




LEA 02	Discretionary	Gateway	Principles PRI 1, 2, 3
Type of engagement Individual/ internal staff engagements		Reason for interaction <input checked="" type="checkbox"/> To support investment decisionmaking (e.g. company research) <input checked="" type="checkbox"/> To influence corporate practice or identify the need to divest <input checked="" type="checkbox"/> To engage through ESG issues <input type="checkbox"/> Other: specify _____ <input type="checkbox"/> We do not engage via internal staff <input type="checkbox"/> To support investment decisionmaking (e.g. company research) <input type="checkbox"/> To influence corporate practice or identify the need to divest <input type="checkbox"/> Other: specify _____	
Type of engagement Collaborative engagements			
Type of engagement Service provider engagements			

RI TRANSPARENCY REPORT

2020

British Columbia Public Service Pension Board of Trustees

About this report

The PRI Reporting Framework is a key step in the journey towards building a common language and industry standard for reporting responsible investment (RI) activities. This RI Transparency Report is one of the key outputs of this Framework. Its primary objective is to enable signatory transparency on RI activities and facilitate dialogue between investors and their clients, beneficiaries and other stakeholders. A copy of this report will be publicly disclosed for all reporting signatories on the [PRI website](#), ensuring accountability of the PRI Initiative and its signatories.

This report is an export of the individual Signatory organisation's response to the PRI during the reporting period specified above. It includes their responses to mandatory indicators, as well as responses to voluntary indicators the signatory has agreed to make public. The information is presented exactly as it was reported. Where an indicator offers a response option that is multiple-choice, all options that were available to the signatory to select are presented in this report. Presenting the information exactly as reported is a result of signatory feedback which suggested the PRI not summarise the information.

PRI disclaimer

This document presents information reported directly by signatories. This information has not been audited by the PRI Secretariat or any other party acting on their behalf. While this information is believed to be reliable, no representations or warranties are made as to the accuracy of the information presented, and no responsibility or liability can be accepted for any error or omission.

Usage restrictions

Public Transparency Reports are the intellectual property of PRI. Under no circumstances, can this report or any of its contents be sold to third parties.

OO 01	Mandatory	Gateway/Peering	General
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OO 01.1 Select the type that best describes your organisation or the services you provide.

- Non-corporate pension or superannuation or retirement or provident fund or plan
- Corporate pension or superannuation or retirement or provident fund or plan
- Insurance company
- Foundation
- Endowment
- Development finance institution
- Reserve - sovereign or government controlled fund
- Family office
- Other, specify

OO 01.3 Additional information. [Optional]

The Plan is a jointly trustee defined benefit pension plan continued under a Joint Trust Agreement (Agreement) authorized by the Public Sector Pension Plans Act. The partners to the Agreement are the Provincial Government and the British Columbia Government and Service Employees' Union (Partners). The Agreement describes the composition, appointment, powers, functions and duties of the Public Service Pension Board of Trustees (Board) and provides the authority for the Board to make the pension plan rules. We will refer to "the Board" in our reporting to represent the Public Service Pension Board of Trustees.

Membership in the Plan is open to eligible employees of the Province of British Columbia and certain crown corporations, agencies, institutions, and other employers approved by the Board, and eligible Members of the Legislative Assembly.

Roles and responsibilities

Partners

The Partners and other organizations representing the plan members and employers are responsible for appointing the 14 trustees to the Board.

Board

The Board is responsible for the management of the Plan, including investment of assets and administration of the Plan. The Board may amend the pension plan rules as long as changes can be funded by the Plan's surpluses or are cost-neutral to the Plan. Unless required to ensure compliance with regulatory enactments applicable to the Plan, only the Partners can initiate pension plan rule changes that result in contribution rate increases. The Agreement allows the Board to either appoint a chair from among the 14 trustees or appoint a person not appointed by the Partners. The vice-chair is appointed by the other trustees, from among the 14 trustees.

British Columbia Pension Corporation (Pension Corporation)

Pension Corporation provides benefit administration services as an agent of the Board. The Board appoints two members to the eight-member board of directors of Pension Corporation.

British Columbia Investment Management Corporation (BCI)

BCI provides investment management services, including the valuation of investments, as an agent of the Board. The Board appoints one member to the seven-member board of directors of BCI.

OO 02	Mandatory	Peering	General
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OO 02.1 Select the location of your organisation's headquarters.

Canada

OO 02.2 Indicate the number of countries in which you have offices (including your headquarters).

- 1
- 2-5
- 6-10
- >10

OO 02.3 Indicate the approximate number of staff in your organisation in full-time equivalents (FTE).

3

OO 03	Mandatory	Descriptive	General
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OO 03.1 Indicate whether you have subsidiaries within your organisation that are also PRI signatories in their own right.

- Yes
- No

OO 04	Mandatory	Gateway/Peering	General
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OO 04.1 Indicate the year end date for your reporting year.

31/12/2019

OO 04.2 Indicate your total AUM at the end of your reporting year.

Total AUM
 34,834,160,903 CAD
 26196872674 USD

OO 04.5 Additional information. [Optional]

Net assets are reported as at December 31, 2019. All assets are unaudited. Audited 2019 values will not be available within this PRI reporting period, however, our investment agent BCI is confident that the percentage ranges reported for this period will not be significantly affected.

OO 05 Mandatory to Report, Voluntary to Disclose Gateway General

OO 05.1 Provide an approximate percentage breakdown of your AUM at the end of your reporting year using the following asset classes and investment strategies:

	Internally managed (%)	Externally managed (%)
Listed equity	10-50%	0
Fixed income	10-50%	0
Private equity	10-50%	0
Property	10-50%	0
Infrastructure	<10%	0
Commodities	0	0
Hedge funds	0	0
Fund of hedge funds	0	0
Forestry	<10%	0
Farmland	<10%	0
Inclusive finance	0	0
Cash	0	0
Money market instruments	<10%	0
Other (1), specify	0	0
Other (2), specify	0	0

OO 06 Mandatory Descriptive General

OO 06.1 Select how you would like to disclose your asset class mix.

as percentage breakdown

as broad ranges

OO 06.5 Indicate whether your organisation uses fiduciary managers.

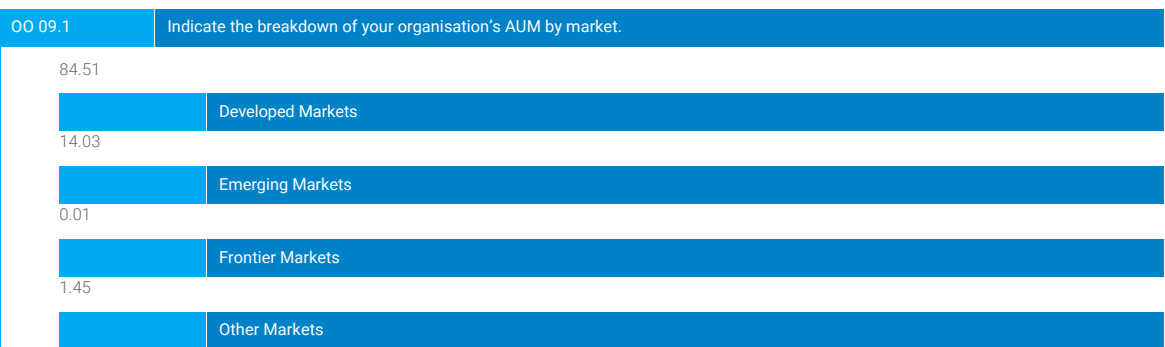
Yes, we use a fiduciary manager and our response to OO 5.1 is reflective of their management of our assets.

No, we do not use fiduciary managers.

OO 07 Mandatory to Report, Voluntary to Disclose Gateway General

Private

OO 09 Mandatory Peering General



OO 09.2 Additional information. [Optional]

The Board recognizes that strong corporate governance and responsible corporate behaviour pertaining to environmental and social factors will generally contribute to better long-term financial performance of a company. This belief and the PSPP approach to responsible investment are set out in section 11 and Appendix C: Section 13 of our *Statement of Investment Policies and Procedures* ("SIPP"). These sections may be found at the following URL:

BCI is our sole investment manager and is also a signatory to the PRI as an investment manager.

OO 10	Mandatory	Gateway	General
OO 10.1	Select the active ownership activities your organisation implemented in the reporting year.		
	Listed equity – engagement		
	<input checked="" type="checkbox"/> We engage with companies on ESG factors via our staff, collaborations or service providers. <input type="checkbox"/> We do not engage directly and do not require external managers to engage with companies on ESG factors.		
	Listed equity – voting		
	<input checked="" type="checkbox"/> We cast our (proxy) votes directly or via dedicated voting providers <input type="checkbox"/> We do not cast our (proxy) votes directly and do not require external managers to vote on our behalf		
	Fixed income SSA – engagement		
	<input checked="" type="checkbox"/> We engage with SSA bond issuers on ESG factors via our staff, collaborations or service providers. <input type="checkbox"/> We do not engage directly and do not require external managers to engage with SSA bond issuers on ESG factors. Please explain why you do not.		
	Fixed income Corporate (financial) – engagement		
	<input checked="" type="checkbox"/> We engage with companies on ESG factors via our staff, collaborations or service providers. <input type="checkbox"/> We do not engage directly and do not require external managers to engage with companies on ESG factors. Please explain why you do not.		
	Fixed income Corporate (non-financial) – engagement		
	<input checked="" type="checkbox"/> We engage with companies on ESG factors via our staff, collaborations or service providers. <input type="checkbox"/> We do not engage directly and do not require external managers to engage with companies on ESG factors. Please explain why you do not.		

OO 11	Mandatory	Gateway	General
OO 11.1	Select the internally managed asset classes in which you addressed ESG incorporation into your investment decisions and/or your active ownership practices (during the reporting year).		
	Listed equity		
	<input checked="" type="checkbox"/> We address ESG incorporation. <input type="checkbox"/> We do not do ESG incorporation.		
	Fixed income - SSA		
	<input checked="" type="checkbox"/> We address ESG incorporation. <input type="checkbox"/> We do not do ESG incorporation.		
	Fixed income - corporate (financial)		
	<input checked="" type="checkbox"/> We address ESG incorporation. <input type="checkbox"/> We do not do ESG incorporation.		
	Fixed income - corporate (non-financial)		
	<input checked="" type="checkbox"/> We address ESG incorporation. <input type="checkbox"/> We do not do ESG incorporation.		
	Private equity		
	<input checked="" type="checkbox"/> We address ESG incorporation. <input type="checkbox"/> We do not do ESG incorporation.		
	Property		
	<input checked="" type="checkbox"/> We address ESG incorporation. <input type="checkbox"/> We do not do ESG incorporation.		
	Infrastructure		
	<input checked="" type="checkbox"/> We address ESG incorporation. <input type="checkbox"/> We do not do ESG incorporation.		
	Forestry		
	<input checked="" type="checkbox"/> We address ESG incorporation. <input type="checkbox"/> We do not do ESG incorporation.		

Farmland
<input checked="" type="checkbox"/> We address ESG incorporation. <input type="checkbox"/> We do not do ESG incorporation.
Money market instruments
<input checked="" type="checkbox"/> We address ESG incorporation. <input type="checkbox"/> We do not do ESG incorporation.

OO 12	Mandatory	Gateway	General
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OO 12.1 Below are all applicable modules or sections you may report on. Those which are mandatory to report (asset classes representing 10% or more of your AUM) are already ticked and read-only. Those which are voluntary to report on can be opted into by ticking the box.

Core modules
<input checked="" type="checkbox"/> Organisational Overview <input checked="" type="checkbox"/> Strategy and Governance
RI implementation directly or via service providers
Direct - Listed Equity incorporation
<input checked="" type="checkbox"/> Listed Equity incorporation
Direct - Listed Equity active ownership
<input checked="" type="checkbox"/> Engagements <input checked="" type="checkbox"/> (Proxy) voting
Direct - Fixed Income
<input checked="" type="checkbox"/> Fixed income - SSA <input checked="" type="checkbox"/> Fixed income - Corporate (financial) <input checked="" type="checkbox"/> Fixed income - Corporate (non-financial)
Direct - Other asset classes with dedicated modules
<input checked="" type="checkbox"/> Private Equity <input checked="" type="checkbox"/> Property <input checked="" type="checkbox"/> Infrastructure
Closing module
<input checked="" type="checkbox"/> Closing module

OO LE 01	Mandatory to Report, Voluntary to Disclose	Gateway	General
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Private

OO FI 01	Mandatory to Report, Voluntary to Disclose	Gateway	General
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Private

OO FI 03	Mandatory	Descriptive	General
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OO FI 03.1 Indicate the approximate (+/- 5%) breakdown of your SSA investments, by developed markets and emerging markets.



OO FI 03.2 Indicate the approximate (+/- 5%) breakdown of your corporate and securitised investments by investment grade or high-yield securities.

Type	Investment grade (+/- 5%)	High-yield (+/- 5%)	Total internally managed
Corporate (financial)	<input checked="" type="checkbox"/> >50% <input type="checkbox"/> 10-50% <input type="checkbox"/> <10% <input type="checkbox"/> 0%	<input type="checkbox"/> >50% <input type="checkbox"/> 10-50% <input type="checkbox"/> <10% <input checked="" type="checkbox"/> 0%	100%

OO PE 01	Mandatory	Descriptive	General
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OO PE 01.1 Provide a breakdown of your organisation's internally managed private equity investments by investment strategy.

Investment strategy	Percentage of your internally managed private equity holdings (in terms of AUM)
Venture capital	<input type="radio"/> >50% <input type="radio"/> 10-50% <input checked="" type="radio"/> <10% <input type="radio"/> 0%
Growth capital	<input type="radio"/> >50% <input type="radio"/> 10-50% <input checked="" type="radio"/> <10% <input type="radio"/> 0%
(Leveraged) buy-out	<input checked="" type="radio"/> >50% <input type="radio"/> 10-50% <input type="radio"/> <10% <input type="radio"/> 0%
Distressed/Turnaround/Special Situations	<input type="radio"/> >50% <input checked="" type="radio"/> 10-50% <input type="radio"/> <10% <input type="radio"/> 0%
Secondaries	<input type="radio"/> >50% <input type="radio"/> 10-50% <input type="radio"/> <10% <input checked="" type="radio"/> 0%
Other investment strategy, specify (1)	<input type="radio"/> >50% <input type="radio"/> 10-50% <input type="radio"/> <10% <input checked="" type="radio"/> 0%
Other investment strategy, specify (2)	<input type="radio"/> >50% <input type="radio"/> 10-50% <input type="radio"/> <10% <input checked="" type="radio"/> 0%
Total 100%	

OO PE 01.2 Additional information. [Optional]

Mezzanine is included in the Distressed/Turnaround/Special Situation category.

