

British Coal Staff Superannuation Scheme

Hermes EOS

Engagement by region

Over the last quarter we engaged with 71 companies held in the British Coal Staff Superannuation Scheme portfolios on a range of 173 environmental, social and governance issues and objectives.

Global

We engaged with 71 companies over the last quarter.



- Environmental 16.2%
- Social and Ethical 34.1%
- Governance 28.9%
- Strategy, Risk and Communication 20.8%

Developed Asia

We engaged with 12 companies over the last quarter.



- Environmental 14.0%
- Social and Ethical 32.6%
- Governance 34.9%
- Strategy, Risk and Communication 18.6%

Emerging & Developing Markets

We engaged with 13 companies over the last quarter.



- Environmental 11.1%
- Social and Ethical 22.2%
- Governance 33.3%
- Strategy, Risk and Communication 33.3%

Europe

We engaged with eight companies over the last quarter.



- Environmental 11.1%
- Social and Ethical 33.3%
- Governance 33.3%
- Strategy, Risk and Communication 22.2%

North America

We engaged with 23 companies over the last quarter.



- Environmental 24.0%
- Social and Ethical 42.0%
- Governance 20.0%
- Strategy, Risk and Communication 14.0%

United Kingdom

We engaged with 15 companies over the last quarter.



- Environmental 14.3%
- Social and Ethical 34.3%
- Governance 28.6%
- Strategy, Risk and Communication 22.9%

Engagement by theme

Over the last quarter we engaged with 71 companies held in the British Coal Staff Superannuation Scheme portfolios on a range of 173 environmental, social and governance issues and objectives.

Environmental

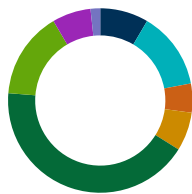
Environmental topics featured in 16.2% of our engagements over the last quarter.



- Climate Change 64.3%
- Environmental Policy and Strategy 17.9%
- Pollution and Waste Management 7.1%
- Water 10.7%

Social and Ethical

Social and Ethical topics featured in 34.1% of our engagements over the last quarter.



- Bribery and Corruption 8.5%
- Conduct and Culture 13.6%
- Cyber Security 5.1%
- Human Capital Management 6.8%
- Human Rights 42.4%
- Labour Rights 15.3%
- Supply Chain Management 6.8%
- Tax 1.7%

Governance

Governance topics featured in 28.9% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 22.0%
- Board Independence 16.0%
- Executive Remuneration 32.0%
- Shareholder Protection and Rights 14.0%
- Succession Planning 16.0%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 20.8% of our engagements over the last quarter.



- Audit and Accounting 5.6%
- Business Strategy 33.3%
- Integrated Reporting and Other Disclosure 22.2%
- Risk Management 38.9%