Scientific Inc, on issues such as diversity and inclusion, talent management, diversity in leadership and workforce, pay equity and promoting an inclusive culture.

Royal London Asset Managers have engaged with Amazon, BP, Compass, Scottish & Southern Energy, Shell and Tesla on a number of key issues. For example they have, as a signatory of the Net Zero Asset Managers initiative, looked to influence companies to adopt emissions reduction targets and climate transition plans that support the goal of net zero greenhouse gas emissions by 2050 or earlier. Royal London Asset Management has developed a Climate Transition Assessment, which uses 12 indicators to help assess companies' climate transition plans, and BP's (the energy business) decarbonisation process is expected to be influenced through this work.

WHEB have engaged with a number of companies across a diverse range of sustainability issues. Two key examples of engagement are WHEB's engagement with Infineon Technologies regarding setting more ambitious gender diversity targets, and with Daikin over its production of white phosphorus weapons.



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