Our investment agent, BCI, has a role that goes beyond that of a typical fund manager, effectively functioning as the Board's internal investment staff. As an agent of the Board, BCI is responsible for the day-to-day investment management of the fund and therefore manages contract arrangements with external managers on the Board's behalf. The Private Equity ranges shown above therefore reflect the Boards' entire Private Equity portfolio (i.e both internally and externally managed), as BCI is ultimately responsible for the investment and management of the funds in accordance with the *Funds Investment and Management Agreement*, applicable legislation, the *Statement of Investment Policies and Procedures*, and the *Joint Trust Agreement*.

OO PE 02	Mandatory to Report, Voluntary to Disclose	Descriptive	General
Private			
OO PR 01	Mandatory to Report, Voluntary to Disclose	Descriptive	General
Private			
OO PR 02	Mandatory to Report, Voluntary to Disclose	Gateway	General
Private			
OO PR 03	Mandatory to Report, Voluntary to Disclose	Descriptive	General
Private			
OO INF 01	Mandatory to Report, Voluntary to Disclose	Descriptive	General
Private			
OO INF 02	Mandatory to Report, Voluntary to Disclose	Gateway/Peering	General
Private			

OO INF 03	Mandatory to Report, Voluntary to Disclose	Descriptive	General
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Private

OO Checks			Checks
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If there are any messages below, please review them before continuing. If there are no messages below, please save this page and continue.

SG 01.1 Indicate if you have an investment policy that covers your responsible investment approach.

Yes

SG 01.2 Indicate the components/types and coverage of your policy.

Policy components/types	Coverage by AUM
<input checked="" type="checkbox"/> Policy setting out your overall approach	<input type="radio"/> Applicable policies cover all AUM <input checked="" type="radio"/> Applicable policies cover a majority of AUM <input type="radio"/> Applicable policies cover a minority of AUM
<input checked="" type="checkbox"/> Formalised guidelines on environmental factors	
<input checked="" type="checkbox"/> Formalised guidelines on social factors	
<input checked="" type="checkbox"/> Formalised guidelines on corporate governance factors	
<input type="checkbox"/> Fiduciary (or equivalent) duties	
<input checked="" type="checkbox"/> Asset class-specific RI guidelines	
<input type="checkbox"/> Sector specific RI guidelines	
<input checked="" type="checkbox"/> Screening / exclusions policy	
<input type="checkbox"/> Other, specify (1)	
<input type="checkbox"/> Other, specify(2)	

SG 01.3 Indicate if the investment policy covers any of the following

- Your organisation’s definition of ESG and/or responsible investment and it’s relation to investments
- Your investment objectives that take ESG factors/real economy influence into account
- Time horizon of your investment
- Governance structure of organisational ESG responsibilities
- ESG incorporation approaches
- Active ownership approaches
- Reporting
- Climate change
- Understanding and incorporating client / beneficiary sustainability preferences
- Other RI considerations, specify (1)
- Other RI considerations, specify (2)

SG 01.4 Describe your organisation’s investment principles and overall investment strategy, interpretation of fiduciary (or equivalent) duties, and how they consider ESG factors and real economy impact.

In our Board’s *Statement of Investment Policies and Procedures* (SIPP) our Responsible Investing Policy states:

11.3 In keeping with the Board’s fiduciary responsibilities and framework, the Board believes that environmental, social, and corporate governance (“ESG”) issues can affect investment performance to varying degrees across companies, sectors, regions, asset classes and through time. In this regard, the Board supports the UN-led Principles for Responsible Investment, introduced in April 2006 (<http://www.unpri.org/principles/>). By applying these principles, the Board recognizes that effective research, analysis and evaluation of ESG issues is a fundamental part of assessing the value and performance of an investment over the long term.

In Appendix C., Section 13 one of our investment premises states:

13. The Board believes that companies that do a good job of managing environmental, social and governance (ESG) matters have less financial risk and perform better financially over the longer term. ESG factors may affect investment performance over time and to varying degrees across companies, sectors, regions and asset classes. BCI expects companies to be responsible in their operations, adopt good standards of occupational health & safety, and effectively manage stakeholder relationships.

Our investment agent, BCI, has their investment beliefs posted to their website.

SG 01.5 Provide a brief description of the key elements, any variations or exceptions to your investment policy that covers your responsible investment approach. [Optional]

The Board recognizes that strong corporate governance and responsible corporate behaviour pertaining to environmental and social factors will generally contribute to better long-term financial performance of a company. Our investment agent, BCI’s, approach is based on four key activities;

Integrate - Integrating ESG analysis and risk management in all investment processes, from supporting our asset allocation decisions to individual investment decisions with their portfolios

Influence - Through engagement and advocacy including proxy voting and engagement with publicly traded companies, as well as serving as a director on boards of privately-held companies, BCI applies its influence on companies in which they invest, their partners, and other participants in capital markets

Invest - BCI actively seeks opportunities to invest in those ESG themed investments that contribute to improved long-term outcomes and reinforce their investment beliefs

Insight - BCI uses their learnings across all ESG activities, as well as their understanding of emerging trends, to generate insights that help them continuously adapt and improve their strategies, processes, and approaches.

BCI’s ESG Strategy is disclosed in a separate document as well as a synopsis provided in their *Responsible Investing Annual Report*. <https://www.bci.ca/approach/responsible-investing/>

No

SG 01 CC	Mandatory to Report, Voluntary to Disclose	Descriptive	General			
Private						
SG 02	Mandatory	Core Assessed	PRI 6			
SG 02.1	Indicate which of your investment policy documents (if any) are publicly available. Provide a URL and an attachment of the document.					
<input checked="" type="checkbox"/> Policy setting out your overall approach						
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<input checked="" type="checkbox"/> Formalised guidelines on environmental factors						
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<input type="checkbox"/> Attachment (will be made public)						
<input checked="" type="checkbox"/> Formalised guidelines on social factors						
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<input type="checkbox"/> Attachment (will be made public)						
<input type="checkbox"/> Asset class-specific RI guidelines						
<input checked="" type="checkbox"/> Screening / exclusions policy						
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<input checked="" type="checkbox"/> Engagement policy						
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<input type="checkbox"/> Attachment (will be made public)						
<input checked="" type="checkbox"/> (Proxy) voting policy						
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<input checked="" type="checkbox"/> URL https://www.bci.ca/approach/responsible-investing/						
<input type="checkbox"/> Attachment (will be made public)						
<input type="checkbox"/> We do not publicly disclose our investment policy documents						
SG 02.2	Indicate if any of your investment policy components are publicly available. Provide URL and an attachment of the document.					
<input checked="" type="checkbox"/> Your organisation's definition of ESG and/or responsible investment and it's relation to investments						
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- Your investment objectives that take ESG factors/real economy influence into account

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- Time horizon of your investment

URL/Attachment	
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- Governance structure of organisational ESG responsibilities

URL/Attachment	
<input checked="" type="checkbox"/> URL	https://www.bci.ca/approach/responsible-investing/
<input type="checkbox"/> Attachment	

- ESG incorporation approaches

URL/Attachment	
<input checked="" type="checkbox"/> URL	https://www.bci.ca/approach/responsible-investing/
<input type="checkbox"/> Attachment	

- Active ownership approaches

URL/Attachment	
<input checked="" type="checkbox"/> URL	https://www.bci.ca/approach/responsible-investing/
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- Reporting

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- Climate change

URL/Attachment	
<input checked="" type="checkbox"/> URL	https://www.bci.ca/approach/responsible-investing/climate-action-plan/
<input type="checkbox"/> Attachment	

- Understanding and incorporating client / beneficiary sustainability preferences

- We do not publicly disclose any investment policy components

SG 02.3	Additional information [Optional].
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In 2020, the Board expects to approve a Strategic Decision and Risk Management Framework which includes a principle for Responsible Investment.

The Board invests in the best long-term financial interests of the plan beneficiaries. The Board believes that, over the long-term, the best results are founded on sound governance practices and ethical standards, compliance with environmental regulations, progressive labour relations, and protection of human rights.

As stated in the Boards' *Statement of Investment Policies and Procedures (SIPP)*, "The Board has a legal obligation to act in the best financial interest of the beneficiaries of the trust and exercise a high standard of care in protecting the Fund and its assets".

The Board strives to ensure that the Plan and its Funds continue and retain value for current and future members and takes a long-term view in all decisions and considers consequential impacts.

In 2017, our investment agent, BCI, updated its investment beliefs to align with its new business strategy. A PDF of its investment beliefs is publicly available on its website at <https://bci.ca/approach/investment-beliefs>. In 2018, BCI began the process to update its corporate ESG strategy and this update continued throughout 2019.

SG 03	Mandatory	Core Assessed	General
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SG 03.1	Indicate if your organisation has a policy on managing potential conflicts of interest in the investment process.
<input checked="" type="checkbox"/> Yes	
SG 03.2	Describe your policy on managing potential conflicts of interest in the investment process.
<p>Conflicts of interest in the investments of the Board are not likely to occur because the Board does not decide individual investments and individual Board members do not have the authority to direct BCI. The Board's <i>Statement of Investment Policies and Procedures</i> addresses governance and the role of BCI in section 3 and Conflicts of Interest in section 12 of Appendix C. The Board's <i>Code of Conduct</i> includes conflict of interest rules that prohibit a trustee from using information or authority for the trustee's personal benefit or private interests.</p> <p>Due to word limitation, our complete <i>Code of Conduct</i>, conflict of interest rules are located online at the following URL:</p> <p>https://pspp.pensionsbc.ca/documents/824580/824622/pspp-code-of-conduct-policy.pdf/c2c8bc87-1594-4c50-bae6-6e5599feaf5d</p> <p>Our investment agent, BCI, is responsible for ensuring client funds are managed in accordance with the investment policy. All BCI employees are bound by their <i>Corporate Code of Ethics and Professional Conduct</i> (includes a commitment to responsible investment as one of the principles) and must certify compliance annually. BCI is required to meet or exceed the investment industry standards established by the CFA Institute. BCI also has a <i>Code of Conduct for Directors</i>; and BCI board members do not have any authority, individually or as a board, to direct investments.</p>	
<input type="checkbox"/> No	

SG 04	Voluntary	Descriptive	General
Private			

SG 05	Mandatory	Gateway/Core Assessed	General
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SG 05.1	Indicate if and how frequently your organisation sets and reviews objectives for its responsible investment activities.
<input type="checkbox"/> Quarterly or more frequently <input type="checkbox"/> Biannually <input checked="" type="checkbox"/> Annually <input type="checkbox"/> Less frequently than annually <input type="checkbox"/> Ad-hoc basis <input type="checkbox"/> It is not set/reviewed	

SG 05.2	Additional information. [Optional]
<p>The Board will use the PRI Responsible Investment Assessment Tool as a first step to expanding on the Responsible Investment beliefs and objectives in the <i>Statement of Investment Policies and Procedures</i> (SIPP).</p> <p>The Board reviews the BCI <i>PRI Assessment Report</i>. We endorse our investment agent's approach of integrating RI/ESG issues into all investment decision-making processes in all asset classes. We also endorse our investment agent, BCI's, specific approaches and objectives, e.g. to vote all proxies for equity holdings.</p> <p>All trustees and key Board staff are enrolled in two PRI Academy courses, for completion by December 2020:</p> <ul style="list-style-type: none"> Responsible Investment for Trustees Getting Started in Responsible Investment (Basic) <p>Our investment agent, BCI's, Corporate ESG Strategy identifies five ESG influence priorities that are updated on a regular basis by repeating the materiality review process. BCI's current priorities are: Climate Change, Water Management, Data Security & Privacy, Human Capital Management, and Diversity & Inclusion.</p> <p>Each year, their Executive Management Team and Board of Directors are briefed on the results of the BCI PRI Assessment Survey. BCI conducts a detailed gap analysis of their results, and if significant gaps exist, decisions are then contemplated to address said gaps.</p>	

SG 06	Voluntary	Descriptive	General
Private			

SG 07	Mandatory	Core Assessed	General
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SG 07.1	Indicate the internal and/or external roles used by your organisation, and indicate for each whether they have oversight and/or implementation responsibilities for responsible investment.					
<table border="1"> <thead> <tr> <th>Roles</th> </tr> </thead> <tbody> <tr> <td> <input checked="" type="checkbox"/> Board members or trustees <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Oversight/accountability for responsible investment <input type="checkbox"/> Implementation of responsible investment <input type="checkbox"/> No oversight/accountability or implementation responsibility for responsible investment </td> </tr> <tr> <td> <input checked="" type="checkbox"/> Internal Roles (triggers other options) <table border="1"> <thead> <tr> <th>Select from the below internal roles</th> </tr> </thead> <tbody> <tr> <td> <input type="checkbox"/> Chief Executive Officer (CEO), Chief Investment Officer (CIO), Chief Operating Officer (COO), Investment Committee <input type="checkbox"/> Other Chief-level staff or head of department, specify <input type="checkbox"/> Portfolio managers <input type="checkbox"/> Investment analysts <input checked="" type="checkbox"/> Dedicated responsible investment staff <input type="checkbox"/> Oversight/accountability for responsible investment </td> </tr> </tbody> </table> </td> </tr> </tbody> </table>		Roles	<input checked="" type="checkbox"/> Board members or trustees <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Oversight/accountability for responsible investment <input type="checkbox"/> Implementation of responsible investment <input type="checkbox"/> No oversight/accountability or implementation responsibility for responsible investment 	<input checked="" type="checkbox"/> Internal Roles (triggers other options) <table border="1"> <thead> <tr> <th>Select from the below internal roles</th> </tr> </thead> <tbody> <tr> <td> <input type="checkbox"/> Chief Executive Officer (CEO), Chief Investment Officer (CIO), Chief Operating Officer (COO), Investment Committee <input type="checkbox"/> Other Chief-level staff or head of department, specify <input type="checkbox"/> Portfolio managers <input type="checkbox"/> Investment analysts <input checked="" type="checkbox"/> Dedicated responsible investment staff <input type="checkbox"/> Oversight/accountability for responsible investment </td> </tr> </tbody> </table>	Select from the below internal roles	<input type="checkbox"/> Chief Executive Officer (CEO), Chief Investment Officer (CIO), Chief Operating Officer (COO), Investment Committee <input type="checkbox"/> Other Chief-level staff or head of department, specify <input type="checkbox"/> Portfolio managers <input type="checkbox"/> Investment analysts <input checked="" type="checkbox"/> Dedicated responsible investment staff <input type="checkbox"/> Oversight/accountability for responsible investment
Roles						
<input checked="" type="checkbox"/> Board members or trustees <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Oversight/accountability for responsible investment <input type="checkbox"/> Implementation of responsible investment <input type="checkbox"/> No oversight/accountability or implementation responsibility for responsible investment 						
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Select from the below internal roles						
<input type="checkbox"/> Chief Executive Officer (CEO), Chief Investment Officer (CIO), Chief Operating Officer (COO), Investment Committee <input type="checkbox"/> Other Chief-level staff or head of department, specify <input type="checkbox"/> Portfolio managers <input type="checkbox"/> Investment analysts <input checked="" type="checkbox"/> Dedicated responsible investment staff <input type="checkbox"/> Oversight/accountability for responsible investment						

- Implementation of responsible investment
- No oversight/accountability or implementation responsibility for responsible investment
- Investor relations
- Other role, specify (1)

Other description (1)

Board Secretary, Director Research

- Oversight/accountability for responsible investment
- Implementation of responsible investment
- No oversight/accountability or implementation responsibility for responsible investment
- Other role, specify (2)

External managers or service providers

SG 07.2 For the roles for which you have RI oversight/accountability or implementation responsibilities, indicate how you execute these responsibilities.

The Board became a signatory of the United Nations-supported Principles for Responsible Investment (PRI). By joining the PRI, the Public Service Pension Board of Trustees, reaffirms its belief that ESG issues can affect investment performance to varying degrees across companies, sectors, regions, asset classes and through time. The Board believes that ESG issues, including climate change, are a material consideration for the long-term investment horizon of the pension fund.

One of the Boards' trustees is a founding board member of the Canadian Capital Stewardship Network (CCSN) that was launched at the SHARE conference in 2019. Additional roles for the trustee include the Steering Committee of the Western North America PRI. In 2019, the trustee presented to the Committee on Workers' Capital (CWC) and the Organisation for Economic Co-operation and Development (OECD). The OECD presentation focused on the ethics of data science and how it impacts the GIG economy.

By joining the PRI the Board intends to augment the positive impact of its investment manager, BCI, also a signatory to the PRI, on the investment landscape. The Board commits to the following:

- To incorporate Environmental, Social and Corporate Governance (ESG) issues into investment analysis and decision-making processes;
- To be an active owner and to incorporate ESG issues into our ownership policies and practices;
- To seek appropriate disclosure on ESG issues by the entities in which we invest;
- To promote acceptance and implementation of the Principles within the investment industry;
- To work with the PRI Secretariat and other signatories to enhance their effectiveness in implementing the Principles;
- To report on our activities and progress towards implementing the Principles.

The Board's RI Committee has an initial mandate to:

- Fulfill the Board's reporting responsibilities as a signatory to the PRI
- Develop guidelines to govern PRI-related decisions, including guidelines on participation in PRI engagement initiatives; participation on PRI committees and voting in PRI elections
- Develop and implement processes to confirm the Board's responsible investment beliefs and objectives

Representatives from our Board sit on the Interplan Investment Committee. The Interplan Investment Committee (IIC) provides a forum for considering investment issues common to the College, Public Service and Teachers' pension boards of trustees. The IIC can make recommendations to each pension board on matters such as investment policy and procedure statements, and investment issues identified by a pension board, BCI or the committee itself. The IIC regularly considers investment industry trends, regulatory and legal developments, responsible investing issues, asset class reviews and updates on capital markets. It is actively engaged with RI initiatives as it reviews and makes recommendations to the pension Board(s) about their *Statement of Investment Policies and Procedures (SIPP)*, and monitors the performance and oversees the activities of BCI, our investment agent, with respect to RI matters.

Our investment agent, BCI's, Board of Directors is briefed on their PRI Assessment results each year as is their Executive Management Team so they are aware of their results and if action is required in areas of concern. The BCI Board is informed and receives all RI materials and updates.

BCI's Portfolio Managers and Analysts are responsible for integrating responsible investing into their practices, procedures, and responsibilities during due diligence and ongoing asset management. In the Public Markets department, analysts are assigned to companies and are responsible for monitoring and jointly assigning ESG scores. The BCI investment professionals are required to develop and measure KPIs, and identify and evaluate ESG investment opportunities.

BCI's Dedicated RI staff in the Public Markets department are responsible for assessing and voting all proxies, engaging with companies, leading and/or participating in collaborative engagements, as well as preparing submissions to regulators and public policy bodies. BCI RI staff are responsible for ESG evaluations of portfolio companies, and sharing the results with BCI portfolio managers and analysts with whom ESG scores are assigned.

BCI's Dedicated ESG staff in the Investment Strategy & Risk department is responsible for the assessment and management of ESG risks and opportunities at the total BCI fund level. This will include the ongoing monitoring and management of material climate change related risks and opportunities across all investments. This team also supports and analyzes all ESG evaluations in private market asset classes.

BCI's External Managers: Prior to committing clients' funds to a new fund manager, BCI analyzes and assesses how they incorporate ESG factors into their processes. During the due diligence phase, BCI will review and question the internal policies and steps taken to address, manage and mitigate material ESG risks. BCI's assessment includes the manager's track record with managing environmental risks, governance practices, compliance with applicable laws and regulations, as well as their overall approach to responsible investing. ILPA's Private Equity Principles informed the development of a checklist for fund investments, which is incorporated into their standard operating procedures and each fund investment memorandum. Once invested, BCI regularly promotes their responsible investing principles and expects each fund manager to acknowledge their understanding of BCI's approach and beliefs. BCI also monitors the agreements, treaties and international standards that fund managers may or may not endorse.

BCI's Communication group is accountable for the communication to our Board and the public in accordance with their approved responsible investing communication strategy. The group is also accountable for informing BCI staff of responsible investing initiatives and activities. They liaise with organizations and parties on Responsible Investment initiatives that are publicly announced.

SG 07.3 Indicate the number of dedicated responsible investment staff your organisation has.

7

SG 07.4	Additional information. [Optional]		
<p>Our investment agent, BCI, has seven dedicated employees:</p> <ul style="list-style-type: none"> • There are five full-time BCI employees dedicated to ESG in the Public Markets department (vice-president, manager, associate manager, and two analysts) and one co-op (partial year). • Two full-time BCI employees dedicated to ESG in the Investment Strategy and Risk department (manager and senior analyst) and one co-op (partial year). This team directly supports ESG for all private market teams. <p>The responsibility for ESG is integrated into the roles of all BCI senior portfolio managers, portfolio managers, and analysts for all asset classes.</p> <p>In addition, QuadReal Property Group (QuadReal), the 100 percent owned real estate and mortgage program manager for BCI, has dedicated staff that are responsible for sustainability, community engagement, environment, health and safety and smart buildings. Note: QuadReal staff are not included in the total provided in SG 7.3.</p>			

SG 07 CC	Mandatory to Report, Voluntary to Disclose	Descriptive	General
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Private

SG 08	Voluntary	Additional Assessed	General
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Private

SG 09	Mandatory	Core Assessed	PRI 4,5
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SG 09.1	Select the collaborative organisation and/or initiatives of which your organisation is a member or in which it participated during the reporting year, and the role you played.		
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Principles for Responsible Investment

Your organisation's role in the initiative during the reporting period (see definitions)
--

Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]
--

The Board has been an asset owner signatory to the PRI since June 2019.

- One Board member is on the steering committee of the Western North America PRI Network.
- Two trustees attended the Western North America PRI Symposium. One trustee attended the PRI In Person in 2019.
- The Board is an affiliate/subscriber to the Shareholder Association for Research and Education (SHARE).

The Board's investment agent, BCI, has been a founding PRI signatory since 2006 and is an active member of steering committees and working groups. Collaborative Initiatives:

- Climate Action 100+: Member
- Corporate Reporting Reference Group: Member
- Cyber Security Collaborative Engagement: Member
- Infrastructure Advisory Committee: Member
- Methane Engagement Working Group: Member
- PRI-coordinated Investor Response to Vale dam failure: Member
- Sustainable Stock Exchanges Working Group: Member
- WNA North America Network: Advisory Committee member

Publications: BCI contributed to the discussion paper on *Embedding ESG Issues into Strategic Asset Allocation Frameworks*.

PRI Event: BCI addressed Western North American PRI Symposium in Los Angeles, U.S. (topic - Implementing the SASB Standards: Investor and Company Case Studies)

Asian Corporate Governance Association

Your organisation's role in the initiative during the reporting period (see definitions)
--

Moderate

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]
--

Our investment agent, BCI, has been a member since 2005 and participates in regular conference calls with staff and other investor members to stay informed on governance developments in the region and to share their experience and issues of concerns; and BCI supports the association's regulatory efforts by providing comments on public policy submissions and by endorsing submissions to regulators as part of their own submissions.

Australian Council of Superannuation Investors

AVCA: Sustainability Committee

France Invest – La Commission ESG

BVCA – Responsible Investment Advisory Board

CDP Climate Change

Your organisation's role in the initiative during the reporting period (see definitions)
--

Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]
--

As a signatory since 2006 and an investor member since 2016, our investment agent, BCI, contributes financially to the organization. BCI actively encourages companies to align their disclosure with the Carbon Disclosure Project (CDP) framework.

CDP Forests

CDP Water

Your organisation's role in the initiative during the reporting period (see definitions)
--

Advanced

Your organisation's role in the initiative during the reporting period (see definitions)

Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

As a supporting financial member since inception, our investment agent, BCI, uses the information provided by Carbon Disclosure Project (CDP) Water Program to understand how the companies we invest in address risk and opportunities.

CFA Institute Centre for Financial Market Integrity

Climate Action 100+

Your organisation's role in the initiative during the reporting period (see definitions)

Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

Our investment agent, BCI, leads/co-leads on North American companies in the oil and gas and mining sectors. BCI supports dialogue as a collaborating investor with North American companies in the oil and gas and utility sectors.

Code for Responsible Investment in SA (CRISA)

Council of Institutional Investors (CII)

Your organisation's role in the initiative during the reporting period (see definitions)

Moderate

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

Our investment agent, BCI, became a member of the Council of Institutional Investors (CII) in 2017. BCI attends conferences, and participate in conference calls and webinars with staff and other investor members to stay informed on governance developments in the United States. BCI supports the association's regulatory efforts by providing comments on public policy submissions and by endorsing submissions to regulators as part of their own submissions.

Eumedion

Extractive Industries Transparency Initiative (EITI)

Your organisation's role in the initiative during the reporting period (see definitions)

Basic

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

Our investment agent, BCI, has been an investor signatory since 2011.

ESG Research Australia

Invest Europe Responsible Investment Roundtable

Global Investors Governance Network (GIGN)

Global Impact Investing Network (GIIN)

Global Real Estate Sustainability Benchmark (GRESB)

Your organisation's role in the initiative during the reporting period (see definitions)

Moderate

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

Our investment agent, BCI's, 100 per cent owned company QuadReal Property Group, (QuadReal), joined GRESB in 2018 and was ranked 1st in Canada and 2nd in North America according to the 2019 GRESB assessment.

Green Bond Principles

Your organisation's role in the initiative during the reporting period (see definitions)

Basic

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

In 2015, our investment agent, BCI, signed onto the Green Bond Principles, as well as the Social Bond Principles. Currently BCI is one of only two listed Canadian investor members. In 2019, BCI participated in members' calls and provided responses to member surveys.

HKVCA: ESG Committee

Institutional Investors Group on Climate Change (IIGCC)

Interfaith Center on Corporate Responsibility (ICCR)

International Corporate Governance Network (ICGN)

Your organisation's role in the initiative during the reporting period (see definitions)

Moderate

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

Our investment agent, BCI, has been a member since 2005.

Investor Group on Climate Change, Australia/New Zealand (IGCC)

International Integrated Reporting Council (IIRC)

Investor Network on Climate Risk (INCR)/CERES

- Local Authority Pension Fund Forum
- Principles for Financial Action in the 21st Century
- Principles for Sustainable Insurance
- Regional or National Social Investment Forums (e.g. UKSIF, Eurosif, ASRIA, RIAA), specify

Responsible Investment Association - Canada

Your organisation's role in the initiative during the reporting period (see definitions)
Basic
Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]
Our investment agent, BCI, has been a member since 2007.

- Responsible Finance Principles in Inclusive Finance
- Shareholder Association for Research and Education (Share)

Your organisation's role in the initiative during the reporting period (see definitions)
Moderate
Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]
The Board is an affiliate/subscriber to the Shareholder Association for Research and Education (SHARE).

- United Nations Environmental Program Finance Initiative (UNEP FI)
- United Nations Global Compact

Your organisation's role in the initiative during the reporting period (see definitions)
Basic
Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]
Our investment agent, BCI, encourages portfolio companies and BCI's external managers to consider and integrate the principle-based framework into their operations and activities.

- Other collaborative organisation/initiative, specify

Pension Investment Association of Canada (PIAC)

Your organisation's role in the initiative during the reporting year (see definitions)
Advanced
Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]
Our investment agent, BCI's, staff holds various roles within the Pension Investment Association of Canada (PIAC), including serving on the board of directors, the investor stewardship committee, and the risk management committee.

- Other collaborative organisation/initiative, specify

Prince of Wales' Accounting for Sustainability Project

Your organisation's role in the initiative during the reporting year (see definitions)
Advanced
Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]
Our investment agent, BCI's, CFO joined the Canadian Chapter of this initiative in 2017. BCI is an active participant in A4S and has attended summits and participated in speaking engagements.

- Other collaborative organisation/initiative, specify

30% Club Canada

Your organisation's role in the initiative during the reporting year (see definitions)
Advanced
Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]
Our investment agent, BC, has been a member since 2016 -- one of over 280 Canadian chapter members. BCI is also a member of the steering committee and chair investor committee.

- Other collaborative organisation/initiative, specify

Canadian Bond Investors' Association/Association Canadienne des Investisseurs Obligataires

Your organisation's role in the initiative during the reporting year (see definitions)
Basic
Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]
Our investment agent, BCI, was a founding member since 2011. BCI attended the annual conference and, to strengthen BCI's involvement, have volunteered to be on the member services committee to raise awareness while helping with retention and recruitment.

SG 10	Mandatory	Core Assessed	PRI 4
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SG 10.1	Indicate if your organisation promotes responsible investment, independently of collaborative initiatives.
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✓ Yes

SG 10.2

Indicate the actions your organisation has taken to promote responsible investment independently of collaborative initiatives. Provide a description of your role in contributing to the objectives of the selected action and the typical frequency of your participation/contribution.

- Provided or supported education or training programmes (this includes peer to peer RI support) Your education or training may be for clients, investment managers, actuaries, broker/dealers, investment consultants, legal advisers etc.)

Description
Our investment agent, BCI, regularly hosts information events for our board and other clients that include a responsible investing (RI) component. To support education for their BCI employees, they invite guest speakers to discuss RI topics.

Frequency of contribution
<input checked="" type="radio"/> Quarterly or more frequently
<input type="radio"/> Biannually
<input type="radio"/> Annually
<input type="radio"/> Less frequently than annually
<input type="radio"/> Ad hoc
<input type="radio"/> Other

- Provided financial support for academic or industry research on responsible investment

- Provided input and/or collaborated with academia on RI related work

Description
Several employees from our investment agent, BCI, are actively involved in the University of Victoria Applied Portfolio Management Program, including being a member on the Investment Advisory Committee. Responsible investment is an important part of the guiding principles of the Applied Portfolio Management Program (APMP). https://www.uvic.ca/gustavson/assets/docs/publications/pgus_apmp_ar2019v5out_web.pdf

Frequency of contribution
<input checked="" type="radio"/> Quarterly or more frequently
<input type="radio"/> Biannually
<input type="radio"/> Annually
<input type="radio"/> Less frequently than annually
<input type="radio"/> Ad hoc
<input type="radio"/> Other

- Encouraged better transparency and disclosure of responsible investment practices across the investment industry

Description
Our investment agent, BCI, posts policy submissions to their website. Additionally, their Responsible Investing Annual Report contains a list of their policy submissions, including those that pertain to reporting and disclosure.

Frequency of contribution
<input checked="" type="radio"/> Quarterly or more frequently
<input type="radio"/> Biannually
<input type="radio"/> Annually
<input type="radio"/> Less frequently than annually
<input type="radio"/> Ad hoc
<input type="radio"/> Other

- Spoke publicly at events and conferences to promote responsible investment

Description
A list of the events our investment agent, BCI, participated in throughout the year is available on BCI's website as reported in their Responsible Investing Annual Report (https://bci.ca/publications). BCI also adds posts to their LinkedIn platform, promoting their speaking engagements on responsible investing.

Frequency of contribution
<input checked="" type="radio"/> Quarterly or more frequently
<input type="radio"/> Biannually
<input type="radio"/> Annually
<input type="radio"/> Less frequently than annually
<input type="radio"/> Ad hoc
<input type="radio"/> Other

- Wrote and published in-house research papers on responsible investment

- Encouraged the adoption of the PRI

Description
Our investment agent, BCI, encourages their external managers and partners, who are not members, to consider PRI.
Frequency of contribution
<input type="radio"/> Quarterly or more frequently <input type="radio"/> Biannually <input type="radio"/> Annually <input type="radio"/> Less frequently than annually <input checked="" type="radio"/> Ad hoc <input type="radio"/> Other

- Responded to RI related consultations by non-governmental organisations (OECD, FSB etc.)
 Wrote and published articles on responsible investment in the media
 A member of PRI advisory committees/ working groups, specify

Description
Our investment agent, BCI, is a member on eight PRI committees/working groups: • Climate Action 100+: Member • Corporate Reporting Reference Group: Member • Cyber Security Collaborative Engagement: Member • Infrastructure Advisory Committee: Member • Methane Engagement Working Group: Member • PRI-coordinated Investor Response to Vale dam failure: Member • Sustainable Stock Exchanges Working Group: Member • WNA PRI Network: Advisory Committee Member
Frequency of contribution
<input checked="" type="radio"/> Quarterly or more frequently <input type="radio"/> Biannually <input type="radio"/> Annually <input type="radio"/> Less frequently than annually <input type="radio"/> Ad hoc <input type="radio"/> Other

- On the Board of, or officially advising, other RI organisations (e.g. local SIFs)

Description
Our investment agent, BCI, is a member of the Sustainability Accounting Standards Board (SASB) Investor Advisory Group.
Frequency of contribution
<input checked="" type="radio"/> Quarterly or more frequently <input type="radio"/> Biannually <input type="radio"/> Annually <input type="radio"/> Less frequently than annually <input type="radio"/> Ad hoc <input type="radio"/> Other

- Other, specify

specify description
Our investment agent, BCI, publicly posted BCI's Climate Action Plan (CAP) and Approach to the TCFD Recommendations, and their responsible investing annual report.

Description
BCI's CAP builds on over a decade of climate-related work and includes new tools and metrics, and maps our strategy. The document also outlines BCI's alignment with the TCFD recommendations. BCI's Responsible Investing Annual Report provides an account of their activities for 2019, case studies from each asset class, and an overview of BCI's engagement and advocacy initiatives.

Frequency of contribution
<input type="radio"/> Quarterly or more frequently <input type="radio"/> Biannually <input checked="" type="radio"/> Annually <input type="radio"/> Less frequently than annually <input type="radio"/> Ad hoc <input type="radio"/> Other

No

SG 10.3	Describe any additional actions and initiatives that your organisation has taken part in during the reporting year to promote responsible investment [Optional]
	In 2019, our investment agent, BCI, actively engaged and responded to media queries that related to responsible investing.

SG 11	Voluntary	Additional Assessed	PRI 4,5,6
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Private

SG 12	Mandatory	Core Assessed	PRI 4
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SG 12.1	Indicate whether your organisation uses investment consultants.
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Yes, we use investment consultants

SG 12.4	Indicate whether you use investment consultants for any the following services. Describe the responsible investment components of these services.
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- Custodial services
- Investment policy development
- Strategic asset allocation
- Investment research

Describe how responsible investment is incorporated

Our investment agent, BCI, licensed the Mercer Climate Change Scenario tool to understand and demonstrate the range of potential, directional impacts of climate change on BCI's investments.

- Other, specify (1)
- Other, specify (2)
- Other, specify (3)
- None of the above

No, we do not use investment consultants.

SG 12.5	Indicate whether your organisation considers any of the following responsible investment factors in the monitoring of fiduciary managers
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- Including responsible investment as a standard agenda item at performance review meetings
- Discussing whether the fiduciary manager has acted in accordance with your organisation's overall investment beliefs/ strategy/ policy on responsible investment and ESG factors
- Reviewing the fiduciary manager's PRI Transparency or Assessment reports
- Reviewing the fiduciary manager's responsible investment reporting (excluding PRI generated reports)
- Reviewing ESG characteristics/factors used by the fiduciary manager in portfolio construction
- Reviewing the fiduciary manager's incorporation approaches of ESG through-out asset classes
- Reviewing the impact of ESG factors on financial performance
- Encouraging your fiduciary managers to consider joining responsible investment initiatives/organisations or participate in educational or collaborative projects with other investors
- Including responsible investment criteria as a formal component of overall manager performance evaluation
- Reviewing the fiduciary manager's ESG incorporation in external managers' selection, appointment, monitoring
- Reviewing how ESG materiality is defined by the fiduciary manager
- Other general aspects of your monitoring; specify
- We do not consider responsible investment in the monitoring processes for fiduciary managers.

SG 13	Mandatory	Descriptive	PRI 1
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SG 13.1	Indicate whether the organisation carries out scenario analysis and/or modelling, and if it does, provide a description of the scenario analysis (by asset class, sector, strategic asset allocation, etc.).
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- Yes, in order to assess future ESG factors
- Yes, in order to assess future climate-related risks and opportunities

Describe

Our investment agent, BCI, analyzed three climate change scenarios and the resulting impact on the long-term expected returns at a total fund level and by asset class. BCI also used the climate change scenarios as an input into the asset liability modelling conducted on our Board's portfolio.

No, our organisation does not currently carry out scenario analysis and/or modelling

SG 13.2	Indicate if your organisation considers ESG issues in strategic asset allocation and/or allocation of assets between sectors or geographic markets.
---------	---

We do the following

- Allocation between asset classes
- Determining fixed income duration
- Allocation of assets between geographic markets
- Sector weightings
- Other, specify
- We do not consider ESG issues in strategic asset allocation

SG 13 CC	Mandatory to Report, Voluntary to Disclose	Descriptive	General
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Private

SG 14	Mandatory to Report, Voluntary to Disclose	Additional Assessed	PRI 1
Private			
SG 14 CC	Voluntary		General
Private			
SG 15	Mandatory to Report, Voluntary to Disclose	Descriptive	PRI 1
Private			
SG 16	Mandatory	Descriptive	General
SG 16.1	Describe how you address ESG issues for internally managed assets for which a specific PRI asset class module has yet to be developed or for which you are not required to report because your assets are below the minimum threshold.		
Asset Class	Describe what processes are in place and the outputs or outcomes achieved		
Forestry	Our investment agent, BCI, applies similar processes for this specific asset class as they do for their Infrastructure and Private Equity asset classes. BCI's direct investments represent approximately 98 per cent of our Forestry AUM. BCI's US investment is certified to the Sustainable Forestry Initiative (SFI) while their Canadian investments are all certified to the Sustainable Forestry Initiative (SFI), ISO 14001 and the Programme for the Endorsement of Forest Certification (PEFC) Chain of Custody standards. BCI's Latin American investment is certified by the PEFC and a national forest certification system called Uruguayan Forest Certification Regime (UFCR), a program endorsed by PEFC.		
Farmland	BCI applies similar processes for this specific asset class as they do for their Infrastructure and Private Equity asset classes.		
Money market instruments	BCI applies similar processes as they do for their Fixed Income asset class.		
SG 18	Voluntary	Descriptive	General
Private			
SG 19	Mandatory	Core Assessed	PRI 2, 6
SG 19.1	Indicate whether your organisation typically discloses asset class specific information proactively. Select the frequency of the disclosure to clients/beneficiaries and the public, and provide a URL to the public information.		
Listed equity - Incorporation			
Do you disclose?			
<input type="radio"/> We do not proactively disclose it to the public and/or clients/beneficiaries <input type="radio"/> We disclose to clients/beneficiaries only. <input checked="" type="radio"/> We disclose it publicly			
The information disclosed to clients/beneficiaries is the same			
<input checked="" type="radio"/> Yes <input type="radio"/> No			
Disclosure to public and URL			
Disclosure to public and URL			
<input type="radio"/> Broad approach to ESG incorporation <input checked="" type="radio"/> Detailed explanation of ESG incorporation strategy used			
Quarterly or more frequently			
https://bci.ca/publications			
Listed equity - Engagement			
Do you disclose?			
<input type="radio"/> We do not disclose to either clients/beneficiaries or the public. <input type="radio"/> We disclose to clients/beneficiaries only. <input checked="" type="radio"/> We disclose to the public			
The information disclosed to clients/beneficiaries is the same			
<input type="radio"/> Yes <input checked="" type="radio"/> No			

Disclosure to public and URL	Disclosure to clients/beneficiaries
<p>Disclosure to public and URL</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Details on the overall engagement strategy <input checked="" type="checkbox"/> Details on the selection of engagement cases and definition of objectives of the selections, priorities and specific goals <input checked="" type="checkbox"/> Number of engagements undertaken <input checked="" type="checkbox"/> Breakdown of engagements by type/topic <input checked="" type="checkbox"/> Breakdown of engagements by region <input type="checkbox"/> An assessment of the current status of the progress achieved and outcomes against defined objectives <input checked="" type="checkbox"/> Examples of engagement cases <input checked="" type="checkbox"/> Details on eventual escalation strategy taken after the initial dialogue has been unsuccessful (i.e. filing resolutions, issuing a statement, voting against management, divestment etc.) <input type="checkbox"/> Details on whether the provided information has been externally assured <input checked="" type="checkbox"/> Outcomes that have been achieved from the engagement <input type="checkbox"/> Other information 	<p>Disclosure to clients/beneficiaries</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Details on the overall engagement strategy <input checked="" type="checkbox"/> Details on the selection of engagement cases and definition of objectives of the selections, priorities and specific goals <input checked="" type="checkbox"/> Number of engagements undertaken <input checked="" type="checkbox"/> Breakdown of engagements by type/topic <input checked="" type="checkbox"/> Breakdown of engagements by region <input type="checkbox"/> An assessment of the current status of the progress achieved and outcomes against defined objectives <input checked="" type="checkbox"/> Examples of engagement cases <input checked="" type="checkbox"/> Details on eventual escalation strategy taken after the initial dialogue has been unsuccessful (i.e. filing resolutions, issuing a statement, voting against management, divestment etc.) <input type="checkbox"/> Details on whether the provided information has been externally assured <input checked="" type="checkbox"/> Outcomes that have been achieved from the engagement <input checked="" type="checkbox"/> Other information <p>In ad hoc requests from the Board, BCI provides a greater level of detail regarding its integration process since this is a proprietary methodology.</p>
Annually	Quarterly or more frequently
https://bci.ca/publications	

Listed equity – (Proxy) Voting

Do you disclose?

- We do not disclose to either clients/beneficiaries or the public.
- We disclose to clients/beneficiaries only.
- We disclose to the public

The information disclosed to clients/beneficiaries is the same

- Yes
- No

Disclosure to public and URL

Disclosure to public and URL

- Disclose all voting decisions
- Disclose some voting decisions
- Only disclose abstentions and votes against management

Quarterly or more frequently

<https://www.bci.ca/approach/responsible-investing/proxy-voting-record/#proxy-voting-record>
<https://www.bci.ca/publications/>

Fixed income

Do you disclose?

- We do not disclose to either clients/beneficiaries or the public.
- We disclose to clients/beneficiaries only.
- We disclose to the public

The information disclosed to clients/beneficiaries is the same

- Yes
- No

Disclosure to public and URL

Disclosure to public and URL	
<input checked="" type="checkbox"/> Broad approach to RI incorporation <input type="checkbox"/> Detailed explanation of RI incorporation strategy used	
Annually	
https://bci.ca/publications	

Private equity

Do you disclose?

- We do not disclose to either clients/beneficiaries or the public.
- We disclose to clients/beneficiaries only.
- We disclose to the public

The information disclosed to clients/beneficiaries is the same

- Yes
- No

Disclosure to public and URL	Disclosure to clients/beneficiaries																
<table border="1"> <tr> <td colspan="2">Disclosure to public and URL</td> </tr> <tr> <td colspan="2"> <input checked="" type="checkbox"/> ESG information in relationship to our pre-investment activities <input checked="" type="checkbox"/> ESG information in relationship to our post-investment monitoring and ownership activities <input type="checkbox"/> Information on our portfolio companies' ESG performance <input type="checkbox"/> Other </td> </tr> <tr> <td colspan="2">Annually</td> </tr> <tr> <td colspan="2">https://bci.ca/publications</td> </tr> </table>	Disclosure to public and URL		<input checked="" type="checkbox"/> ESG information in relationship to our pre-investment activities <input checked="" type="checkbox"/> ESG information in relationship to our post-investment monitoring and ownership activities <input type="checkbox"/> Information on our portfolio companies' ESG performance <input type="checkbox"/> Other		Annually		https://bci.ca/publications		<table border="1"> <tr> <td colspan="2">Disclosure to clients/beneficiaries</td> </tr> <tr> <td colspan="2"> <input checked="" type="checkbox"/> ESG information in relationship to our pre-investment activities <input checked="" type="checkbox"/> ESG information in relationship to our post-investment monitoring and ownership activities <input checked="" type="checkbox"/> Information on our portfolio companies' ESG performance <input type="checkbox"/> Other </td> </tr> <tr> <td colspan="2">Annually</td> </tr> <tr> <td colspan="2"></td> </tr> </table>	Disclosure to clients/beneficiaries		<input checked="" type="checkbox"/> ESG information in relationship to our pre-investment activities <input checked="" type="checkbox"/> ESG information in relationship to our post-investment monitoring and ownership activities <input checked="" type="checkbox"/> Information on our portfolio companies' ESG performance <input type="checkbox"/> Other		Annually			
Disclosure to public and URL																	
<input checked="" type="checkbox"/> ESG information in relationship to our pre-investment activities <input checked="" type="checkbox"/> ESG information in relationship to our post-investment monitoring and ownership activities <input type="checkbox"/> Information on our portfolio companies' ESG performance <input type="checkbox"/> Other																	
Annually																	
https://bci.ca/publications																	
Disclosure to clients/beneficiaries																	
<input checked="" type="checkbox"/> ESG information in relationship to our pre-investment activities <input checked="" type="checkbox"/> ESG information in relationship to our post-investment monitoring and ownership activities <input checked="" type="checkbox"/> Information on our portfolio companies' ESG performance <input type="checkbox"/> Other																	
Annually																	

Property

Do you disclose?

- We do not disclose to either clients/beneficiaries or the public.
- We disclose to clients/beneficiaries only.
- We disclose to the public

The information disclosed to clients/beneficiaries is the same

- Yes
- No

Disclosure to public and URL								
<table border="1"> <tr> <td colspan="2">Disclosure to public and URL</td> </tr> <tr> <td colspan="2"> <input checked="" type="checkbox"/> ESG information on how you select property investments <input checked="" type="checkbox"/> ESG information on how you monitor and manage property investments <input type="checkbox"/> Information on your property investments' ESG performance <input type="checkbox"/> Other </td> </tr> <tr> <td colspan="2">Annually</td> </tr> <tr> <td colspan="2">https://bci.ca/publications</td> </tr> </table>	Disclosure to public and URL		<input checked="" type="checkbox"/> ESG information on how you select property investments <input checked="" type="checkbox"/> ESG information on how you monitor and manage property investments <input type="checkbox"/> Information on your property investments' ESG performance <input type="checkbox"/> Other		Annually		https://bci.ca/publications	
Disclosure to public and URL								
<input checked="" type="checkbox"/> ESG information on how you select property investments <input checked="" type="checkbox"/> ESG information on how you monitor and manage property investments <input type="checkbox"/> Information on your property investments' ESG performance <input type="checkbox"/> Other								
Annually								
https://bci.ca/publications								

Infrastructure

Do you disclose?

- We do not disclose to either clients/beneficiaries or the public.
- We disclose to clients/beneficiaries only.
- We disclose to the public

The information disclosed to clients/beneficiaries is the same

- Yes
- No

Disclosure to public and URL		Disclosure to clients/beneficiaries	
Disclosure to public and URL <ul style="list-style-type: none"> <input checked="" type="checkbox"/> ESG information on how you select infrastructure investments <input checked="" type="checkbox"/> ESG information on how you monitor and manage infrastructure investments <input type="checkbox"/> Information on your infrastructure investments' ESG performance 		Disclosure to clients/beneficiaries <ul style="list-style-type: none"> <input checked="" type="checkbox"/> ESG information on how you select infrastructure investments <input checked="" type="checkbox"/> ESG information on how you monitor and manage infrastructure investments <input checked="" type="checkbox"/> Information on your infrastructure investments' ESG performance 	
Annually		Quarterly or more frequently	
https://bci.ca/publications			

SG 19.2 Additional information [Optional]

Our investment agent, BCI's, trustee orientation sessions or ad-hoc requests from our board or other clients, BCI provides a greater level of detail regarding their integration process since this is a proprietary methodology.

BCI publishes an annual report on responsible investing that describes their direct and collaborative engagement activities including the number of companies they engaged with, the topic area discussed (E,S, or G) and the geographical breakdown.

BCI also publishes thematic newsletters. These typically contain information about engagements that fit the newsletter theme and will include outcomes of that engagement.

Reports are shared with our board and are also made publicly available.

Additionally, BCI posts proxy voting records in real-time on their website.

SG Checks Checks

If there are any messages below, please review them before continuing. If there are no messages below, please save this page and continue.

LEI 01	Mandatory	Gateway	PRI 1		
LEI 01.1	Indicate which ESG incorporation strategy and/or combination of strategies you apply to your actively managed listed equities; and the breakdown of your actively managed listed equities by strategy or combination of strategies.				
<input checked="" type="checkbox"/> Screening alone (i.e., not combined with any other strategies) <table border="1" style="margin-left: 20px;"> <tr> <td>Percentage of active listed equity to which the strategy is applied – you may estimate +/- 5%</td> <td>10%</td> </tr> </table>				Percentage of active listed equity to which the strategy is applied – you may estimate +/- 5%	10%
Percentage of active listed equity to which the strategy is applied – you may estimate +/- 5%	10%				
<input type="checkbox"/> Thematic alone (i.e., not combined with any other strategies)					
<input type="checkbox"/> Integration alone (i.e., not combined with any other strategies)					
<input checked="" type="checkbox"/> Screening and integration strategies <table border="1" style="margin-left: 20px;"> <tr> <td>Percentage of active listed equity to which the strategy is applied – you may estimate +/- 5%</td> <td>70%</td> </tr> </table>				Percentage of active listed equity to which the strategy is applied – you may estimate +/- 5%	70%
Percentage of active listed equity to which the strategy is applied – you may estimate +/- 5%	70%				
<input type="checkbox"/> Thematic and integration strategies					
<input type="checkbox"/> Screening and thematic strategies					
<input checked="" type="checkbox"/> All three strategies combined <table border="1" style="margin-left: 20px;"> <tr> <td>Percentage of active listed equity to which the strategy is applied – you may estimate +/- 5%</td> <td>20%</td> </tr> </table>				Percentage of active listed equity to which the strategy is applied – you may estimate +/- 5%	20%
Percentage of active listed equity to which the strategy is applied – you may estimate +/- 5%	20%				
<input type="checkbox"/> We do not apply incorporation strategies					
LEI 01.3	If assets are managed using a combination of ESG incorporation strategies, briefly describe how these combinations are used. [Optional]				
<p>In terms of screening, our entire portfolio (active, passive, internally or externally managed) is screened for cluster munitions and landmines by our investment agent, BCI. As a result, active mandates may use a combination of company specific ESG analysis coupled with the portfolio wide screens.</p>					
LEI 02	Voluntary	Additional Assessed	PRI 1		
Private					
LEI 03	Voluntary	Additional Assessed	PRI 1		
Private					
LEI 04	Mandatory	Descriptive	PRI 1		
LEI 04.1	Indicate and describe the type of screening you apply to your internally managed active listed equities.				
<input checked="" type="checkbox"/> Negative/exclusionary screening <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Product <input checked="" type="checkbox"/> Activity <input type="checkbox"/> Sector <input type="checkbox"/> Country/geographic region <input type="checkbox"/> Environmental and social practices and performance <input type="checkbox"/> Corporate governance <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>Description</th> </tr> </thead> <tbody> <tr> <td>Our investment agent, BCI, has negative screens in place for cluster munitions and landmines across all asset classes.</td> </tr> </tbody> </table>				Description	Our investment agent, BCI, has negative screens in place for cluster munitions and landmines across all asset classes.
Description					
Our investment agent, BCI, has negative screens in place for cluster munitions and landmines across all asset classes.					
<input type="checkbox"/> Positive/best-in-class screening					
<input type="checkbox"/> Norms-based screening					
LEI 04.2	Describe how you notify clients and/or beneficiaries when changes are made to your screening criteria.				
<p>BCI would communicate changes at our board or committee meetings.</p>					
LEI 05	Mandatory	Core Assessed	PRI 1		
LEI 05.1	Indicate which processes your organisation uses to ensure ESG screening is based on robust analysis.				
<input checked="" type="checkbox"/> Comprehensive ESG research is undertaken or sourced to determine companies' activities and products.					
<input checked="" type="checkbox"/> Companies are given the opportunity by you or your research provider to review ESG research on them and correct inaccuracies.					
<input checked="" type="checkbox"/> External research and data used to identify companies to be excluded/included is subject to internal audit by ESG/RI staff, the internal audit function or similar.					
<input checked="" type="checkbox"/> Third-party ESG ratings are updated regularly to ensure that portfolio holdings comply with fund policies.					
<input checked="" type="checkbox"/> Trading platforms blocking / restricting flagged securities on the black list.					
<input checked="" type="checkbox"/> A committee, body or similar with representatives independent of the individuals who conduct company research reviews some or all screening decisions.					
<input checked="" type="checkbox"/> A periodic review of internal research is carried out.					
<input type="checkbox"/> Review and evaluation of external research providers.					
<input type="checkbox"/> Other; specify					
<input type="checkbox"/> None of the above					

LEI 05.2	Indicate the proportion of your actively managed listed equity portfolio that is subject to comprehensive ESG research as part your ESG screening strategy.
	<input type="radio"/> <10% <input type="radio"/> 10-50% <input type="radio"/> 51-90% <input checked="" type="radio"/> >90%

LEI 05.3	Indicate how frequently third party ESG ratings are updated for screening purposes.
	<input type="radio"/> Quarterly or more frequently <input type="radio"/> Bi-Annually <input checked="" type="radio"/> Annually <input type="radio"/> Less frequently than annually

LEI 05.4	Indicate how frequently you review internal research that builds your ESG screens.
	<input type="radio"/> Quarterly or more frequently <input type="radio"/> Bi-Annually <input checked="" type="radio"/> Annually <input type="radio"/> Less frequently than annually

LEI 06	Voluntary	Additional Assessed	PRI 1
Private			

LEI 07	Mandatory	Descriptive	PRI 1
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LEI 07.1	Indicate the type of sustainability thematic funds or mandates your organisation manages.
	<input type="checkbox"/> Environmentally themed funds <input type="checkbox"/> Socially themed funds <input checked="" type="checkbox"/> Combination of themes

LEI 07.2	Describe your organisation's processes relating to sustainability themed funds. [Optional]
	Our investment agent, BCI, offers products such as the actively-managed Thematic Public Equity Fund, which invests in long-term, strategic themes such as Energy Efficiency.

LEI 08	Mandatory	Core Assessed	PRI 1
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LEI 08.1	Indicate the proportion of actively managed listed equity portfolios where E, S and G factors are systematically researched as part of your investment analysis.
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ESG issues	Proportion impacted by analysis				
Environmental	<table border="1"> <tr> <td></td> <td>Environmental</td> </tr> <tr> <td></td> <td> <input type="radio"/> <10% <input type="radio"/> 10-50% <input type="radio"/> 51-90% <input checked="" type="radio"/> >90% </td> </tr> </table>		Environmental		<input type="radio"/> <10% <input type="radio"/> 10-50% <input type="radio"/> 51-90% <input checked="" type="radio"/> >90%
	Environmental				
	<input type="radio"/> <10% <input type="radio"/> 10-50% <input type="radio"/> 51-90% <input checked="" type="radio"/> >90%				
Social	<table border="1"> <tr> <td></td> <td>Social</td> </tr> <tr> <td></td> <td> <input type="radio"/> <10% <input type="radio"/> 10-50% <input type="radio"/> 51-90% <input checked="" type="radio"/> >90% </td> </tr> </table>		Social		<input type="radio"/> <10% <input type="radio"/> 10-50% <input type="radio"/> 51-90% <input checked="" type="radio"/> >90%
	Social				
	<input type="radio"/> <10% <input type="radio"/> 10-50% <input type="radio"/> 51-90% <input checked="" type="radio"/> >90%				
Corporate Governance	<table border="1"> <tr> <td></td> <td>Corporate Governance</td> </tr> <tr> <td></td> <td> <input type="radio"/> <10% <input type="radio"/> 10-50% <input type="radio"/> 51-90% <input checked="" type="radio"/> >90% </td> </tr> </table>		Corporate Governance		<input type="radio"/> <10% <input type="radio"/> 10-50% <input type="radio"/> 51-90% <input checked="" type="radio"/> >90%
	Corporate Governance				
	<input type="radio"/> <10% <input type="radio"/> 10-50% <input type="radio"/> 51-90% <input checked="" type="radio"/> >90%				

LEI 09	Mandatory	Core Assessed	PRI 1
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LEI 09.1	Indicate which processes your organisation uses to ensure ESG integration is based on robust analysis.
	<input checked="" type="checkbox"/> Comprehensive ESG research is undertaken or sourced to determine companies' activities and products <input checked="" type="checkbox"/> Companies are given the opportunity by you or your research provider to review ESG research on them and correct inaccuracies <input checked="" type="checkbox"/> Third-party ESG ratings are updated regularly

- A periodic review of the internal research is carried out
- Structured, regular ESG specific meetings between responsible investment staff and the fund manager or within the investments team
- ESG risk profile of a portfolio against benchmark
- Analysis of the impact of ESG factors on investment risk and return performance
- Other; specify
- None of the above

LEI 09.2 Indicate the proportion of your actively managed listed equity portfolio that is subject to comprehensive ESG research as part your integration strategy.

- <10%
- 10-50%
- 51-90%
- >90%

LEI 09.3 Indicate how frequently third party ESG ratings that inform your ESG integration strategy are updated.

- Quarterly or more frequently
- Bi-Annually
- Annually
- Less frequently than annually

LEI 09.4 Indicate how frequently you review internal research that builds your ESG integration strategy.

- Quarterly or more frequently
- Bi-Annually
- Annually
- Less frequently than annually

LEI 09.5 Describe how ESG information is held and used by your portfolio managers.

- ESG information is held within centralised databases or tools, and it is accessible by all relevant staff
- ESG information or analysis is a standard section or aspect of all company research notes or industry/sector analysis generated by investment staff
- Systematic records are kept that capture how ESG information and research were incorporated into investment decisions
- Other; specify
- None of the above

LEI 10	Mandatory to Report, Voluntary to Disclose	Core Assessed	PRI 1
<i>Private</i>			

LEI 11	Mandatory to Report, Voluntary to Disclose	Descriptive	PRI 1
<i>Private</i>			

LEI 12	Voluntary	Descriptive	PRI 1
<i>Private</i>			

LEI Checks			Checks
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- If there are any messages below, please review them before continuing. If there are no messages below, please save this page and continue.

LEA 01.1 Indicate whether your organisation has an active ownership policy (includes engagement and/or voting).

Yes

LEA 01.2 Attach or provide a URL to your active ownership policy.

- Attachment provided:
- URL provided:
<https://www.bci.ca/approach/responsible-investing>

LEA 01.3 Indicate what your active engagement policy covers:

General approach to Active Ownership

- Conflicts of interest
- Alignment with national stewardship code requirements
- Assets/funds covered by active ownership policy
- Expectations and objectives
- Engagement approach

Engagement

- ESG issues
- Prioritisation of engagement
- Methods of engagement
- Transparency of engagement activities
- Due diligence and monitoring process
- Insider information
- Escalation strategies
- Service Provider specific criteria
- Other, (specify)

(Proxy) voting approach

Voting

- ESG issues
- Prioritisation and scope of voting activities
- Methods of voting
- Transparency of voting activities
- Regional voting practice approaches
- Filing or co-filing resolutions
- Company dialogue pre/post-vote
- Decision-making processes
- Securities lending processes
- Other, (specify)

- Other
- None of the above

No

LEA 01.4 Do you outsource any of your active ownership activities to service providers?

- Yes
- No

LEA 01.6 Additional information [optional]

In 2019, our investment agent, BCI, had five dedicated professionals focused on engagement, which includes proxy voting, direct dialogue with companies, collaborative engagements, and engagement with public policy makers and/or standard setters like industry associations. BCI's overall approach to engagement is fully described in their 2019 document, *ESG Engagement in Public Markets: Our Priorities, Objectives and Processes*, which identifies climate change and water, human rights, and governance as our engagement priority areas.

LEA 02.1 Indicate the method of engagement, giving reasons for the interaction.

Type of engagement	Reason for interaction

Individual / Internal staff engagements	<input checked="" type="checkbox"/> To influence corporate practice (or identify the need to influence it) on ESG issues <input checked="" type="checkbox"/> To encourage improved/increased ESG disclosure <input checked="" type="checkbox"/> To gain an understanding of ESG strategy and/or management <input type="checkbox"/> We do not engage via internal staff
Collaborative engagements	<input checked="" type="checkbox"/> To influence corporate practice (or identify the need to influence it) on ESG issues <input checked="" type="checkbox"/> To encourage improved/increased ESG disclosure <input checked="" type="checkbox"/> To gain an understanding of ESG strategy and/or management <input type="checkbox"/> We do not engage via collaborative engagements
Service provider engagements	<input type="checkbox"/> To influence corporate practice (or identify the need to influence it) on ESG issues <input type="checkbox"/> To encourage improved/increased ESG disclosure <input type="checkbox"/> To gain an understanding of ESG strategy and/or management <input checked="" type="checkbox"/> We do not engage via service providers

LEA 02.4 Additional information. [Optional]

Our investment agent, BCI, has a mandate to talk to and at times challenge companies and market participants about their policies and activities. BCI aims to provide positive influence, without placing unreasonable burdens on companies, while adhering to guidelines that reflect our input. It also believes that interacting with companies on ESG risks brings more insight to its investment decisions on our behalf and that by encouraging companies to manage ESG risks, it is minimizing our investment risk in the long-term.

LEA 03 Mandatory Core Assessed PRI 2

LEA 03.1 Indicate whether your organisation has a formal process for identifying and prioritising engagements.

Yes

LEA 03.2 Indicate the criteria used to identify and prioritise engagements for each type of engagement.

Type of engagement	Criteria used to identify/prioritise engagements
Individual / Internal staff engagements	<p>Individual / Internal staff engagements</p> <input checked="" type="checkbox"/> Geography/market of the companies <input checked="" type="checkbox"/> Materiality of the ESG factors <input checked="" type="checkbox"/> Exposure (size of holdings) <input checked="" type="checkbox"/> Responses to ESG impacts that have already occurred <input type="checkbox"/> Responses to divestment pressure <input checked="" type="checkbox"/> Consultation with clients/beneficiaries <input type="checkbox"/> Consultation with other stakeholders (e.g. NGOs, trade unions, etc.) <input checked="" type="checkbox"/> Follow-up from a voting decision <input type="checkbox"/> Client request <input checked="" type="checkbox"/> Breaches of international norms <input type="checkbox"/> Other; (specify) <input type="checkbox"/> We do not outline engagement criteria for our individual engagements
	<p>Collaborative engagements</p> <input checked="" type="checkbox"/> Potential to enhance knowledge of ESG issues through other investors <input checked="" type="checkbox"/> Ability to have greater impact on ESG issues <input checked="" type="checkbox"/> Ability to add value to the collaboration <input checked="" type="checkbox"/> Geography/market of the companies targeted by the collaboration <input checked="" type="checkbox"/> Materiality of the ESG factors addressed by the collaboration <input checked="" type="checkbox"/> Exposure (size of holdings) to companies targeted by the collaboration <input type="checkbox"/> Responses to ESG impacts addressed by the collaboration that have already occurred <input type="checkbox"/> Responses to divestment pressure <input type="checkbox"/> Follow-up from a voting decision <input type="checkbox"/> Alleviate the resource burden of engagement <input checked="" type="checkbox"/> Consultation with clients/beneficiaries <input type="checkbox"/> Consultation with other stakeholders (e.g. NGOs, trade unions, etc.) <input type="checkbox"/> Other; (specify) <input type="checkbox"/> We do not outline engagement criteria for our collaborative engagement providers

No

LEA 03.3	Additional information. [Optional]
<p>Our investment agent, BCI, focuses on three areas that we view as being long-term, widespread business challenges and, therefore, a natural fit for an investor with an investment horizon that stretches forward many decades, including: climate change and water, human rights, and governance (i.e. board composition, voting rights and executive compensation).</p> <p>With these broad priorities established, BCI is able to identify targets for engagement through an annual portfolio assessment, which includes a review of the ESG performance of our top holdings. In addition, while conducting proxy voting duties, BCI actively tracks companies with which it plans to follow up based on its research and voting decisions.</p> <p>Outside of proactive engagements, BCI also meets with companies' management and raises ESG issues.</p>	

LEA 04	Mandatory	Core Assessed	PRI 2
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LEA 04.1	Indicate whether you define specific objectives for your organisation's engagement activities.		
Individual / Internal staff engagements	<input type="radio"/> All engagement activities <input checked="" type="radio"/> Majority of engagement activities <input type="radio"/> Minority of engagement activities <input type="radio"/> We do not define specific objectives for engagement activities carried out by internal staff		
Collaborative engagements	<input checked="" type="radio"/> All engagement activities <input type="radio"/> Majority of engagement activities <input type="radio"/> Minority of engagement activities <input type="radio"/> We do not define specific objectives for engagement activities carried out through collaboration		

LEA 04.2	Additional information. [Optional]
<p>Our investment agent, BCI, has instituted an internal database to track engagement activity including all contacts and correspondence with a company. Using this database, BCI is able to track company progress.</p>	

LEA 05	Mandatory	Core Assessed	PRI 2
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LEA 05.1	Indicate whether you monitor and/or review engagement outcomes.		
Individual / Internal staff engagements	<input type="radio"/> Yes, in all cases <input checked="" type="radio"/> Yes, in a majority of cases <input type="radio"/> Yes, in a minority of cases <input type="radio"/> We do not monitor, or review engagement outcomes when the engagement is carried out by our internal staff.		
Collaborative engagements	<input checked="" type="radio"/> Yes, in all cases <input type="radio"/> Yes, in a majority of cases <input type="radio"/> Yes, in a minority of cases <input type="radio"/> We do not monitor, or review engagement outcomes when the engagement is carried out through collaboration.		

LEA 05.2	Indicate whether you do any of the following to monitor and/or review the progress of engagement activities.		
Individual / Internal staff engagements	<input type="checkbox"/> Define timelines/milestones for your objectives <input checked="" type="checkbox"/> Track and/or monitor progress against defined objectives and/or KPIs <input checked="" type="checkbox"/> Track and/or monitor the progress of action taken when original objectives are not met <input checked="" type="checkbox"/> Revisit and, if necessary, revise objectives on a continuous basis <input type="checkbox"/> Other; specify		
Collaborative engagements	<input checked="" type="checkbox"/> Define timelines/milestones for your objectives <input checked="" type="checkbox"/> Track and/or monitor progress against defined objectives and/or KPIs <input checked="" type="checkbox"/> Track and/or monitor the progress of action taken when original objectives are not met <input checked="" type="checkbox"/> Revisit and, if necessary, revise objectives on a continuous basis <input type="checkbox"/> Other; specify		

LEA 05.3	Additional information. [Optional]
<p>Our investment agent, BCI, looks for policy changes and/or improvements in performance, and they utilize an internal database to track updates and/or the evaluation framework established by the PRI if it is a PRI collaboration.</p>	

LEA 06	Mandatory	Additional Assessed	PRI 2,4
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LEA 06.1	Indicate whether your organisation has an escalation strategy when engagements are unsuccessful.		
<input checked="" type="checkbox"/> Yes			

LEA 06.2 Indicate the escalation strategies used at your organisation following unsuccessful engagements.

- Collaborating with other investors
- Issuing a public statement
- Filing/submitting a shareholder resolution
- Voting against the re-election of the relevant directors
- Voting against the board of directors or the annual financial report
- Submitting nominations for election to the board
- Seeking legal remedy / litigation
- Reducing exposure (size of holdings)
- Divestment
- Other, specify

No

LEA 07	Voluntary	Additional Assessed	PRI 1,2
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Private

LEA 08	Mandatory	Gateway	PRI 2
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LEA 08.1 Indicate whether you track the number of your engagement activities.

Type of engagement	Tracking engagements
Individual/Internal staff engagements	<input checked="" type="checkbox"/> Yes, we track the number of our engagements in full <input type="checkbox"/> Yes, we partially track the number of our engagements <input type="checkbox"/> We do not track
Collaborative engagements	<input checked="" type="checkbox"/> Yes, we track the number of collaborative engagements in full <input type="checkbox"/> Yes, we partially track the number of our collaborative engagements <input type="checkbox"/> We do not track

LEA 09	Mandatory to Report, Voluntary to Disclose	Core Assessed	PRI 2
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Private

LEA 10	Voluntary	Additional Assessed	PRI 2
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Private

LEA 11	Voluntary	Descriptive	PRI 2
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Private

LEA 12	Mandatory	Descriptive	PRI 2
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LEA 12.1 Indicate how you typically make your (proxy) voting decisions.

Approach		
<input type="radio"/> We use our own research or voting team and make voting decisions without the use of service providers. <input checked="" type="radio"/> We hire service providers who make voting recommendations and/or provide research that we use to guide our voting decisions.		
<table border="1"> <thead> <tr> <th>Based on</th> </tr> </thead> <tbody> <tr> <td> <input type="radio"/> The service-provider voting policy we sign off on <input checked="" type="radio"/> Our own voting policy <input type="radio"/> Our clients' requests or policies <input type="radio"/> Other (explain) </td> </tr> </tbody> </table>	Based on	<input type="radio"/> The service-provider voting policy we sign off on <input checked="" type="radio"/> Our own voting policy <input type="radio"/> Our clients' requests or policies <input type="radio"/> Other (explain)
Based on		
<input type="radio"/> The service-provider voting policy we sign off on <input checked="" type="radio"/> Our own voting policy <input type="radio"/> Our clients' requests or policies <input type="radio"/> Other (explain)		
<input type="radio"/> We hire service providers who make voting decisions on our behalf, except in some pre-defined scenarios where we review and make voting decisions. <input type="radio"/> We hire service providers who make voting decisions on our behalf.		

LEA 12.2 Provide an overview of how you ensure that your agreed-upon voting policy is adhered to, giving details of your approach when exceptions to the policy are made.

All voting by our investment agent, BCI, is based on their custom voting policy and their staff are trained on how to implement the voting policy. Regular discussions are held to ensure ongoing consistency with the voting policy. Exceptions are sometimes adopted for specific market practices (e.g. lower threshold for independence for Japanese companies) and are part of the training protocol. Exceptions are internally documented to ensure consistency across the voting team.

LEA 14	Voluntary	Additional Assessed	PRI 2
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Private

LEA 15	Mandatory	Descriptive	PRI 2
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LEA 15.1	Indicate the proportion of votes participated in within the reporting year in which where you or the service providers acting on your behalf raised concerns with companies ahead of voting.
<input type="radio"/> 100% <input type="radio"/> 99-75% <input type="radio"/> 74-50% <input type="radio"/> 49-25% <input checked="" type="radio"/> 24-1% <input type="radio"/> Neither we nor our service provider(s) raise concerns with companies ahead of voting	

LEA 15.2	Indicate the reasons for raising your concerns with these companies ahead of voting.
<input checked="" type="checkbox"/> Vote(s) concerned selected markets <input type="checkbox"/> Vote(s) concerned selected sectors <input checked="" type="checkbox"/> Vote(s) concerned certain ESG issues <input type="checkbox"/> Vote(s) concerned companies exposed to controversy on specific ESG issues <input type="checkbox"/> Vote(s) concerned significant shareholdings <input type="checkbox"/> Client request <input checked="" type="checkbox"/> Other	
	Explain
Our investment agent, BCI, sometimes communicates with companies when there are proxy contests or merger and acquisition activity, when they make a request, or when BCI is engaging with them.	

LEA 16	Mandatory	Core Assessed	PRI 2
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LEA 16.1	Indicate the proportion of votes where you, and/or the service provider(s) acting on your behalf, communicated the rationale to companies for abstaining or voting against management recommendations. Indicate this as a percentage out of all eligible votes.
<input type="radio"/> 100% <input type="radio"/> 99-75% <input type="radio"/> 74-50% <input type="radio"/> 49-25% <input checked="" type="radio"/> 24-1% <input type="radio"/> We do not communicate the rationale to companies <input type="radio"/> Not applicable because we and/or our service providers did not abstain or vote against management recommendations	

LEA 16.2	Indicate the reasons why your organisation would communicate to companies, the rationale for abstaining or voting against management recommendations.
<input checked="" type="checkbox"/> Vote(s) concern selected markets <input type="checkbox"/> Vote(s) concern selected sectors <input checked="" type="checkbox"/> Vote(s) concern certain ESG issues <input type="checkbox"/> Vote(s) concern companies exposed to controversy on specific ESG issues <input type="checkbox"/> Vote(s) concern significant shareholdings <input type="checkbox"/> Client request <input type="checkbox"/> Other	

LEA 16.3	In cases where your organisation does communicate the rationale for abstaining or voting against management recommendations, indicate whether this rationale is made public.
<input checked="" type="radio"/> Yes <input type="radio"/> No	

LEA 16.4	Additional information. [Optional]
Our investment agent, BCI, often conveys their voting record directly to Canadian companies during meetings and in some cases (e.g. say-on-pay) via letters to the Chair of the relevant company board committee. In addition, BCI's public disclosure on proxy voting includes voting rationale for each vote against management and every shareholder proposal.	

LEA 17	Mandatory	Core Assessed	PRI 2
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LEA 17.1	For listed equities in which you or your service provider have the mandate to issue (proxy) voting instructions, indicate the percentage of votes cast during the reporting year.
<input checked="" type="checkbox"/> We do track or collect this information	
	Votes cast (to the nearest 1%)
97%	
	Specify the basis on which this percentage is calculated
<input checked="" type="checkbox"/> Of the total number of ballot items on which you could have issued instructions	

- Of the total number of company meetings at which you could have voted
- Of the total value of your listed equity holdings on which you could have voted
- We do not track or collect this information

LEA 17.2	Explain your reason(s) for not voting on certain holdings
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- Shares were blocked
- Notice, ballots or materials not received on time
- Missed deadline
- Geographical restrictions (non-home market)
- Cost
- Conflicts of interest
- Holdings deemed too small
- Administrative impediments (e.g., power of attorney requirements, ineligibility due to participation in share placement)
- Client request
- Other (explain)

LEA 18	Voluntary	Additional Assessed	PRI 2
<i>Private</i>			

LEA 19	Mandatory	Core Assessed	PRI 2
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LEA 19.1	Indicate whether your organisation has a formal escalation strategy following unsuccessful voting.
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- Yes
- No

LEA 19.2	Indicate the escalation strategies used at your organisation following abstentions and/or votes against management.
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- Contacting the company's board
- Contacting the company's senior management
- Issuing a public statement explaining the rationale
- Initiating individual/collaborative engagement
- Directing service providers to engage
- Reducing exposure (holdings) / divestment
- Other

LEA 20	Voluntary	Descriptive	PRI 2
<i>Private</i>			

LEA 21	Voluntary	Descriptive	PRI 2
<i>Private</i>			

LEA Checks			Checks
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If there are any messages below, please review them before continuing. If there are no messages below, please save this page and continue.

FI 01.1 Indicate (1) Which ESG incorporation strategy and/or combination of strategies you apply to your actively managed fixed income investments; and (2) The proportion (+/- 5%) of your total actively managed fixed income investments each strategy applies to.

SSA	Screening alone	0
	Thematic alone	0
	Integration alone	0
	Screening + integration strategies	100
	Thematic + integration strategies	0
	Screening + thematic strategies	0
	All three strategies combined	0
	No incorporation strategies applied	0
Corporate (financial)	Screening alone	0
	Thematic alone	0
	Integration alone	0
	Screening + integration strategies	100
	Thematic + integration strategies	0
	Screening + thematic strategies	0
	All three strategies combined	0
	No incorporation strategies applied	0
Corporate (non-financial)	Screening alone	0
	Thematic alone	0
	Integration alone	0
	Screening + integration strategies	100
	Thematic + integration strategies	0
	Screening + thematic strategies	0
	All three strategies combined	0
	No incorporation strategies applied	0

FI 01.2	Describe your reasons for choosing a particular ESG incorporation strategy and how combinations of strategies are used.
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The combination of screening and integration of ESG factors is a critical component to identifying and managing the credit risk associated with our investment agent, BCI's, fixed income holdings. Screening from BCI's vendors provides an initial high level overview of ESG issues with specific issuers. As BCI delves deeper into potential investment opportunities, integration becomes a more critical component of its process and allows BCI to identify further issues and provide insights into the company's performance.

For mortgage holdings, BCI has developed a risk rating process that incorporates ESG factors as a contributor to the evaluation and pricing methodologies when identifying and managing credit risk. This process continues to evolve as new information becomes available. Integration of new strategies are tested and reviewed before implementation.

FI 14	Mandatory to Report, Voluntary to Disclose	Core Assessed	PRI 2
<i>Private</i>			
FI 15	Mandatory to Report, Voluntary to Disclose	Additional Assessed	PRI 1,2
<i>Private</i>			
FI 16	Mandatory to Report, Voluntary to Disclose	Additional Assessed	PRI 1,2
<i>Private</i>			
FI 17	Mandatory to Report, Voluntary to Disclose	Additional Assessed	General
<i>Private</i>			

PE 01	Voluntary	Descriptive	PRI 1-6
Private			
PE 02	Mandatory	Core Assessed	PRI 2
PE 02.1	Indicate whether your organisation's investment activities are guided by a responsible investment policy / follow responsible investment guidelines.		
<input checked="" type="checkbox"/> Our investment activities are guided by a responsible investment policy			
PE 02.2	Describe how your organisation outlines expectations on staff and portfolio companies' approach towards ESG issues in investment activities.		
<p>Our investment agent, BCI, has a corporate responsible investing policy and within that policy the requirement to incorporate ESG into investment decision making resides within the asset class. BCI's private equity team includes ESG considerations in all principal and fund investments made. Investment Strategy and Risk also completes an independent ESG risk review for all large, direct deals. Additionally, ESG risks are monitored on an on-going basis in positions with which BCI has board representatives.</p>			
<input type="checkbox"/> Our investment activities are not guided by a responsible investment policy <input type="checkbox"/> We do not have a responsible investment policy			
PE 05	Mandatory	Gateway	PRI 1
PE 05.1	During due-diligence indicate if your organisation typically incorporates ESG issues when selecting private equity investments.		
<input checked="" type="checkbox"/> Yes			
PE 05.2	Describe your organisation's approach to incorporating ESG issues in private equity investment selection.		
<p>Our investment agent, BCI's, investments in private equity are often made with a long-term outlook. As ESG issues can develop over time and affect companies, sectors and regions, assessing these factors is integral to their due diligence process for examining opportunities. In addition to financial performance, BCI assesses the governance model of the prospective acquisition and commissions detailed reports on legal, environmental, regulatory, and social factors. Potential risks are incorporated into our investment strategy. Depending on their ownership position, BCI may also play a more active role in addressing these risks with the companies.</p>			
<input type="checkbox"/> No			
PE 06	Mandatory	Core Assessed	PRI 1,3
PE 06.1	Indicate what type of ESG information your organisation typically considers during your private equity investment selection process.		
<input checked="" type="checkbox"/> Raw data from target company <input checked="" type="checkbox"/> Benchmarks against other companies <input checked="" type="checkbox"/> Sector level data/benchmarks <input checked="" type="checkbox"/> Country level data/benchmarks <input checked="" type="checkbox"/> Reporting standards, industry codes and certifications <input checked="" type="checkbox"/> International initiatives, declarations or standards <input checked="" type="checkbox"/> Engagements with stakeholders (e.g. customers and suppliers) <input checked="" type="checkbox"/> Advice from external resources <input type="checkbox"/> Other, specify <input type="checkbox"/> We do not track this information			
PE 06.2	Describe how this information is reported to, considered and documented by the Investment Committee or similar.		
<p>All our investment agent, BCI's, memos include a section on ESG considerations. The content will be situation specific, depending on the nature of items uncovered during the due diligence process and what material ESG issues are identified. In some cases ESG factors will be considered to have a limited impact and in others there may be specific areas flagged with additional work performed. The diligence can be completed by BCI, BCI's partner or have external expert advisors commissioned.</p>			
PE 07	Voluntary	Additional Assessed	PRI 1,2
Private			
PE 08	Voluntary	Additional Assessed	PRI 1
Private			
PE 09	Mandatory	Gateway/Core Assessed	PRI 2
PE 09.1	Indicate whether your organisation incorporates ESG issues in investment monitoring of portfolio companies.		
<input checked="" type="checkbox"/> Yes			
PE 09.2	Indicate the proportion of portfolio companies where your organisation included ESG performance in investment monitoring during the reporting year.		
<input type="checkbox"/> >90% of portfolio companies <input type="checkbox"/> 51-90% of portfolio companies <input checked="" type="checkbox"/> 10-50% of portfolio companies <input type="checkbox"/> <10% of portfolio companies			

PE 09.3		Indicate ESG issues for which your organisation typically sets and monitors targets (KPIs or similar) and provide examples per issue.	
<input type="checkbox"/> Environmental <input type="checkbox"/> Social <input type="checkbox"/> Governance <input checked="" type="checkbox"/> We do not set and/or monitor against targets		<input type="radio"/> No	
PE 09.4		Additional information. [Optional]	
Our investment agent BCI's private equity team is rolling out ESG KPI collection on principal investments in 2020.			
PE 10	Mandatory	Core Assessed	PRI 2
PE 10.1		Indicate if your organisation tracks the proportion of your portfolio companies that have an ESG/sustainability-related policy (or similar guidelines).	
<input type="radio"/> Yes <input checked="" type="radio"/> No			
PE 10.3		Additional information. [Optional]	
According to our investment agent, BCI, this is identified and addressed during the due diligence phase. The majority of portfolio companies will have such policies, but no central tracking is done to determine the proportion of portfolio companies. This is under consideration for the roll out of ESG KPI's in 2020.			
PE 11	Voluntary	Additional Assessed	PRI 2
Private			
PE 12	Voluntary	Descriptive	PRI 2,3
Private			
PE 13	Voluntary	Additional Assessed	PRI 2
Private			
PE 14	Voluntary	Additional Assessed	PRI 1,2
Private			
PE 15	Mandatory to Report, Voluntary to Disclose	Descriptive	PRI 1,2
Private			

PR 01.1 Indicate if your organisation has a Responsible Property Investment (RPI) policy.

Yes

PR 01.2 Provide a URL or attach the document

- URL
<http://read.uberflip.com/i/605664-responsible-investing-overview>
- Attach Document

No

PR 01.3 Provide a brief overview of your organisation's approach to responsible investment in property, and how you link responsible investment in property to your business strategy. [Optional]

Our investment agent, BCI's, approach to responsible property investment enhances the desirability, marketability, longevity, and competitiveness of property investments (and the communities in which they are located), contributing to and enhancing stable cash flows and investment returns.

Where possible the goal is to have all properties be environmentally friendly, energy efficient, barrier free, tenant friendly, and to have both design and function that are compatible with community standards. QuadReal Property Group, (QuadReal), a company created and 100 per cent owned by our investment agent BCI, is required to adopt policies and implement procedures in all material aspects to generally comply with best practices, to carry on ethical business conduct and to promote fair dealing, including, without limitation, with respect to governance, social and environmental activities.

QuadReal's commitment to sustainability and responsible property investment:

- QuadReal aims to deliver prudent growth and strong investment returns, and to create and sustain environments that bring value to the people and communities it serves now and in the future.
- QuadReal's sustainability strategy follows four key pathways: being efficient with respect to energy, water and waste; promoting the health and wellness of the people living and working in their buildings; proudly supporting the communities in which they operate; and actively building a culture of innovation.
- QuadReal strives to have all buildings that it directly manages green certified, typically to LEED, Fitwel or BOMA BEST. It also publicly reports its key impacts, in line with its commitment to being open and transparent. QuadReal aims to be a global sustainability leader, and challenges itself to improve every day. QuadReal is focused on excellence and committed to exceeding the sustainability expectations of its tenants, employees, and communities.

PR 04.1 Indicate if your organisation typically incorporates ESG issues when selecting property investments.

Yes

PR 04.2 Provide a description of your organisation's approach to incorporating ESG issues in property investment selection.

QuadReal, on behalf of our investment agent, BCI, uses a due diligence checklist that incorporates ESG metrics to be evaluated for each new investment.

PR 04.3 Indicate which E, S and/or G issues are typically considered by your organisation in the property investment selection process, and list up to three examples per issue.

Environmental

Climate change adaptation

Environmental example 1, description

Flood/sea level rise risk is evaluated

Energy efficiency

Environmental example 2, description

Energy efficiency of new projects is assessed and/or designed to meet the LEED or BOMA BEST.

Transportation

Environmental example 3, description

Proximity to public transit is evaluated

Social

Health, safety and wellbeing

Social example 1, description [OPTIONAL]

QuadReal has an Occupational Health and Safety Policy that outlines specific integration of safety consideration into all actions and practices. Quadreal also focuses on developing and investing in real estate that creates places that promote well being and productivity.

Socio-economic

Social example 2, description [OPTIONAL]

QuadReal supports development practices that engage and empower local communities and manage buildings in ways that support the local economy and biodiversity.

Occupier Satisfaction

Social example 3, description [OPTIONAL]

QuadReal engages and evaluates tenant and occupant goals to create a welcoming community for occupants.

Governance

Supply chain governance

Governance example 1, description

QuadReal actively partners with leading vendors to adopt sustainable behavior and practices.

Anti-bribery & corruption

Governance example 2, description

QuadReal sets out the principles and expectations for all partners in the Responsible Contractor Code of Conduct and Ethics which establishes all expectations and requirements for anti-bribery and corruption expectations.

Regulatory

Governance example 3, description

All regulations and jurisdictional requirements are reviewed and met or exceeded for new projects and existing investments.

No

PR 05	Voluntary	Additional Assessed	PRI 1,3
Private			

PR 06	Mandatory	Core Assessed	PRI 1
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PR 06.1 Indicate if ESG issues impacted your property investment selection process during the reporting year.

- ESG issues helped identify risks and/or opportunities for value creation
- ESG issues led to the abandonment of potential investments
- ESG issues impacted the investment in terms of price offered and/or paid
- ESG issues impacted the terms in the shareholder/purchase agreements and/or lending covenants
- ESG issues were considered but did not have an impact on the investment selection process
- Other, specify
- Not applicable, our organisation did not select any investments in the reporting year
- We do not track this potential impact

PR 06.2 Indicate how ESG issues impacted your property investment deal structuring processes during the reporting year.

- ESG issues impacted the investment in terms of price offered and/or paid
- ESG issues impacted the terms in the shareholder/purchase agreements and/or lending covenants
- ESG issues were considered but did not have an impact on the deal structuring process
- Other, specify
- Not applicable, our organisation did not select any investments in the reporting year
- We do not track this potential impact

PR 06.3 Additional information.

QuadReal conducts an extensive due diligence process which includes environmental assessment. Phase 1 reports are conducted for all potential new investments with a more detailed Phase 2 for sites with identified liabilities. They also assess properties based on walkscore, transit score, current green building certifications and building condition assessments (which includes age of mechanical & HVAC systems).

PR 07	Mandatory	Core Assessed	PRI 4
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PR 07.1 Indicate if your organisation includes ESG issues in your selection, appointment and/or monitoring of third-party property managers.

Yes

PR 07.2 Indicate how your organisation includes ESG issues in your selection, appointment and/or monitoring of third party property managers.

- Selection process of property managers incorporated ESG issues

Types of actions

- Request explanation of how ESG is effectively integrated, including inquiries about governance and processes
- Request track records and examples of how the manager implements ESG in their asset and property management
- Discuss property level out-performance opportunities through greater integration of ESG criteria
- Request explanation of engaging stakeholders on ESG issues
- Other, explain

Coverage

- >75% to 100%
- >50% to 75%
- <50%

- Contractual requirements when appointing property managers includes ESG issues

Types of actions

- Include clear and detailed expectations for incorporating ESG
- Require dedicated ESG procedures in all relevant asset and property management phases
- Clear ESG reporting requirements

- Clear ESG performance targets
- Other, explain

Coverage

- >75% to 100%
- >50% to 75%
- <50%

Monitoring of property managers covers ESG responsibilities and implementation

Types of actions

- Performance against quantitative and material environmental / resource targets over specified timeframe.
- Performance against quantitative and material environmental / resource targets against relevant benchmarks
- Performance against quantitative and qualitative targets to address social impacts of the portfolio/investment,
- Other, explain

Coverage

- >75% to 100%
- >50% to 75%
- <50%

No

PR 07.3 Provide a brief description of your organisations selection, appointment and monitoring of third party property managers and how they contribute to the management of ESG issues for your property investments.

QuadReal, on behalf of our investment agent, BCI, recognizes the importance of including ESG within its real estate portfolio and its third party property managers are like-minded in their approach to operating and managing the portfolio.

PR 08 Mandatory Gateway PRI 2

PR 08.1 Indicate if your organisation, and/or property managers, considers ESG issues in post-investment activities relating to your property assets.

Yes

PR 08.2 Indicate whether your organisation, and/or property managers, considers ESG issues in the following post-investment activities relating to your property assets.

- We consider ESG issues in property monitoring and management
- We consider ESG issues in property developments and major renovations.
- We consider ESG issues in property occupier engagements
- We consider ESG issues in community engagements related to our properties
- We consider ESG issues in other post-investment activities, specify

PR 08.3 Describe how your organisation, and/or property managers, considers ESG issues in post-investment activities related to your property assets.

QuadReal's post-investment activities at its properties are aimed at lessening the impact on the environment, providing for the improvement of community and tenant experiences and enhancing the value of the underlying real estate investments. Each year, responsible investing opportunities are assessed at existing and newly acquired properties with the goal of ensuring that all buildings are energy-efficient and tenant-responsive.

No

PR 09 Mandatory Core Assessed PRI 2,3

PR 09.1 Indicate the proportion of property assets for which your organisation, and/or property managers, set and monitored ESG targets (KPIs or similar) during the reporting year.

- >90% of property assets
- 51-90% of property assets
- 10-50% of property assets
- <10% of property assets

PR 09.2 Indicate which ESG targets your organisation and/or property managers typically set and monitor

Environmental

Target/KPI	Progress Achieved
Green Certification	Over 90% of portfolio certified under LEED or BOMA or both.
Energy, Water, Waste data	Currently tracked across majority of portfolio and continuously monitored for completeness.
Target-setting for energy	Implemented across majority of office assets where they have direct operational control.

- Social

Target/KPI	Progress Achieved
Tenant Engagement	Program implemented in 2018 and further refined in 2019.

- Governance
- We do not set and/or monitor against targets

PR 10	Voluntary	Descriptive	PRI 2
Private			

PR 11	Mandatory	Core Assessed	PRI 2
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PR 11.1 Indicate the proportion of active property developments and major renovations where ESG issues have been considered.

- >90% of active developments and major renovations
- 51-90% of active developments and major renovations
- 10-50% of active developments and major renovations
- <10% of active developments and major renovations
- N/A, no developments and major renovations of property assets are active

PR 11.2 Indicate if the following ESG considerations are typically implemented and monitored in your property developments and major renovations.

- Environmental site selection requirements
- Environmental site development requirements
- Sustainable construction materials
- Water efficiency requirements
- Energy efficiency requirements
- Energy generation from on-site renewable sources
- Waste management plans at sites
- Health and safety management systems at sites
- Health and wellbeing of residents
- Construction contractors comply with sustainability guidelines
- Resilient building design and orientation
- Other, specify

PR 12	Mandatory	Core Assessed	PRI 2
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PR 12.1 Indicate the proportion of property occupiers your organisation, and/or your property managers, engaged with on ESG issues during the reporting year.

- >90% of occupiers
- 50-90% of occupiers
- 10-50% of occupiers
- <10% of occupiers

PR 12.2 Indicate if the following practises and areas are typically part of your, and/or your property managers', occupier engagements.

- Distribute a sustainability guide to occupiers
- Organise occupier events focused on increasing sustainability awareness
- Deliver training on energy and water efficiency
- Deliver training on waste minimisation
- Provide feedback on energy and water consumption and/or waste generation
- Provide feedback on waste generation
- Carry out occupier satisfaction surveys
- Health and wellbeing of residents
- Offer green leases
- Other, specify

PR 12.3 Additional information. [Optional]

QuadReal's standard leases included several clauses that align with specific green lease clauses.

Tenant level sub-metering in office buildings is increasing, along with web-based access for the tenant to their data. A tenant knowing they are being billed on the basis of their sub-metered usage, and them having access to that data is generating about an 8% reduction in their energy use.

Through QuadReal's tenant engagement program, sharing of monthly newsletters and posters promotes various ESG topics like energy efficiency, value of "walking meetings", volunteering, green plants and healthy eating. Many properties also host on-site activities like yoga classes and ESG lunch and learns.

PR 13	Voluntary	Additional Assessed	PRI 2
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Private

PR 14	Voluntary	Additional Assessed	PRI 2
Private			
PR 15	Voluntary	Additional Assessed	PRI 1,2
Private			
PR 16	Voluntary	Descriptive	PRI 1,3
Private			

INF 01	Voluntary	Descriptive	PRI 1-6
Private			
INF 02	Mandatory	Core Assessed	PRI 1-6
INF 02.1	Indicate if your organisation has a responsible investment policy for infrastructure.		
<input checked="" type="checkbox"/> Yes			
INF 02.2	Provide a URL if your policy is publicly available.		
https://www.bci.ca/approach/responsible-investing/			
<input type="checkbox"/> No			
INF 02.3	Additional information. [Optional]		
<p>Our investment agent, BCI's, responsible investing policy (link above) is corporation-wide. This is not a link to BCI's Infrastructure policy specifically.</p> <p>BCI excludes companies involved in the manufacturing of landmines and/or cluster munitions from its investment universe. This exclusion is based on international treaties signed and ratified by the Canadian federal government. BCI's investment managers are required to comply with this exclusion.</p>			
INF 05	Mandatory	Gateway	PRI 1
INF 05.1	Indicate if your organisation typically incorporates ESG issues when selecting infrastructure investments.		
<input checked="" type="checkbox"/> Yes			
INF 05.2	Describe your organisation's approach to incorporating ESG issues in infrastructure investment selection.		
<p>With respect to our investment agent, BCI's, large direct investments, they incorporate the following into their due diligence procedures pre-investment:</p> <ul style="list-style-type: none"> • Review the particular investment opportunity against an ESG red flag checklist for specific concerns and work to 1) fully assess such investment opportunities through due diligence (sometimes with the help of external consultants); 2) assess the ESG risks these opportunities pose over both a short and long term basis; and 3) work to address the concerns through changes to the business, governance, price adjustments, etc. • Commission detailed environmental reviews prior to investing using a respected 3rd party advisor • Negotiate detailed shareholder arrangements that define 1) the responsibilities of the new company board; and 2) shareholder rights; • Review employment policies and practices, stakeholder engagement, and assess level of interaction with the communities in which they operate; • Conduct legal review of historic and current litigation; • Review relationship with regulatory bodies including negative rulings or fines levied; • Independent ESG risk review is conducted by the ESG Strategy and Risk team in BCI's Investment Strategy and Risk department. This risk review is provided to investment committee alongside the investment memo. • Incorporate the results of the analysis above into BCI's pro-forma asset management plan including addressing areas identified as deficient. 			
<input type="checkbox"/> No			
INF 06	Voluntary	Descriptive	PRI 1,4
Private			
INF 07	Mandatory	Core Assessed	PRI 1,3
INF 07.1	Indicate which E, S and/or G issues are typically considered by your organisation in the investment selection process and list up to three typical examples per issue.		
<input checked="" type="checkbox"/> Environmental			
<p>Compliance with environmental laws and regulations (e.g. leakage)</p> <p>Physical risks related to climate change</p> <p>Sustainability concerns for the business</p>			
<input checked="" type="checkbox"/> Social			
<p>Safety track record and future safety concerns</p> <p>Social license to operate and stakeholder perception of the business</p> <p>Labour management issues</p>			
<input checked="" type="checkbox"/> Governance			
<p>Obtaining board representation and board observer status</p> <p>Composition of board committees and mandates (audit, HR, etc.)</p> <p>Board composition and turnover</p>			
INF 07.2	Additional information. [Optional]		
<p>Conduct anti-bribery and anti-corruption assessment pre- and post-transaction.</p>			
INF 08	Voluntary	Additional Assessed	PRI 1,3
Private			

INF 09	Voluntary	Additional Assessed	PRI 1
Private			
INF 11	Mandatory	Gateway	PRI 2
INF 11.1	Indicate whether your organisation and/or operators consider ESG issues in post-investment activities relating to your infrastructure assets.		
<input checked="" type="checkbox"/> Yes			
INF 11.2	Indicate how your organisation, and/or operators, considers ESG issues in the following post-investment activities relating to your infrastructure assets.		
<input checked="" type="checkbox"/> We consider ESG issues in the monitoring and operation of infrastructure <input checked="" type="checkbox"/> We consider ESG issues in infrastructure maintenance <input checked="" type="checkbox"/> We consider ESG issues in stakeholder engagements related to our infrastructure <input checked="" type="checkbox"/> We consider ESG issues in other post-investment activities, specify <p>See INF 11.3 BCI's team monitors certain ESG KPIs on a quarterly basis and interacts with investee companies on ESG issues.</p>			
INF 11.3	Describe how your organisation, and/or operators, considers ESG issues in post-investment activities related to your infrastructure investments. [Optional]		
<p>Our investment agent, BCI, invests in stand-alone companies with internalised operations teams. ESG policies are therefore established and enforced at the Board level. BCI generally seeks to make investments material enough to obtain Board representation. BCI expects and governs management of their companies to exhibit good corporate social responsibility, and expect management teams to foster a culture of engaging with the communities they operate in. Management teams provide status reports detailing ESG issues to the Board and directly to shareholders as part of standard reporting requirements. Sub-committees are established to address ESG issues as required.</p>			
<input type="checkbox"/> No			
INF 12	Mandatory	Core Assessed	PRI 2
INF 12.1	Indicate the proportion of infrastructure assets for which your organisation and/or operators included ESG performance in investment monitoring during the reporting year.		
<input checked="" type="checkbox"/> >90% of infrastructure assets <input type="checkbox"/> 51-90% of infrastructure assets <input type="checkbox"/> 10-50% of infrastructure assets <input type="checkbox"/> <10% of infrastructure assets			
INF 12.2	Indicate ESG issues for which your organisation, and/or operators, typically sets and monitors targets (KPIs or similar) and provide examples per issue.		
<input checked="" type="checkbox"/> Environmental <p>BCI monitors environmental regulatory compliance and serious and pending reputational incidents against targets established by management, their respective boards and where applicable, regulatory authorities.</p> <input checked="" type="checkbox"/> Social <p>BCI monitors safety KPIs such as lost time incidents, total recordable injury rates and serious incidents and fatalities against management/board targets.</p> <input checked="" type="checkbox"/> Governance <p>BCI periodically reviews the governance arrangements in its investment policies and investee boards to ensure compliance with best practices such as board composition.</p> <input type="checkbox"/> We do not set and/or monitor against targets			
INF 13	Mandatory	Additional Assessed	PRI 2
INF 13.1	Indicate whether you track the proportion of your infrastructure investees that have an ESG/sustainability-related policy (or similar guidelines).		
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
INF 14	Voluntary	Descriptive	PRI 2,3
Private			
INF 15	Mandatory	Core Assessed	PRI 2
INF 15.1	Indicate the proportion of active infrastructure maintenance projects where ESG issues have been considered.		
<input checked="" type="checkbox"/> >90% of active maintenance projects <input type="checkbox"/> 51-90% of active maintenance projects <input type="checkbox"/> 10-50% of active maintenance projects <input type="checkbox"/> <10% of active maintenance projects <input type="checkbox"/> N/A, no maintenance projects of infrastructure assets are active			

INF 16	Voluntary	Additional Assessed	PRI 2
<i>Private</i>			
INF 17	Voluntary	Additional Assessed	PRI 1,2
<i>Private</i>			
INF 18	Voluntary	Descriptive	PRI 1-3
<i>Private</i>			

CM1 01	Mandatory	Additional Assessed	General				
CM1 01.1	Indicate whether the reported information you have provided for your PRI Transparency Report this year has undergone:						
<input type="checkbox"/> Third party assurance over selected responses from this year's PRI Transparency Report <input type="checkbox"/> Third party assurance over data points from other sources that have subsequently been used in your PRI responses this year <input type="checkbox"/> Third party assurance or audit of the correct implementation of RI processes (that have been reported to the PRI this year) <input type="checkbox"/> Internal audit of the correct implementation of RI processes and/or accuracy of RI data (that have been reported to the PRI this year) <input checked="" type="checkbox"/> Internal verification of responses before submission to the PRI (e.g. by the CEO or the board) <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Whole PRI Transparency Report has been internally verified <input type="checkbox"/> Selected data has been internally verified <input type="checkbox"/> Other, specify <input type="checkbox"/> None of the above							
CM1 02	Mandatory	Descriptive	General				
CM1 02.1	We undertook third party assurance on last year's PRI Transparency Report						
<input type="radio"/> Whole PRI Transparency Report was assured last year <input type="radio"/> Selected data was assured in last year's PRI Transparency Report <input type="radio"/> We did not assure last year's PRI Transparency report <input checked="" type="radio"/> None of the above, we were in our preparation year and did not report last year.							
CM1 03	Mandatory	Descriptive	General				
CM1 03.1	We undertake confidence building measures that are unspecific to the data contained in our PRI Transparency Report:						
<input type="checkbox"/> We adhere to an RI certification or labelling scheme <input type="checkbox"/> We carry out independent/third party assurance over a whole public report (such as a sustainability report) extracts of which are included in this year's PRI Transparency Report <input type="checkbox"/> ESG audit of holdings <input type="checkbox"/> Other, specify <input checked="" type="checkbox"/> None of the above							
CM1 04	Mandatory	Descriptive	General				
CM1 04.1	Do you plan to conduct third party assurance of this year's PRI Transparency report?						
<input type="radio"/> Whole PRI Transparency Report will be assured <input type="radio"/> Selected data will be assured <input checked="" type="radio"/> We do not plan to assure this year's PRI Transparency report							
CM1 07	Mandatory	Descriptive	General				
CM1 07.1	Indicate who has reviewed/verified internally the whole - or selected data of the - PRI Transparency Report . and if this applies to selected data please specify what data was reviewed						
<input type="checkbox"/> CEO or other Chief-Level staff <input type="checkbox"/> The Board <input type="checkbox"/> Investment Committee <input type="checkbox"/> Compliance Function <input checked="" type="checkbox"/> RI/ESG Team <input type="checkbox"/> Investment Teams <input type="checkbox"/> Legal Department <input checked="" type="checkbox"/> Other (specify) <table border="1" style="width: 100%; margin-top: 5px;"> <tr> <td style="width: 20%;"></td> <td>specify</td> </tr> <tr> <td></td> <td>Responsible Investment Committee</td> </tr> </table>					specify		Responsible Investment Committee
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